



Republika e Kosovës
Republika Kosova-Republic of Kosovo
Qeveria –Vlada-Government

ZYRA E KRYEMINISTRIT/ OFFICE OF THE PRIME MINISTER/ URED PREMIJERA
AGJENCIA PËR BARAZI GJINORE / AGENCIJA ZA RAVNOPRAVNOST POLOVA/
AGENCY FOR GENDER EQUALITY

Kosovo Program for Gender Equality 2020-2024

June 2020



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June 2020

This manual is designed in support to the initiative of the Agency of Gender Equality and in direct implementation of Project “Institutional Strengthening of Kosovo Agency for Gender Equality and Gender Mechanisms”, funded by the Government of Sweden, the Agency for International Development and Cooperation Sida Funded implemented by the Consortium: Niras & CPM International





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Nr. 01/34
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AGENCY OF GENDER EQUALITY

Dear citizens,

Pursuant to the Law on Gender Equality - Article 11, the Government of the Republic of Kosovo has drafted and approved the Kosovo Program for Gender Equality (KPGE) 2020 - 2024 by the Decision No. 01/34¹, under the leadership of the Agency on Gender Equality - Office of the Prime Minister. The first Kosovo's Program for Gender Equality was drafted by the AGE and was approved by the Government in the period 2008-2013, and the evaluation of its implementation² in 2017 served the AGE, line ministries, municipalities, civil society and international partners, as a guiding document for drafting of the new Program.

The KPGE is an umbrella document for planning institutional actions, of public and private sector, which should serve as a reference platform for undertaking actions followed by allocating sufficient budgetary funds to mainstream the gender perspective into policy-making, as a complex process necessary for the improvement of lives of girls and women, boys and men in Kosovo.

The process of drafting the KPGE as a strategic document represents a special model, where the entire drafting process has been performed using state of the art methodologies approved by the Governing Body, a comprehensive model process, preceded by sectoral and cross-sectoral analysis. Initially was drafted the situation analysis document for three relevant areas, and 11 two-day workshops were held with working groups, where about 370 participants attended these working groups, from close to 40 institutions, non-governmental organizations, donor organizations, local partners and international, as well as they provided feedback on the final document presented for public discussion.

The KPGE has three pillars: **a) Economic empowerment and social welfare b) Human development, roles and gender relations, c) Women's rights, access to justice and security**. The program includes gender-related sustainable development goals, and the 40 SDG gender indicators have been integrated into the objectives and

¹ Dated 23.05.2020

² Evaluation supported by the Swedish International Development Agency - SIDA, through the project "Institutional Empowerment of the Agency on Gender Equality and Gender Mechanisms in RKS" and implemented through the technical assistance of NIRAS-CPM International project.

activities of the proposed program. The program identifies a national vision, goals and objectives, and relevant action plan, including responsibilities, resources, and timelines for relevant activities to advance gender equality principles, to meet women's rights, and to achieve a peaceful, prosperous, and harmonious society for women and men in Kosovo. The objectives provided for in this document are guidelines for the implementation of the Legal Framework of the RKS, which guarantees gender equality in the spirit of the Convention on the Elimination of All Forms of Discrimination against Women – CEDAW, directly applicable in Kosovo, as well as key international instruments on gender equality and women's empowerment, such as: Universal Declaration of Human Rights; Convention on the Political Rights of Women; International Convention on Economic, Social and Cultural Rights; United Nations Security Council Resolutions 1325 and 1820 on Women, Peace and Security and Sexual Violence against Women, etc.

The action plan aims to implement gender mainstreaming in public policy frameworks to address 'feminization of poverty', which as a very complex concept has been taken into account while analysing the situation in the context of Kosovo, where both poverty and gender prejudice are diverse and deeply rooted, and keep women and girls away from development. Feminized poverty is the increase in poverty levels among women and men. The increase in gender inequalities is as a determinant of poverty, which has characterized a feminization of the causes of poverty, as women and girls continue to not participate in the labor market, they are not included in family inheritance; they do not benefit the same as men from financial resources, and from other services for the benefit of social welfare, access to justice, services and equal participation in decision-making in political, public, private, social and cultural life. The approved KPGE addresses all these issues identified in the situation analysis, which were addressed to specific objectives and relevant activities.

This program represents the strategic guidance document for the orientation of assistance and support of donors and international partners in addressing the support of the gender equality agenda in Kosovo.

We appreciate the Swedish Government/Swedish International Development Agency – SIDA, for its outstanding support throughout the process of drafting the KPGE, for its unreserved assistance through a direct grant to the AGE. We also express our gratitude for the support of SIDA, through the technical assistance project for AGE, implemented by the "NIRAS Consortium - CPM International"³, and the project leader who provided methodology, expertise and professional assistance throughout the process.

We appreciate members of the governing body, working groups, and all participants in the discussions, who with their feedback helped us to have a program that through the gender equality agenda brings to the main focus the welfare of women and men in Kosovo.

Respectfully!
Edi Gusia
Chief Executive Officer
Agency on Gender Equality / Office of the Prime Minister

³ The Swedish International Development Agency - SIDA project, "Institutional Empowerment of the Agency on Gender Equality and Gender Mechanisms in RKS" and implemented through the technical assistance of NIRAS-CPM International project.

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List of acronyms

HBS	Household Budget Survey
AGE	Agency for Gender Equality
LFS	Labour Force Survey
AJK	Association of Journalists of Kosovo
O	Ombudsperson
KAS	Kosovo Agency of Statistics
GRB	Gender Responsive Budgeting
CEDAW	Convention on Elimination of All Forms of Discrimination against Women
KSF	Kosovo Security Force
HEI	Higher Education Institutions
EIGE	European Institute for Gender Equality
KJI	Kosovo Judicial Institute
KIPA	Kosovo Institute for Public Administration
NCADV	National Coordinator against Domestic Violence
CCK	Criminal Code of Kosovo
IMC	Independent Media Commission
LGE	Law on Gender Equality
LGBT	Lesbian, Gay, Bisexual, Transgender

MPA	Ministry of Public Administration
MLGA	Ministry of Local Government Administration
MEST	Ministry of Education, Science and Technology
ALMM	Active Labour Market Measures
MAFRD	Ministry of Agriculture, Forestry and Rural Development
MoJ	Ministry of Justice
MIE	Ministry of Innovation and Entrepreneurship
MCYS	Ministry of Culture, Youth and Sport
MD	Ministry of Defence
MIA	Ministry of Internal Affairs
MFA	Ministry of Foreign Affairs
MLSW	Ministry of Labour and Social Welfare
MoH	Ministry of Health
MTI	Ministry of Trade and Industry
MED	Ministry of Economic Development
OSCE	Organization for Security and Cooperation in Europe
KP	Kosovo Police
KPGE	Kosovo Program for Gender Equality
SOPPDV	Standard Operating Procedures for Protection Against Domestic Violence
VTC	Vocational Training Centres
CSW	Centres for Social Work
KWN	Kosovo Women's Network
CS	Civil Society
KCS	Kosovo Correctional Service
SIDA	Swedish International Development Cooperation Agency
SILC	Survey on Income and Living Conditions
UN Women	United Nations Entity for Gender Equality and Empowerment of Women
UNDP	United Nations Development Program
UNFPA	United Nations Population Fund
GEO	Gender Equality Officer
OPM	Office of the Prime Minister of Kosovo
VAAO	Victims' Advocates and Assistance Office
SPO	Strategic Planning Office -OPM

Executive summary

Gender equality is a fundamental right and an important factor for economic growth, development and stability. Gender equality is a fundamental principle in the Constitution of the Republic of Kosovo. Dedication towards ensuring gender equality emphasizes the necessity to develop and implement policies by means of strategies and programs, legal framework, and the provision of goods and services aimed at achieving the set goal of gender equality.

The obligation to develop a Kosovo Program for Gender Equality is set out in the Law No. 05/L-020 on Gender Equality. Specifically, Article 11 obliges the Agency for Gender Equality to coordinate the preparation of the Program, to monitor its implementation, and to report annually to the Government on its implementation. This article also stipulates that the Government shall review and approve the Kosovo Program for Gender Equality and report annually to the Assembly on its implementation, and such reports shall be made public. The first Kosovo Program for Gender Equality was developed covering the period 2008-2013. The Government of the republic of Kosovo in its governing program 2020-2023 is related to the Kosovo Gender Equality Program as a platform for advancing gender equality in Kosovo an instrument for coordinating development assistance and as a reflection of indicators for sustainable development.

The Kosovo Program for Gender Equality aims to ensure that gender equality is placed at the centre of the transformation processes in Kosovo, within all structures, institutions, policies, procedures, practices and programs of government, agencies, civil society, the private sector and the donors' community. This is a five-year program, covering the period 2020-2024, whereas the Action Plan has been drafted for the period 2020-2023. Program and Action Plan have been drafted in compliance with the Administrative Instruction (GRK) No. 07/2018 on Planning and Drafting Strategic Documents and Action Plans. The program is organized in 3 strategic pillars: Economic Empowerment and Social Welfare; Human Development, Roles and Gender Relations; and, Women's Rights, Access to Justice and Security. Based on the analysis of the current situation in Kosovo, the main problem concerning Economic Empowerment and Social Welfare pillar is the presence of inequalities and socio-economic-structural exclusion. The main factors influencing this problem are: the lack of gender mainstreaming in strategies and development policies; failure to implement gender responsive budgeting; employment discrimination; low level of education of women of working age (15-64); occupational gender segregation; unequal sharing of child and elderly care responsibilities; low participation of women in resource management; lack of childcare institutions; and limited access to property and finance.

The main problem in the area of ***Human Development, Roles and Gender Relations*** lies in the inequality and structural exclusion in education, health and the media, and the lack of adequate use of human capacities in different areas of socio-cultural and institutional life. The main challenges in the education system are unequal access, opportunities and use on grounds of gender in planning, managing and financing the education system; gender discrimination in employment and professional and academic advancement; the presence of gender stereotypes on division of labour. As far as the area of healthcare is concerned, the following main challenges remain: lack of protocols and data to identify the specific needs of girls and women; girls and women are discriminated in terms of freedom to choose on family planning, sex, and their body in general; lack of awareness, non-professional approach by health workers, and lack of infrastructure and human capacities contribute to the fragility of reproductive health; poor provision of perinatal and neonatal services, but also sexual education and family planning counselling; HPV screening is not addressed by the Sector Health Strategy despite the identified need to do so. As far as the area of media is concerned, the main challenges are as following: the lack of gender indicators that would enable the monitoring and evaluation of the implementation of the LGE and the Anti-Discrimination Law in RTK; the lack of

policies and regulations that would address gender discrimination, provide diversity and enable implementation of the Law on Gender Equality; risks associated to exercising of journalism profession by girls and women; and a complete lack of legislation on new media.

The main problem preventing the *Safeguarding of Women's Rights, Access to Justice and Security* is the fragile approach to the realization of the rights, which makes impossible the gender equality. The main challenges in this area are the limited participation of women in the security and justice sector in Kosovo; low participation of women in decision-making positions; poor enforceability of sanctions and lack of enforcement and a small number of claims related to discrimination cases in Kosovo courts; tolerance of violence as a way of disciplining or upbringing children or controlling and holding women in their social position; limited reporting of *sexual* violence, including rape, occurring inside or outside the family; the lack of a follow-up mechanism for monitoring gender-based violence cases; postponement of the enforcement and issuance of defence orders in cases of domestic violence and the imposition of minor penalties by the courts or even no penalties at all; and lack of programs for psycho-social treatment of perpetrators; and reintegration of victims of domestic violence.

The overall strategic objective of Kosovo Program for Gender Equality is to ensure that gender equality is placed at the centre of the transformation processes in Kosovo, within all structures, institutions, policies, procedures, practices and programs of government, agencies, civil society, the private sector and the donors' community. This objective will be achieved by working in these three directions:

- Creating equal opportunities to contribute to and benefit from economic development, increased inclusion and improvement of social welfare;
- Promoting gender equality through quality education and health, inclusiveness and human capacity utilization as factors contributing to sustainable human development and the elimination of gender inequalities and stereotypes; and
- Promoting the realization of rights in decision-making, peace, security and justice and thereby guaranteeing the achievement of gender equality.

A three-year action plan has been developed to implement the KPGE, which sets out the detailed measures required to achieve the objectives, their timelines and the funding needs for the activities.

The main actions to address the problems identified in this document, in line with the strategic objectives, are as following.

Strategic Objective 1: Creating equal opportunities to contribute to and benefit from economic development, increased inclusion and improvement of social welfare, will be achieved by: enhancing women's skills in line with labour market demands, focusing on the underrepresented areas; addressing the gender-based discrimination in employment by amending the Law on Labour, in order to guarantee the equal parental leave and EU Directives; providing access to quality social and family services, residential day care centres for the elderly and people with disabilities, thus facilitating women's access to the labour market; providing financial support, access to microcredit programs and financing through credit unions, are planned to increase women's engagement in business and increase women-owned businesses; developing the legal framework, guidelines, and capacity building to enable the full and accurate implementation of the Law on Gender Equality both at central and local level; development of measurable indicators, which should be reported at regular intervals, to track progress and hurdles in achieving gender equality; mainstreaming gender perspective into public policies, dissemination of information, design of services and support in line with the demands and needs of both sexes; expansion and development of Active Employment Measures, adapting to the needs and demands of women; realization of the right to property and inheritance, and reduction of informal employment and improvement of working conditions.

The Strategic Objective 2 - Promoting gender equality through quality education and health, inclusiveness and human capacity utilization as factors contributing to sustainable human development and the elimination of gender inequalities and stereotypes is intended to be achieved through the following actions: organizing awareness-raising activities and public policies to contribute to preventing drop-outs; creating opportunities and access to care services for children and the elderly; creating support schemes for girls and women to engage and promote them in work; eliminating stereotypes, language and discriminating pedagogical practice from syllabi and textbooks; building the capacities of the education system for implementing the existing mechanisms for achieving gender equality; financial support for professional advancement, infrastructure and increasing public awareness of women's participation in sport; drafting of new, complementary policies for equal gender representation in media organizations and editorial policies; drafting and accreditation of a training program for journalists in the field of gender equality and combating violent extremism; monitoring and evaluating all three areas including: integration of personal data into the HIS on the health of women, mothers and children (including violence of all forms against women); research on family planning practices; design of educational and awareness-raising programs, with special focus on reproductive health; drawing up guidelines and protocols for the treatment and monitoring of quality indicators, improving access to services in rural areas; professional capacity building (for health promotion and education, including reproductive health and specific health needs of women and men; organization of awareness-raising activities on mental health (bullying, sexual harassment, bulimia, anorexia, sexuality, etc.); harmonizing with training for teachers in promotional schools on information, education and communication on reproductive and sexual health; extended home visits to mothers and children, and increased involvement of mothers and children of Roma, Ashkali and Egyptian communities; and accreditation of the training program for teachers on sexual health (at all three levels).

Strategic Objective 3: Promoting the realization of rights in decision-making, peace, security and justice and thereby guaranteeing the achievement of gender equality, will be carried out through main activities as follows: harmonizing the legal framework, embedding of non-discriminatory gender norms in the overall legal framework of the country, in line with the requirements of United Nations Sustainable Development Goals (SDGs) 2030; appointing profiled judges and prosecutors to deal with family related cases of domestic violence, sexual violence during the war, property and heritage contexts; improving data on domestic violence victims and perpetrators; social awareness for the fulfilment of women's rights as set out by laws but also to fight against negative phenomena such as domestic violence, gender stereotypes, patriarchal mentality; strengthening the capacity of the governmental commission for survivors of sexual violence during the war and organizations licensed regarding this process to increase women's access to justice; harmonization and supplementation of laws with focus on the law on elections, law on financing of political parties and the rules of procedure of the Assembly of Kosovo in order to ensure compliance with the law on gender equality, on top of everything to guarantee equal gender participation in decision-making; the implementation of affirmative measures by public institutions including those dealing with security; the empowerment of women as member of assemblies through awareness-raising activities on gender equality and empowerment of women MPs is considered important; organizing awareness-raising campaigns to encourage women to become part of the security sector; lobbying and advocating regarding the involvement of women in the negotiation, peace and reconciliation process; and organizing public debates on women's representation in the negotiation, peace and reconciliation processes.

1. INTRODUCTION

The obligation to develop a Kosovo Program for Gender Equality is set out in the Law No. 05/L-020 on Gender Equality. Specifically, Article 11 obliges the Agency for Gender Equality to coordinate the preparation of the Program, to monitor its implementation, and to report annually to the Government on its implementation. This article also stipulates that the Government shall review and approve the Kosovo Program for Gender Equality and report annually to the Assembly on its implementation, and such reports shall be made public. The first Kosovo Program for Gender Equality was developed covering the period 2008-2013, whereas the same, as required in the Law on Gender Equality, has been assessed in 2016, resulting in a series of findings and recommendations for the next Kosovo Program for Gender Equality. The drafting of the KPGE is an activity envisaged under the Government Program 2017-2021, where it is emphasized that the Kosovo Program for Gender Equality will be drafted with adequate financial means and will be a platform for all institutions in order to advance the principles of gender equality, fulfil women's rights and ensure a peaceful, prosperous and harmonious society for women and men in Kosovo.

The Constitution of the Republic of Kosovo defines international human rights conventions such as the Convention on the Elimination of All Forms of Discrimination against Women (known as CEDAW), United Nations Resolution 1325 on Women, Peace and Security as being directly applicable in the domestic legislation and in the case of inconsistencies it is considered to prevail over acts and laws issued by public institutions.

The National Development Strategy 2016-2021 (DSD) aims to address key obstacles to Kosovo's development, aiming to develop human capital, enforce rule of law and good governance; support the development of competitive industries and infrastructure development. The second principle of the Strategy is the need to ensure social cohesion and inclusiveness, in parallel with economic growth, which implies **the inclusion of certain groups of society in the benefits of economic growth**. This Strategy, through increased inclusion of children in preschool institutions, aims to enable greater success at higher levels of education, reducing inequality and increasing women participation in the labour market. Pillar 2 of the Strategy - Rule of Law and Good Governance - provides for measures to guarantee and strengthen **property rights for women**. The Government Program 2020-2023 focuses specifically on strengthening the role of women and the role and position of women and girls in society (chapter 2 point 2,1 Human Rights gender equality and communities), in order to advance and strengthen the position of their design and implementation of adequate policies for their economic empowerment with cross-sectorial approaches followed by adequate resources for implementation. The Government will continue to strengthen institutional mechanisms for gender equality, as well as institutional mechanisms for protection from discrimination through rigorous implementation of the Law on Gender Equality and relevant regulations for strengthening gender-based mechanisms at the country level, of the Anti-Discrimination Law and of the Ombudsperson's recommendations. This document emphasizes that the Kosovo Program for Gender Equality will be adopted as well as the normative act and implementation of gender responsive budgeting will be adopted as a budget planning method based on women and men's needs in Kosovo for an inclusive and sustainable development and management of human and financial resources in fulfilling the principles of good governance for effectiveness, efficiency, accountability and transparency.

The Kosovo Program for the Implementation of the Stabilization and Association Agreement between Kosovo and the European Union (2017-2021) contains a series of activities that Kosovo institutions should undertake, including respect for and protection of human rights and women's rights under the democracy and rule of law bloc as well as respect for fundamental human rights. **The Kosovo Program for Economic Reform 2020-2022** is aimed at increasing the access of young people and women to the

labour market (Measure 19 – improvement and expansion of public employment services and increase employment of long term unemployed youth women and groups other vulnerable Reform measure 20 Improving social services and empowering excluded groups)

The Sector Strategy of the Ministry of Labour and Social Welfare 2018-2022 aims to increase employment and improve social welfare in the country. The strategy aims at addressing gender inequalities in the labour market by designing services and active employment measures in line with women's demands, addressing occupational gender segregation, and includes activities to enhance social welfare by expanding and enhancing the quality of protection and social and family services, with special focus on vulnerable groups and gender equality. **In 2018, the Government of Kosovo approved the draft Youth Employment Action Plan 2017-2020.** This Plan has a cross-cutting character and includes specific activities to support employment and address the occupational gender segregation of young girls. The activities contain, among other things, the provision of employment services, ALMMs, and appropriate and effective programs for employing young girls and guiding girls into underrepresented vocational majors (through career guidance and counselling and provision of scholarships).

The Strategy for Integration of Roma, Ashkali and Egyptian communities in Kosovo Society 2017-2021 aims to promote and ensure the effective realization of the rights of these communities, in particular their access to education, employment, health services and housing. In order to increase the employment, this Strategy is designed to promote success stories in the labour market of members of these communities, with particular focus on women. There are also planned activities for informing women about protection schemes and social services and social services for cases of early marriages.

The vision of the National Strategy on Protection from Domestic Violence 2016-2020 is to create a society that makes it possible for all its citizens, adults and children to live without the fear or threat of domestic violence, that protects the victims, holds perpetrators accountable and reduces public tolerance to violent domestic actions. In this Strategy, women are classified as the most vulnerable group of domestic violence, and as a result, the Strategy, through concrete actions, aims at combating domestic violence and all other forms of violence against women. The Better Regulation Strategy 2017-2021 aims to reform primary and secondary legislation and increase the efficiency of public communication and consultation. The strategy emphasizes that the Gender Impact Assessment should be applied as a tool for ex-ante evaluation of policies to prevent undesirable negative effects and to increase the desired positive effects of proposed policies and legal basis the have an impact on inequalities present amongst men and women in the society”.

2. Methodology

The Kosovo Program for Gender Equality aims to ensure that gender equality is placed at the centre of the transformation processes in Kosovo, within all structures, institutions, policies, procedures, practices and programs of government, agencies, civil society, the private sector and the donors' community.

Being the only national program mandated by law, the new KPGE document shall:

- ✓ Increase the effectiveness of Kosovo's proposed actions to further enhance the compliance and implementation of international conventions and obligations in its context,
- ✓ Provide a single comprehensive framework for managing the new KPGE for achieving clearly defined goals within Kosovo's overall socio-economic policies, the European Integration Platform and the Development Agenda,
- ✓ Prioritize interventions and their timelines as being clearly identified and link them to the developed situation analysis,
- ✓ Enable the implementation of KPGE proposed interventions as soon as possible and monitor the progress,
- ✓ Enhance national co-ordination of all KPGE activities across all sectors, thus enabling joint efforts, pooling resources and preventing inefficient overlap and undue rivalry,
- ✓ Promote and develop partnerships and sustainable links both internally and externally,
- ✓ Demonstrate the KPGE impact that will be useful for policy makers who always need justification and the basis for allocating scarce resources to interests and competing needs,
- ✓ Serve as a legitimate and inclusive source for drafting Kosovo's reports to international bodies and global initiatives.

In December 2016, the Agency for Gender Equality identified these three strategic pillars of the Kosovo Program for Gender Equality: Economic Empowerment and Social Welfare; Human Development, Roles and Gender Relations; and Women's Rights, Access to Justice and Security. Following the definition of program areas, at the request of AGE, on 29 December 2016, with the decision 069/2016, the Prime Minister of Kosovo appointed the Central Team as well as these five sub-working groups for the drafting of the KPGE: Economic Empowerment and Social Welfare; Human Development; Decision Making and Representation; and Women, Peace and Security. Upon a decision, the Team Secretariat was also appointed, and the Agency for Gender Equality chairs the Central Team. Given the cross-cutting nature of the KPGE, representatives of: Office of the Prime Minister-Agency for Gender Equality, Legal Office, Strategic Planning Office, Office of Good Governance; Office of the National Coordinator Against Domestic Violence; Ministry of Finance; Ministry of European Integration; Ministry of Labour and Social Welfare; Ministry of Agriculture, Forestry and Rural Development; Ministry of Economic Development; Ministry of Trade and Industry; Property Agency; Ministry of Health; Ministry of Culture, Youth and Sports; Ministry of Education, Science and Technology; Ministry of Local Government Administration; Ministry of Public Administration - Department of Administration of Civil Servants; Ministry of Justice; Ministry of Security Force; Kosovo Police; Victim Advocates; University of Prishtina; Municipal Officer for Gender Equality, Civil Society and International Agencies were appointed in the main and working teams (The Decision is attached to Annex 1).

This Program has been developed taking into account instruments, the legal framework and the main international and national policies to ensure gender equality and economic empowerment of women. The most important ones have been listed below.

Key International Instruments on Gender Equality and Women Empowerment

- The Universal Declaration of Human Rights,
- The Convention on the Political Rights of Women,
- The International Covenant on Economic, Social and Cultural Rights,
- The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW),
- The United Nations Convention on the Rights of the Child,
- The Beijing Declaration and Platform for Action of 1995,
- National Development Strategy 2016-2020,
- Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence-Istanbul Convention, 2011
- United Nations Security Council Resolutions 1325 and 1820 on Women, Peace and Security and Violence against Women,
- European Convention on Human Rights
- United Nations 2030 Agenda for Sustainable Development and Sustainable Development Goals (SDGs),
- UN Declaration on the Elimination of Violence against Women.

Legal framework and domestic policies on Gender Equality and Women Empowerment

- Constitution of the Republic of Kosovo, Articles 7, 21 and 22
- Law No. 05/L-020 on Gender Equality
- Law No. 03/L-182 on Protection from Domestic Violence
- Law No. 2004/26 on Inheritance
- Law No. 2004/32 on Family
- Law No. 05/L-021 on Protection from Discrimination
- Law No. 03/L-154 on Property and other Real Rights
- Law No. 03/L-212 on Labour

Domestic development framework and actions for promoting Gender Equality and Women Empowerment:

- Kosovo Program for Gender Equality,
- National Development Strategy,
- Economic Reform Program,
- Better Regulation Strategy,
- National Strategy and Action Plan for Protection from Domestic Violence,
- National Program for the Implementation of the Stabilization and Association Agreement, Strategy and Action Plan on Property Rights,
- Mid-Term Expenditure Framework,
- Annual Budget Circular, and
- Other strategies.

The methodology and guideline for drafting the KPGE was developed by the Head of the Project "Institutional strengthening of Agency for Gender Equality and Gender Mechanisms" - funded by the Swedish Government - Sida, implemented by the Consortium Niras & CPM International.

Methodology was approved by the Central Team. A team of 6 experts (2 for each program pillar) engaged in data collection and analysis to support discussions in the working groups and to draft KPGE and Action Plan. The design of Program included the following main stages:

- ✓ Data collection, review and analysis of problems;
- ✓ Drafting the Program and its Action Plan;
- ✓ Inter-ministerial and public consultations

It should be noted that consultations have been conducted throughout the process of drafting the KPGE and the Action Plan. The purpose of the consultations was to validate the findings from the situation analysis; to provide opportunities to all stakeholders to propose concrete actions to contribute to the achievement of the objectives of the KPGE and the Action Plan; and to validate the complete document.

The main principles in the development of the KPGE are:

- ✓ Women's rights and human rights,
- ✓ Gender equality is a key contributor to sustainable development of the country,
- ✓ Kosovo institutions are committed to promoting accountability through women's leadership, women's voice, participation and representation of women in decision-making, politics, good governance and security.
- ✓ The Agency for Gender Equality and all the mechanisms for achieving gender equality are well positioned and must have the capacity to integrate gender equality and empower women,
- ✓ Government and all stakeholders demonstrate political will to integrate gender perspective; and
- ✓ Women are a heterogeneous group and diversity must be reflected in all government interventions.

Data collection, review and analysis of problems: On each pillar of KPGE, the engaged experts identified the respective fields, the type of data and their source. The Kosovo Agency of Statistics has been used as the main source of data whenever data existed: this orientation is designed to provide data availability for tracking of target indicators. Based on the data collected, a situation analysis was developed that served to define the main problem in each pillar and factors contributing to the problem. In accordance with the methodological guidelines, the experts also analysed the existing strategies, the relevant legal framework, and also analysed good practices in the relevant fields - which have served as valuable information for the drafting of the Action Plan. The findings from the situation analysis were discussed in working groups, where there was a consensus reached on the problem and challenges to be addressed within the Action Plan.

Table 1: Consultations during the process of drafting the KPGE

Number	Workshop dates	Program pillar(s)	Number of participants
1	16- 17. 10. 2017	Women's Rights, Access to Justice and Security	43
2	18.10 2017	Economic Empowerment and Social Welfare	25
3	26-27.10.2017	Human Development, Roles and Gender Relations	33

4	12-13.02.2018	Women's Rights, Access to Justice and Security	36
5	22-23.03.2018	Women's Rights, Access to Justice and Security	42
6	14.02.2018	Human Development, Roles and Gender Relations	30
7	19 -20.03.2018	Human Development, Roles and Gender Relations	28
8	28.02.2018	Economic Empowerment and Social Welfare	26
9	28-29.03.2018	Economic Empowerment and Social Welfare	31
10	28-29.08.2018	Plenary session for review of the Action Plan	56

Drafting the Program and its Action Plan. Based on the situation analysis, the defined problem and the main causes, at the workshops organized, Strategic Objective and the specific objectives were defined for each pillar separately. For each of these, measuring indicators were defined (based on the SMART principle) and the basic indicator was noted. For all indicators, target indicators for five years were defined - equivalent to the KPGE's duration. It is important to note that Sustainable Development Indicators¹ have been used as an important reference resource in defining indicators in the three KPGE pillars. After validating the findings, defining the problem and the main causes, during the workshops, concrete activities were identified and at the same time the cost of each activity was calculated. The Action Plan includes activities of other Strategies that are relevant to addressing identified challenges, and thus do not reflect additional costs under the Plan. Also, other necessary data for each activity were determined, in accordance with the requirements of the Administrative Instruction for the Drafting of Strategic Documents.

Consultations. As presented above, the working groups have had broad representation of government institutions, civil society and international agencies, and multilateral and bilateral donor institutions involved according to the nature of working groups in line with the long-term strategic development goals for Kosovo. such as: European Commission, UN Women, UNFPA; Sida, GIZ, USAID, Council of Europe, as well as political organizations such as the OSCE; EULEX .

¹ Approved by world leaders at the United Nations Sustainable Development Summit of 25 September 2015 to end poverty, to fight inequality and injustice and address climate change by 2030.

3. Background

PILLAR I: Economic Empowerment and Social Welfare

Current situation

Despite improvements over the years, Kosovo is characterized by high poverty rates. According to the latest Consumption Poverty results (KAS, 2017²), in 2015, the poverty rate in Kosovo was 17.6 per cent, while the extreme poverty rate was 5.2 per cent (Table 1). Poverty remains higher in rural settlements, with 18.9 per cent of the population in poverty and 6.2 per cent in extreme poverty, compared to 15.5 and 3.6 per cent respectively in urban areas. While around 60% of the population lives in rural settlements, in 2015, about two-thirds of the poor and three-quarters of those in extreme poverty lived in rural settlements.

Table 2: Consumption Poverty Rate in Kosovo, 2012-2015

Poverty	2012	2013	2014	2015	Difference in %
Urban	19.6	16.3	20.9	15.5	-5.4
Rural	25.0	18.5	21.3	18.9	-2.3
Total	22.9	17.6	21.1	17.6	-3.5
Extreme poverty	2012	2013	2014	2015	Difference in %
Urban	7.0	5.5	6.5	3.6	-2.9
Rural	8.8	6.0	7.1	6.2	-1.0
Total	8.1	5.8	6.9	5.2	-1.7

Source: KAS, 2017, Poverty Report 2012-2015

The poverty rate for women-headed households is higher, namely 23.7 per cent respectively, compared to 17 per cent of men-headed households (Table 2). At an individual level, in 2015, 18 per cent of women in Kosovo lived in poverty compared to 17.2 per cent of men, almost a percentage point difference (Table 2).

Table 3: Poverty rate, by the sex of the head of household: 2012-2015

Sex	2012	2013	2014	2015
Men	22.6	17.5	20.8	17.0
Women	26.2	18.4	26.0	23.7

Source: KAS, 2017, Poverty Report 2012-2015

² ASK, 2017, Consumption Poverty in the Republic of Kosovo in the period 2012-2015: <http://ask.rks-gov.net/media/3186/stat-e-varferise-2012-2015.pdf>

Poverty Report for Kosovo does not report data disaggregated by ethnicity, but other sources report that most of the members of these communities live in extreme poverty³ and continue to face difficult living conditions⁴. The situation is particularly difficult for 20 per cent of the poor of these communities living in rural areas³⁴.

Women are in an unfavourable position, compared to men, in accessing the labour market. Throughout 2012-2018, KAS data indicate that women's participation rate in labour is significantly lower than men's. Throughout this period, the activity rate for women ranges from 18 to 21 per cent, compared to 55 to 65 per cent for men. On average, only 2 in 10 women were active in the labour market, meaning that 8 out of 10 women were neither employed nor looking for a job. For 40 per cent of women, care and family responsibilities are the main reasons for non-activity, compared to 3.8 per cent for men. The level of desperation for employment is also more obvious among women: in 2015, about 17 per cent of women did not seek jobs because they did not believe they could find a job compared to 11 per cent of men (KAS, 2016)⁵.

Over the period 2012-2018, on average, only 12 per cent of women were employed, compared to about 42 per cent of men. In absolute terms, in 2018, there were only 73,508 women employed compared to 271,623 men employed, which means that women accounted for only 21.1 per cent of the employed, a rate lower by half of the total population.

Despite the positive economic growth, compared to the Western Balkan countries, the labour market in Kosovo is characterized by the highest rate of inactivity and unemployment and the lowest employment rate (Table 4).

Table 4: Labour Market Indicators, 2017-Quarter 2

	Employment-to-population ratio (employment rate) in %	The unemployment rate (in %)	The inactivity rate (in %)
Albania	57.3	13.9	66.8
Kosovo	30.6	30.4	44.1
Montenegro	50.5	22.6	65.4
Serbia	58.8	11.8	67.0
Bosnia and Herzegovina	54	15.1	63.8
Republic of North Macedonia	43	20.5	54.5

Source: The Vienna Institute for International Economic Studies (wiiw), 2018

Over the period 2012-2018, on average, about 38 percent of women active in the labour market were unemployed, compared to 29 per cent of men (Table 5). In 2018, 108,140 out of the 144,972

³ World Bank, Kosovo Country Snapshot, 2015.

⁴ Kosovo Agency of Statistics, Roma and Ashkali Communities in the Republic of Kosovo, Multiple Indicator Cluster Survey 2013-2014; European Commission.

⁵http://askdata.rks-gov.net/PXĖeb/pxĖeb/sq/askdata/askdata__Labour%20market__02%20Annual%20labour%20market/lfs23.px/table/tableVieĖLayout1/?rxid=56ed0e33-d38b-4e0a-b5a8-5fddb5a31811

unemployed were men and 36,832 were women, as women accounted for 25.4 per cent of the unemployed, resulting from the high rate of their inactivity.

Table 5: Labour Market Indicators, 2012-2018

	2012		2013		2014		2015		2016		2017		2018	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F
The inactivity rate	44.6	82.2	39.8	78.9	38.2	78.6	43.3	81.9	41.7	81.4	34.7	80.0	36.7	81.6
Employment-to-population ratio (employment rate)	39.9	10.7	44.0	12.9	41.3	12.5	38.7	11.5	43.0	12.7	46.6	12.7	45.3	12.3
The unemployment rate	28.1	40.0	26.9	38.8	33.1	41.6	31.8	36.6	26.2	31.8	28.7	36.6	28.5	33.4

Source: KAS, 2019

In Kosovo, young people are characterized by high unemployment rates: in 2018, 64.7% of young women were unemployed, compared to 51.5 % of young men. In 2018, 101,600 young people (aged 15 to 24) in Kosovo were neither in employment, nor in education or training, accounting for 30.1 % of the young population. The proportion of women categorized as NEET is 30.0 % compared to 30.2% of men, while more than half of young people in this category are women (54.6%).

There are no official data on the level of unemployment for the minorities, but as reported in the Strategy for Integration of Roma, Ashkali and Egyptian Communities, the unemployment rate in these communities is higher than in other communities.⁶ The causes for gender disparities in employment in these communities include early marriage of girls, the lower level of education (as opposed to males), and gender stereotypes where women are considered responsible for home and family care (page 43).

In 2018, the vast majority of women had the status of employees (80.6%), with only 13.8 % being self-employed and 5.6 per cent engaged as unpaid family workers. According to data from 2014 (KIESA), only 13 % of small and medium-sized active businesses have been owned by women and other 3 % have been co-owned by women. KAS data for 2016 and 2017 show an increasing trend of the number and percentage of businesses registered in ownership or co-ownership of women; in the first quarter of 2017, 30.2 % of registered businesses were in this category, compared to 22.5 % in the fourth quarter of 2016 or compared to 24.1 % in the third quarter of this year. When it comes to numbers, in the first quarter of 2017, 339 enterprises were registered with a woman being the owner and 237 enterprises were registered with a woman being a co-owner. Such data show that the participation of women in entrepreneurial activities is limited, which indirectly affects the number of women employed in the private sector.

There is occupational gender segregation: women are mainly employed in the education, trade and health care sector (accounting for 48.4% of employed women). The main sectors of men employment are production, construction and trade (accounting for 45.8% of employed men). LFS data also show that the public sector is preferred by women as a sector that offers sustainable employment.

⁶ http://www.kryeministri-ks.net/repository/docs/Draft_Strategjia_per_integrimin_e_komuniteteve_2016-2020_.pdf

Mainly due to family obligations, part-time employment is more pronounced among women: in 2018, .4 % of women worked part-time compared to 4.2 % of men (KAS, 2018). Reasons for women part-time employment are personal and related to family obligations (28.5%), whereas this is the case for only 0.8 % for men.

Engagement in the informal market is another characteristic of Kosovo's labour market. According to the LMS, in 2017⁷, 21.5% of the workers worked without having employment contracts. **Out of them, as a Kosovo-wide survey showed, about 30% of women in the private sector work without a contract.**⁸ According to LMS, men are more likely to have unstable jobs (24.1 per cent) versus 18.8 per cent of women in this type of employment. It is considered that a number of women are employed in the informal market, engaged in child care and house maintenance. **A recent study of time utilization has found that men, on average, spend 400% more time (3.9 hours per day) at work than women (0.9 hours per day). Whereas, women spend 300% more time on household activities and family care (7.1 hours) than men (2.3 hours).**⁹ By sectors, it is considered that the level of informality is more pronounced in agriculture and construction. While according to the LFS, in 2014¹⁰, there were 8,600 (7,500 men and 1,100 women) employed in the agriculture sector, based on the Agricultural Census in the same year, the total number of persons engaged in agriculture was 362,700¹¹. According to the same source, half of the workforce engaged in agriculture affairs are family members, of which 58.2 per cent are women. These data show that women are an important part of the workforce in this sector, which mostly functions informally. As a consequence of informal employment, women benefit less income, and damage their future by not contributing to the pension savings fund.

Men's level of education remains higher than women's: in 2015, about half of women aged 15-64 completed only elementary school compared to 27 % of men (KAS, 2016). However, in recent years, according to MEST statistics, the gross enrolment rate for girls and boys was almost the same: 94.9 per cent for girls and 94.5 per cent for boys. Attendance at pre-school education in Kosovo is generally low due to insufficient preschool institutions that are affordable meaning that we are far behind with regard to the EU Barcelona Objectives.¹² Perhaps fewer girls than boys are sent to preschools because of stereotypical gender attitudes, and poor awareness, especially outside of Prishtina, that preschool education is important.¹³ A nearly equal ratio of girls to boys receiving social assistance attend pre-university education, especially preschool and lower primary / secondary education. During high school, attendance rate of girls receiving social assistance has significantly declined, suggesting that they drop out of school as attendance is no longer compulsory.¹⁴ The enrolment rate in upper secondary education for the 2015/16 school year was 84.9 per cent, 83.4 per cent for women and 86.3 per cent for men. Regarding higher education, the proportion of women is higher than that of men: in the academic year 2014/2015, 50.2 per cent of

⁷ The 2018 report did not report informality by gender.

⁸ Kosovo Women's Network, *From words to deeds?*, 2017.

⁹ Kosovo Women's Network, *Kosovo Gender Analysis*, 2018, available at: <https://womensnetwork.org/wp-content/uploads/2018/10/20181003170921410.pdf>

¹⁰ Reference to this year to make a direct comparison between the two sources.

¹¹ ASK, 2015, *Census of Agriculture 2014 - Final Results*: <http://ask.rks-gov.net/media/1374/rezultatet-perfundimtare.pdf>

¹² KWN, *Who Cares? Demand, Supply, and Options for Expanding Childcare Availability in Kosovo*, KWN, 2016, available at: <http://www.womensnetwork.org/documents/20161103153827479.pdf>.

¹³ KWN, *Kosovo Gender Analysis*, 2018, available at: <https://womensnetwork.org/wp-content/uploads/2018/10/20181003170921410.pdf>

¹⁴ MEST, *Kosovo Education Statistics 2015/ 2016*

women of age group 18-25 were studying in higher education, a higher rate than the total participation of 43.5 per cent.¹⁵

The attendance rate of students in pre-university education, disaggregated by ethnicity, is relatively proportional to Kosovo's demographics. Disaggregated data by ethnicity and gender are not available. The dropout rate may be especially high for Roma, Ashkali and Egyptian children who have been repatriated. However, data on school attendance by Roma, Ashkali and Egyptian disaggregated by gender are not available. This presents difficulties in understanding the differences between girls and boys.¹⁶

Kosovo has five Resource Centres and two schools for children with special needs. More boys (59%) than girls (41%) with special needs attend compulsory education¹⁷. Challenges for the education of children with disabilities include breaking social stigmas about the disability so parents can educate their children.¹⁸ Girls with disabilities face more challenges than boys.

In Kosovo, there is gender segregation in the field of study, where women and men choose professions that are traditionally perceived as the most suitable for their genders (UNDP, 2017)¹⁹. The same data are also verified by the MEST data for the academic year 2015/2016²⁰, where 56 per cent of the students in the gymnasium and only 39 per cent in the vocational ones were women. Significant gender segregation is also observed in higher education (UNDP, 2017): women are overrepresented in the fields of education, philology, philosophy and medicine, while men dominate in physical education and sports, agriculture, mechanical engineering, computer engineering, construction and architecture. The contributing factor to this segregation is considered to be the lack of career counselling and guidance in the education system. MEST has drafted the draft Career Guidance and Counselling Strategy covering the period 2015-2019; however, the same is yet to be approved. This Strategy addresses all levels of education from the point of view of career education, provision of counselling services and capacity development to provide these services. Currently this service is not provided by the Employment Offices, but is a priority reflected in the Sector Strategy 2018-2022 of the Ministry of Labour and Social Welfare.

Women in Kosovo benefit significantly less from public funds. Since historically, the women employment rate has been significantly lower than that of men, a limited number of women enjoy contributory pensions. In the fourth quarter of 2016, out of a total of 41,315 contributory pension beneficiaries, only 13 per cent were women. The vast majority of the direct beneficiaries of government subsidies and grants for agriculture are men. In 2017 women received 17% of the Kosovo Investment and Enterprise Support Agency (KIESA) grants for their enterprises, and men 83%. Women-owned enterprises received 25 times less funds as subsidies, although the ratio of women-owned companies compared to men-owned companies is one in six, which suggests that the allocation of funds is disproportionate.²¹ In 2015, only 18.7 per cent of agricultural grant beneficiaries were women or only 17.7 per cent of the grant value (2.9 million out of 16.5 million in total). Similarly, data show that over the period 2014-2016, on average, only 10 per cent of beneficiaries of direct

¹⁵ Pupovci, D, 2015, Achievements and Challenges of Higher Education in Kosovo (Contribution to the Evaluation of the Kosovo Strategic Education Plan 2011-2016).

¹⁶ KWN, Kosovo Gender Analysis, 2018

¹⁷ KAS, KAS Platform.

¹⁸ KWN, Kosovo Gender Analysis, 2017 (interview)

¹⁹ http://www.ks.undp.org/content/dam/kosovo/docs/KHDR/UNDP_HDR_ALB_web.pdf?download

²⁰ MEST, 2016, Education Statistics in Kosovo: <http://masht-smia.net/0a.pdf>

²¹ KWN, Kosovo Gender Analysis, 2018

payments (subsidies) for agriculture have been women, which is also related to the small representation of women as land owners (only 4.9% of agricultural land).

Women have lower participation as beneficiaries of employment services and active labour market measures. Until the end of 2016, the total number of the unemployed registered at the Employment Office (EO) was 101,773, of which 45,061 were women, while 56,712 men (MLSW, 2017). The rate of employment through Employment Offices for women is lower than for men; in 2016, 3.4 per cent of unemployed women were employed through regular intermediation compared to 4.4 per cent of men. Differences are also apparent in terms of benefiting from the Active Labour Market Measures (ALMM). In 2016, women accounted for 35 per cent of ALMM beneficiaries and only 27 per cent of trainees in Vocational Training Centres (VTCs).

The problem and main factors

According to the World Bank report (2011), women's empowerment is most commonly associated with income generation and management, both closely linked to the level of education. The literature emphasizes that there are a multitude of factors influencing the empowerment of women, which factors in different cultural contexts and different economic development may vary and at different intensity. Based on the analysis of the current situation, the main **problem** in the area of economic empowerment and social welfare *is the presence of inequalities and socio-economic and structural exclusion*. This problem is caused by a multitude of factors, discussed below.

Lack of gender mainstreaming in strategies and development policies contributes to the limited extent of women benefitting from public funds. From the analysis of strategic documents, within the framework of the development of this document, it has been found that most of the strategic documents did not mainstream the gender perspectives in their situation analysis and activities. This omission is allowed by the Administrative Instruction No. 07/2018 on the Procedures, Criteria and Methodology for the Preparation and Approval of Strategy Documents and Plans for their Implementation, not obliging institutions to mainstream the gender aspect into either the situation analysis or the measurement of the effect of the strategy. Currently, this Administrative Instruction is being reviewed, and this shortcoming is expected to be addressed. There is no evidence of the degree of gender perspective involvement in the legal framework.

Despite the progress, the legal obligation for Gender Responsive Budgeting, as set out in the Law on Gender Equality, amended in 2015, is not being implemented. Point 1.5 of the Article 5 obliges the inclusion of gender budgeting in all areas, as a necessary tool to guarantee that the principle of gender equality is respected in the collection, distribution and allocation of resources. According to this Article, all public institutions should include gender mainstreaming in their institutions and budgets. This requires that the Ministry of Finance should make the process of gender budgeting mandatory for all government institutions. The Law No. 03/L-048 on Public Financial Management and Accountability, defines how public funds are distributed from the government to ministries, municipalities and state agencies, but does not oblige the implementation of GRB. Currently, in the Budget Circular, the Ministry of Finance obliges ministries, municipalities and budget organizations to make the effects of public spending on gender equality visible, but this requirement remains at a reporting level and this only allows reporting but does not oblige institutions to plan budget allocation consistent with the needs and specific requirements of both sexes.

Being unrepresented in decision-making processes, their specific requests and needs are not taken into account, either at the local or central level. Investments are oriented to intensive areas of work for men (e.g. road construction) and which improve more men's lives and work. Moreover, fewer investments are made in improving conditions that help women (for example on local roads and water supply) and in sectors with potential employment for women (such as tourism and several branches of agriculture).

Levels and fields of study: Although in recent years, girls' participation in education is nearly comparable to that of boys, the education rate for women of work age 15-64 is significantly lower than that of men, affecting adversely their employment prospects. Similar to global trends, *the areas where girls and boys study* are very distinct. While boys choose to study engineering, girls continue to prefer studying education and health. This is the result of gender norms (World Bank, 2011), but also in the absence of early career guidance and counselling. The occupations chosen by the girls are more related to the public sector and to the low-paid sectors. For example, girls are less interested in ICT sector, although this sector offers very good employment opportunities, provides income above the country's average it is a sector with more potential for exporting services, and home-based employment. **Only 22% of employees in the Information and Communication Technology (ICT) sector are women.**

The data on Kosovo, as well as the latest ones on the European Union countries²², show that the employment rate is higher for graduates in *vocational schools* than for graduates in general school (gymnasiums). Vocational education would enable girls to have skills in an occupation as of age of 18, enabling them to do an early transition from school to employment, helping their economic empowerment. Low participation of women in certain occupations has no effect only on those who want to be employed in these occupations but it also affects the performance of those who are already employed in these occupations, especially when networking is important (World Bank, 2011). Moreover, the orientation of women in occupations such as energy, water, environment and others would increase their participation in relevant institutions, increasing the likelihood for gender policies to consider and address gender disparities and inequalities.

Data from the Employment Agency show that in 2016, women accounted for only 44% of the unemployed that are registered, only 27% of trainees in Vocational Training Centres (VTCs) and only 35 % of ALMM beneficiaries. This unequal access may be a **result of lack of information**, access to transport (since VTCs are located only in regions - not easily accessible for people coming from rural areas), lack of information and diversity of these measures to be adapted to the characteristics and women needs.

Employment Discrimination. According to Kosovo's Law on Labour, an employed mother is entitled to twelve (12) months of maternity leave, while fathers are entitled to two days of paid leave and two weeks of unpaid leave upon child birth or adoption. This law promotes unequal division of family responsibilities, limiting fathers to spend too little time on the child care, and has produced adverse effects on mothers' employment and careers. There is evidence that, due to maternity leave, pregnant women are dismissed from work²³, especially those employed in the private sector; they

²² http://ec.europa.eu/eurostat/statistics-explained/index.php/Employment_rates_of_recent_graduates

²³ Arian Zeka and Visar Hapciu, American Chamber of Commerce Kosovo, Position Paper on the Maternity Leave Provision of Law on Labour Problems and Possible Solutions, 2012. Available at <http://studylib.net/doc/18703334/position-on-maternity-leave---may-2012>

lose their rights they had earlier in the workplace (such as the eligibility and duration of other types of leave, the accumulation of pensions, and the reduction of opportunities to be promoted (KWN, 2016)²⁴. With the child's birth, and in the absence of parental leave, women experience career breaks, negatively affecting their professional development and advancement in the workplace (World Bank, 2011). This is because, for every mother employed, the employer is obliged to pay 70 per cent of the salary for six months, and at the same time to hire a new person for at least 6 to 12 months. Women aged 25-34 have the highest rate of labour market participation compared to all other age groups, but they are characterized by the highest unemployment rate and the lowest employment rate, suggesting that they face barriers which relate to their reproductive age and the overall perception of their traditional role in the economy and family (UNDP, 2017). *Limited representation of women in labour unions hampers lobbying and advocacy for the rights of women employed and addressing discrimination in employment.*

A study conducted by the GAP Institute (2017)²⁵ found also evidence that the language of job vacancies in Kosovo contributes to gender inequality, discouraging women from applying for jobs that are advertised with gender-insensitive language. This study found that job vacancies for higher ranking positions in public institutions contain masculine language stereotypes, while for lower ranking positions, vacancies contain feminine stereotypes. Language is even more discriminatory in private sector positions. As an illustration, women are required for positions such as assistant, salesperson, receptionist, cleaner, whereas for positions as manager, executive director, engineer, mostly men are required.

In the absence of institutions for *taking care of children up to the age of five*, especially for women living in villages, they are forced to stay home. Based on the official data from MEST, in the school year 2015/16, there were only 43 institutions dealing with child care in Kosovo. As an average, it means that there was one kindergarten per municipality, but in 11 out of 38 municipalities of Kosovo, there are no such institutions at all.²⁶ In the school year 2015/16, the Gross Enrolment Ratio (GER) in pre-school education (0<5 years) was only 3.5%, while for the age group from 3 to 6, it was about 31%.²⁷ The Strategic Education Plan 2017-2021 considers this low participation as a serious challenge for the development of children. Moreover this is also a serious obstacle when it comes to the employment of mothers as well²⁸. Such an assertion also demonstrates the failure to meet the Barcelona objectives which also states that the lack of preschools weakens educational outcomes but also impedes women's participation in the workforce, given their predominant socio-cultural role as care providers. Likewise, the lack of institutions dealing with childcare after school is becoming an obstacle, especially for low-income families who are unable to cope with the cost of private institutions. This is even more difficult for single mothers due to the fact that fathers of their children in many cases do not carry out the obligation of alimony payment.

²⁴ Iliriana Banjska, Gresa Rrahmani, and Nicole Farnsworth, Kosovo Women's Network, Striking a Balance: Policy Options for Amending Kosovo's Law on Labour, 2016, p. 23. Available at <http://www.womensnetwork.org/documents/20160504154201554.pdf>

²⁵ http://www.institutigap.org/documents/48043_Raporti-Final%20analize%20punesimi%20i%20grave.pdf

²⁶ <http://masht-smia.net/0a.pdf>

²⁷ <http://masht-smia.net/28.pdf>

²⁸ KAS, 2013-2016; Gashi and Rizvanolli, 2015.

Migration of men affected women left in Kosovo in the sense of taking care of children by themselves, thus becoming financially dependent and losing career development opportunities. Moreover, the fact of having a regular income, reservation wage (the lowest wage rate at which a worker would be willing to accept a job) reduces further their employment interest and opportunities (UNDP, 2017)²⁹.

Lack of public transport is considered an important obstacle to women's participation in the labour market, especially for women living in rural areas and suburbs of cities. According to the 2016 LFS, 93% of women stated that they do not work in night shifts, compared to 85.3% of men. Data from the Kosovo Mosaic Survey (KMS) showed that in 2015, about half of the population of Kosovo (54.1%) were not satisfied with public transport in their municipality, while the satisfaction trend marked a drastic decline over the last three years. Also, living in rural areas contains a negative effect on women's participation in the labour market.

A contributing factor to access to the labour market may be the lack of road safety, which can be measured also by the level of street lighting. KMS of 2015 found that 45% of women and 53% of men were unsatisfied with the lighting of public roads and squares in their municipality. But, when they were asked whether they feel safe at night with public lighting in their municipality, 65.2% of women stated that they feel somewhat safe compared to 67.4% of men.

Women are significantly less engaged as entrepreneurs and to a small extent involved in cooperatives or associations. This not only results in a small number of female owners, but is also estimated to have an impact on the overall number of women employed in the private sector. The main causes of this low participation of women in entrepreneurial activities are considered to be the *limited access to property and finance, lack of entrepreneurial and financial skills* (resulting also from limited participation in family decision-making) and the *perception of women for lack of skill to manage a business* (affected by traditional gender roles) (World Bank, 2011). Limited access to property comes as a result of non-realization of the right to inheritance from the biological family, property registration in most cases only in the name of men and women's limited financial opportunities to purchase property. Although the legal provision on inheritance in Kosovo guarantee the equal right of men and women to inheritance, women in Kosovo are excluded or waive from the right to inherit, inter alia due to social pressure. Women are excluded from the right to inherit from their families due to the fact that there are some cases when they are not included in the act of death and the inheritance is given only to the persons who are included as family successor in this declarative document which predominantly include boys. In certain cases, girls refuse to seek inheritance, believing they may endanger relationships with their family members.

Based on a study conducted in 2014, 23% of men and 21% of women entrepreneurs in Kosovo were categorized as *entrepreneurs "for survival"*, meaning they started the business because they did not have better opportunities to generate income, and not due to opportunities for change/development³⁰. This report also emphasizes that among key factors leading to this direction are the low level of education and lack of skills. Women-owned businesses are mainly focused on the service sector, and are more closely related to the role of women and not characterized by added value such as food preparation, beauty salons and the like, which are also characterized by limited opportunities for generating new jobs. This kind of orientation in these sectors may happen due to the fact that

²⁹ Human Development Report 2014.

³⁰ Global Entrepreneurship Monitor 2014 Global Report

they require smaller fixed investments, or lack of courage, but also in the absence of incentive programs for diversification of women's entrepreneurial activities.

Cultural norms prevent women from exercising their right to property, including inheritance, which consequently limits their access to finance and weakens their economic status. Although legally, property created during conjugal life must be registered in the name of both spouses, according to the data, this is not applied in practice. According to the Household Budget Survey, in 2016, only 11 per cent of women were owners of houses/flats while according to data from agriculture census in 2014, only 4.9 per cent of agricultural land was owned by women, respectively only 6,288 out of 130,436 properties³¹.

Despite lower interest rates, **access to credit in Kosovo is not easy**, mainly due to the conservative practices that banks apply for collateral (European Investment Bank, 2016). According to the Survey on Enterprises conducted by the World Bank, in 2013, collateral requirements were 299.3 per cent of the credit amount. Moreover, financial institutions mainly require immovable assets, and rarely movable ones, making access to credit particularly difficult for women who do not own land, dwellings or houses.

In Kosovo, resource management is mainly performed by men. Although women make up a significant part of the labour force in the agricultural sector, they work on land which they do not own and consequently do not decide on their own. As a result, it is possible that government grants and subsidies support sectors and areas considered in need of men, and which are likely to facilitate their work more than women's, who are engaged in this sector. In general, trainings, information and counselling are provided to landowners, a majority of whom are men³². Consequently, the productivity of men's work increases, while women work at higher cost per unit (measured by the time spent and inputs).

PILLAR II: Human Development, Roles and Gender Relations

Current situation

This section focuses on the current situation in the field of education, health and media in particular, and general socio-cultural, economic and political relations that underline or impede the potential for human development and gender equality in Kosovo. Gender relations are not addressed in a particular way but as social, political and economic practices, as well as attitudes structured and emerging from opportunities and lack of opportunities in the three areas addressed in this document. Therefore, the recommendations deriving from the situation analysis connect these three areas within the proposed measures. Based on the analysis of the current situation, the main problem for

³¹ KAS, 2016, Women and Men in Kosovo: 2014-2015: <http://ask.rks-gov.net/media/2581/grate-dhe-burrat-shqip-2014-2015.pdf>

³² According to the Green Report of MAFRD, in 2016, 5,247 farmers were trained. Data are not gender-disaggregated.

the advancement of gender equality lies in the inequality and structural exclusion in education, health and media, and the lack of adequate use of human capacities in different socio-cultural and institutional areas, where all these aforementioned infringe the achievement of sustainable human development.

Education

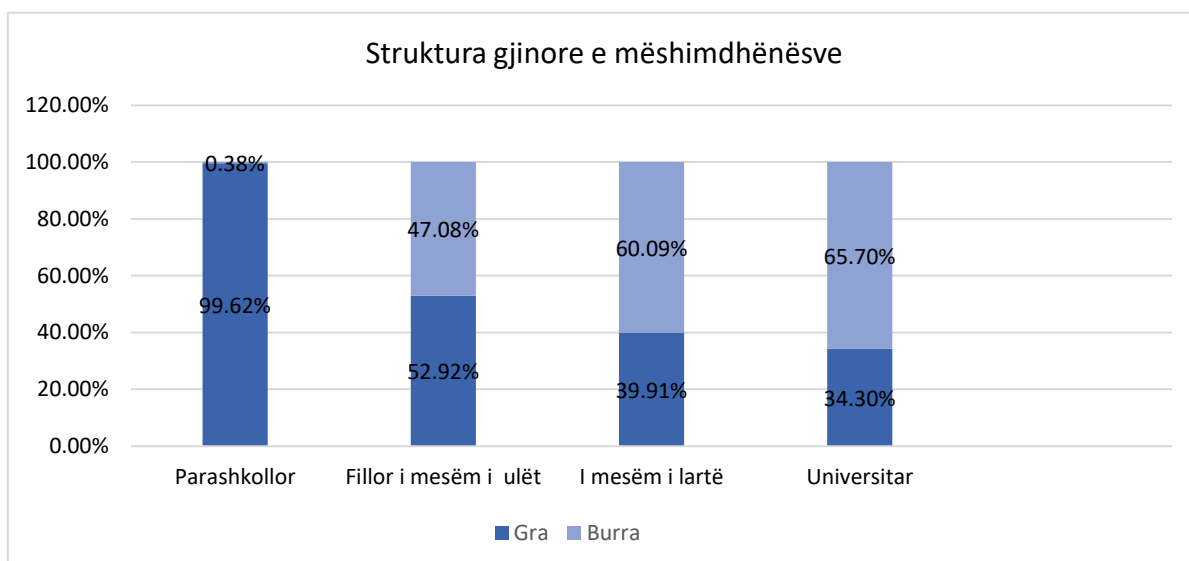
A number of socio-cultural, political and economic relations continue to structure unequal access to education opportunities for girls and women, career advancement in the education sector, and development of learning curricula and programmes that will identify gender biases and create an environment that supports empowerment in education, but also the socio-political and economic empowerment of girls and women.

Despite legal norms on gender representation in pre-university education, factual findings show that 99.6% of teachers in preschool institutions are women. In the lower primary education, 52.8% of teachers are women, which is slightly a higher percentage compared to men. Participation of women teachers in secondary education falls to 39.3% and 34.3% in university level. These data lead us to conclude that **the lack of law enforcement strengthens and in the same time is strengthened by stereotypical social expectations and cultural values for women and men regarding their social and educational roles.** As an example in the field of policy and decision making, MEST so far has not had any women in the position of minister. According to KAS (*Women and Men in Kosovo 2015-2016*), in 2014 there were 1 man in the post of the minister and 3 others in the post of deputy ministers. **In MEST, women do not hold any of eight (8) decision-making positions, while 15 women and 49 men have leading positions (23% women).**³³ Men also receive 60% of the economic category of wages and salaries from MEST.

Article 2 of the Law on Higher Education guarantees equal opportunities for staff in higher education institutions without discrimination. However, the findings of *Statistics on Education in Kosovo 2015/2016* made by MEST show gender inequality in academic staff, **where, out of a total of 959 academic staff in the University of Prishtina, only 331 (34.3%) are women.** The three faculties, i.e. the Faculty of Philology, the Faculty of Medicine and the Faculty of Education, have a more equal participation (33 out of 70, 124 out of 279, and 28 out of 61 are women, respectively). However, **men dominate in higher academic and managerial positions.**

Figure 1. Gender structure of teachers by levels in public and private education 2015/2016

³³ Report on the Research: Participation, the role and position of women in central and local institutions and political parties in Kosovo. AGE: 2012, 23.



Source: Statistics on Education in Kosovo 2015/2016. MEST: 2016, 38. The data does not include all private HEIs.

As far as **scientific research activity** is concerned, we also encounter a lack of enforcement of relevant laws (Law No. 04/L-135 on Scientific Research Activities; Law No. 05/L-020 on Gender Equality). In addition to provisions of the LGE, Article 42 of the Law No. 04/L-135 regarding the composition and election of the members of National Science Council (15 members), under the principles and objectives section, specifies that guidance principles in support of science and research for organization of scientific institutions shall be the equal treatment of males and females (Article 1, Point 7). Data show that, despite legal norms, **women generally fail to be chosen or benefit from opportunities to participate in the education system structures.**

According to KAS, the illiteracy rate in Kosovo in the population over the age of 15 in 2015 was 6.1%.³⁴ The KPGE 2008-2013 assessment shows that progress has been made in reducing illiteracy rate from 9.1% in 2005 to 5.9% in 2013 for girls aged 7-15 and from 14% to 7.3% for women (over the age of 15) in rural areas. The data show that the **percentage of citizens who completed secondary and higher education is still unsatisfactory, especially when it comes to girls and women.** Specifically, 84.4% of girls aged 15-17 are enrolled in high school; **8.8% of girls/women are not enrolled in secondary education compared to 1.2% of boys/men.** Also, the percentage of women of age 25-64 who have completed tertiary education has remained at 8%, while the percentage of men is 14.3%.³⁵

The transition rate in lower secondary education for 2015/15 was 97.8% and is 1% lower than in the previous year. While the gap in terms of gender is smaller since from 1.3% it declined to 0.6%.³⁶ However, **there is a general decline in the transition from lower secondary to upper secondary education from 97.5% to 92.5%.**

Inclusion of children of the age of 0-6 in Kosovo in education programs is comparable to that in the region but still, it is under the EU target of 95% by 2020; in Kosovo, 74% of children attend pre-primary education (age of 5-6). **The gross enrolment rate (GER) in pre-school education (0-5 years old)**

³⁴ Women and men in Kosovo. KAS: 2016, 6.

³⁵ Assessment of KPGE 2008-2013. AGE:2016, 32.

³⁶ Annual Statistical Report with Educational Indicators 2015/16. KAS: 2017.

is 3.5% (3.6% boys and 3.4% girls). GER in pre-primary education (0-6 years old) is 16.43% (an increase of 0.7% from 2014) - 16.66% boys and 16.19% girls.³⁷ There are huge differences between urban and rural areas, where the inclusion in rural areas is very low. One of the factors affecting the small number of children in pre-school education is **the lack or the small number of pre-school public institutions**. However, this factor is also intertwined with the **high unemployment rate among women, the small state budget dedicated to education (2.7% of Kosovo's budget)³⁸, as well as the lack of implementation of gender budgeting across different sectors, especially at the municipal level**. In total, 4.7% of children are left out of primary and secondary education; 4.6% of girls and 4.9% of boys.

Table 6. Number of public educational institutions in Kosovo

Level	Parent	Par. ndar	Total
Preschool/Kindergarten	36	7	43
Primary/lower secondary	633	336	969
Upper secondary	104	15	119
Special school	6	0	6
Total	779	358	1,137

Summary of the Work Report of the Ministry of Education, Science and Technology for 2015. MEST: 2016, p.35

In pre-primary education, only 4.3% of registered children were of non-Albanian ethnicity, while only 1.6% of Roma, Ashkali and Egyptian communities. In primary and lower secondary education, for the year 2015/2016, out of 258,464 students in total, 5,331 are from Roma, Ashkali and Egyptian communities, or 2.06% of the total percentage.³⁹ **A large number of girls, especially of those coming from marginalized communities such as Roma, Ashkali and Egyptians, are left out of school institutions at all levels, particularly in higher education**. In accordance with the Kosovo Education Strategic Plan 2017-2021 (result 1.4), the inclusion of children of Roma, Ashkali and Egyptian communities in primary education is planned to increase by 10%, while in lower and upper secondary education is planned to increase by 20%.

Regarding the **inclusion of students with special needs**, data are still considered incomplete (not all students are evaluated), but it is reported that the gross inclusion of girls with special needs at primary and lower secondary levels (grades 1-9) is 37% while in upper secondary education (grades 10-12) it declines to 18%. Girls with disabilities face more difficulties than boys.

Also, the attendance of girls/women in university studies compared with attendance in pre-university education is declining. In higher education, there is an inequality in student enrolment on a gender basis (Table 8), as well as representation in different fields of study. However, the data above show that, at both levels, **there are more women graduating than men**.

Although in the University of Prishtina are enrolled more women than men, universities in general are attended by 49% women and 51% men. Moreover, a significant gender difference is observed in **colleges and private universities where 59.69% are men and 40.31% women**. It is evident that there is a gender preference for men to finance their enrolment in private institutions. Gender-related data on scholarship allocation are missing.

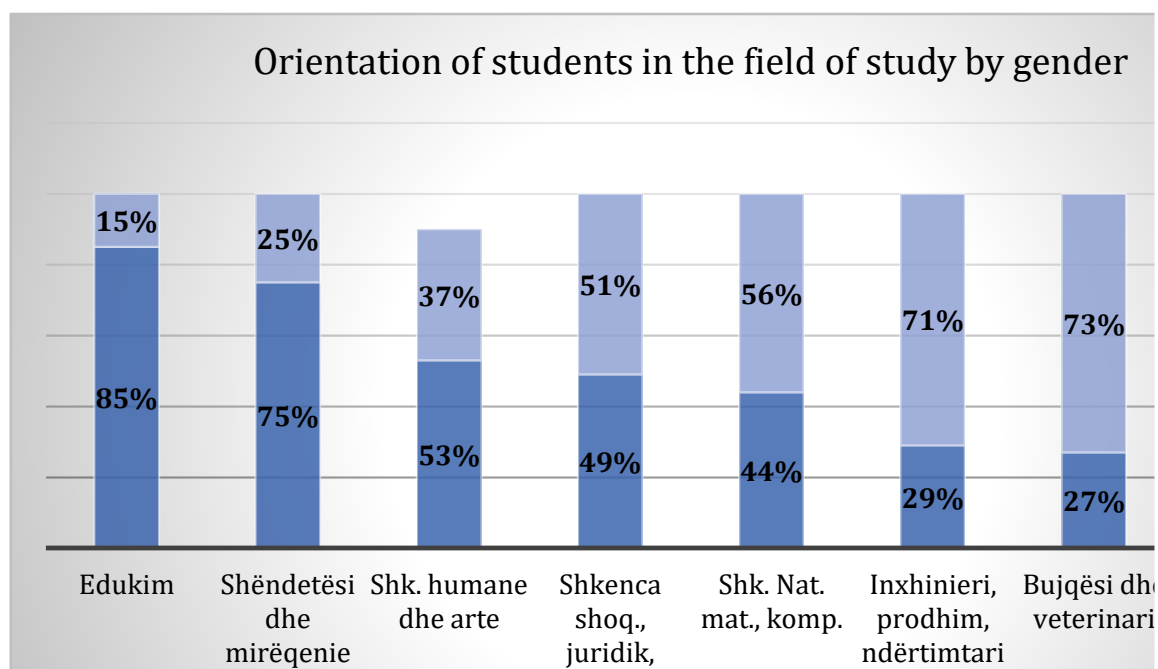
³⁷ Annual Statistical Report with Educational Indicators 2015/16. KAS: 2017, 9.

³⁸ Assembly of Republic of Kosovo, Law No. 05/L-071 on the Budget of the Republic of Kosovo for 2016, retrieved from: <https://mf.rks-gov.net/sq-al/Buxheti/Buxheti-i-Republikes-se-Kosoves/Buxheti-gendrore>. While both the KESP and the Quality Plan refer to the sum of 2012 to show an increase (budget at that time was 4.1%).

³⁹ Ibid, 32.

The findings presented below show that **85% of women students are oriented to study in the education field, and a high percentage in health (75%), as well as humanities and art (69%).** In other fields, such as natural, technical sciences, etc., men comprise the highest percentage. Based on the analysis made, it turn out that **girls and women prefer the public sector of employment** (long-term employment and being able to manage public/ private life obligations), which equally contributes to the selection of the field of study.

Figure 2. Orientation of students in the field of study by gender 2014/2015



Men authors prevail in writing of school textbooks, while women experts of different fields are rarely consulted. Existing studies show that for 2007, out of the 14 authors of textbooks 12 were men; out of 323 texts analysed 72% are written by men and only 7% by women (others were without authors). In relation to illustrations, out of 128, 120 were men characters and only 8 women. In 323 lessons, only 45 of them describe women in different occupations (including being a housewife), while 187 describe men in occupations.⁴⁰ According to KGSC, from all the texts analysed, 74% of them have men authors and only 26% women, also "textbook exercises favour more men than women. Moreover, out of 2,292 gender figures, only 885 are women presented in textbook illustrations and 1,407 men figures."⁴¹

Article 2.5 of the Law No. 04/L-032 on Pre-University Education in the Republic of Kosovo emphasizes preparing pupils for a responsible life in the spirit of good understanding, peace, tolerance, gender equality and friendship with members of all communities in the Republic of Kosovo and beyond. **The wording in Article 2.5 for the purposes of the law, and other articles, also lacks the language of gender sensitivity;** we encounter "of the student, teacher, candidates, (Alb.: i nxënësit, mësimdhënësit, kandidatët). Same thing happens in the Law No. 04/L-138 for Vocational Education and Training, as

⁴⁰ Kosovo Education Centre (KEC), Gender Equality in Reading Books in Nine Year Compulsory Education in Kosovo, 2007.

⁴¹ Auditing of Gender Issues in the Educational System. KGSC: 2007, f. 6.

Article 2 provides for "1.1. Vocational education and training (VET) - aims to equip students/candidates (Alb.: nxënësit/kandidatët) with knowledge, practical ability, skills", **the same Law does not include gender as a category of vulnerable groups in legal protection and refers only to the age.**

Challenges to be addressed in the field of education

The main challenges identified in the educational system are as follows: unequal access, opportunities and exploitation in the gender domain is visible and structured by planning, managing and financing the education system; gender discrimination is identified in employment and professional and academic advancement, in curricula and educational materials, as well as in their implementation; lack of infrastructure (specifically pre-school institutions, transport) and security (violence in school, sexual harassment), contributes to the marginalized position of girls and women (drop-out, lack of work skills, economic dependency); and formal vocational education reflecting existing gender stereotypes on division of jobs and does not contain choices for the marginalization of girls and women in the labour market while lacking the informal education policy. Children with disabilities have limited access to education. They face social stigmas with regard to disability, a lack of support teachers (provided by law), and a lack of support services for their specific needs.

In education, **the lack of law enforcement, specifically regarding the Law No. 05/L-020 on Gender Equality (LGE), is evidenced in the selection of staff at all levels, the composition of committees or units and other positions in policy and decision making.** Despite gender mainstreaming and representation mechanisms, as well as policies aiming qualitative monitoring and accountability, the gender equality is not considered a formative principle and legal provisions are not implemented and result in a low-quality education system. **Within the institutions, there is a lack of capacity to implement the existing mechanisms for achieving gender equality.** Gender equality is often misunderstood or neglected and therefore there is a need to continuously translate gender equality as an indispensable approach to creating quality (of the institutions, educational practices, and content) and democratic social advancement. In addition, curricula and textbooks continue to contain and maintain gender stereotypes, the language and pedagogical practices are discriminatory, which legitimizes the existing inequalities.

Higher education is almost completely blind to gender studies and legal obligations to create equal opportunities despite the need for a gender expert in the market in different areas (economy, ICT, policy-making, civil society, education, human resources, agriculture, entrepreneurship). Similarly, the gender distribution by educational levels in public and private institutions does not differ as men are the ones who dominate by number as academic staff. Lack of implementation of legal norms and mechanism, the non-formalized institutionalized relations and socio-cultural values **make men be more favoured in participation and selection of staff. The University of Prishtina does not have specific implementing policies aimed at improving the position of women** - participation in decision-making, staff advancement, research agenda, sexual harassment - and consequently gender inequality in general. The same applies to MEST.

Law No. 04/L-138 for Vocational Education and Training does not include gender as a category of vulnerable groups in legal protection and only refers to age: "Equal opportunities for all students and staff in higher education institutions without discrimination... There shall be no age limit on enrolling or to earn higher education qualification in Kosovo."

The gender index for teachers participating in development programs and obtaining licenses is aimed at parity. Regarding the management of the sector, there are no indications of the achievement of the

parity defined by the Law on Gender Equality. Neither **goals nor activities for achieving gender equality in employment and career development mechanisms are defined.**

All figures indicate a continuous **drop-out** rate for marginalized children due to economic, ethnic, and disability.⁴² **Gender is often a common indicator for drop-out reasons, including security issues, lack of transport (distance from school), social reception (engagement in housework or household in general), gender-based violence in schools.** Therefore, **the failure to collect data on gender** is one of the risks foreseen in the implementation of the Kosovo Education Strategic Plan 2017.

The result 6.3 (Schools have created safe, friendly and healthy environments for all), **does not include the sexual education** that could be treated as part of health promotion, and **treat reproductive health and gender-based violence.** Gender is included in the Action Plan as part of Objective 1. Participation and inclusion and Objective 6: Vocational Education and Training (VET) and Adult Education. The result 1.8 considers gender as a value of **diversity assurance but does not address the barriers that prevent gender mainstreaming in increasing overall human development.** Action plan aims to "increase student enrolment in underrepresented majors by 30% and the number of women in technical directions by 20%." Such language is an indicator of gender dominance, where boys/men/males are normative categories while girls/women/females are the marginalized one. **This binary, which biologizes gender and equalizes it to conceptions about sex, is heteronormative but also exclusive (a characteristic not only of this document but also of general social practices).** KESP foresees that within capacity building activities, attention will be paid to **gender-based violence within schools, gender-based data collection** and to rely on their use in achieving set objectives (development of parity indexes in the vocational education training of teachers, participation in VET, and awareness campaigns).

KESP focuses on **increasing attendance at pre-primary level but not pre-school level.** The argument is that budget constraints do not allow the establishment of the necessary public preschool institutions. Recalling that care for the children in the absence of preschool institutions becomes a burden to women, which will hinder the growth of women's participation in the labour market or their career advancement, contributes to strengthening socio-economic differences and access to services on a socio-economic basis (a small part can be used by private institutions), and the dependencies of women from patriarchal cultural structures. **This goal is in conflict with NDS, which aims to "increase the number of children attending pre-school education by 5,000 children annually until 2021: by building public kindergartens and increasing involvement in private institutions.**⁴³

There is no gender perspective analysis of the curricula and textbooks produced by relevant institutions. MEST produces statistical analysis and uses gender as a measure of progress but mainly focuses on **numerical representation.** In the past, MEST has engaged international experts through projects in the field of education and gender but **has not built institutional capacity for drafting, evaluation, training, planning, and policy-making, apart from gender equality officers who have the mandate defined by Law No. 05/L-20 on Gender Equality.** Non-governmental organizations, gender-focused academic units as well as media organizations have pointed out and published analyses of gender biases and stereotypes, as well as **discriminatory texts in school curricula.** However, apart from the audit of gender issues in the education system conducted by KGSC (2007) and KEC (2007), no analysis has

⁴² Evaluation Report: Kosovo Education Strategic Plan 2011-2015. MEST: 2015.

⁴³ National Strategy for Development 2016-2021. Government, Republic of Kosovo: 2016, f. 12.

been produced with regard to gender representation from the aspect of the content.⁴⁴ Across the University of Prishtina, only seven subjects can be identified that address gender specifically.

There is no qualitative study of the factors that influence the selection of gender-specific fields of study, or the creation of opportunities for participation and advancement of girls and women in the education system (as students, teachers, leaders, creators). In December 2015, MEST has enforced the Administrative Instruction for Scholarship Allocation. KWN's (2018) study⁴⁵, states that **occupational gender stereotyping and lower pay appear to deter men from studying pre-university teaching at university. Cultural perceptions of typically male and female roles (e.g. men as professors, women as caretakers) are reinforced from generation to generation, confirmed by the lack of male role models in early education and female teachers in secondary school.**

Kosovo also has the **Law No. 02/L-67 on Publishing School Textbooks, Educational Teaching Resources, Reading Materials and Pedagogical Documentation**. This law defines some principles and norms of equality but which are **not followed by enforcement mechanisms**. Article 3.2 of this Law defines "The school textbooks, the educational teaching resources, reading materials and pedagogical documentation are not allowed if they make propaganda against Kosovo, which violate human rights and gender equality and that incite political, national, and religious hatred." **This legal opportunity, on the basis of independent reports, has not been used for all the categories listed, and in particular as regards gender equality.**

NDS addresses the inclusion of children in pre-school institutions as a measure to challenge women's unemployment. Inclusion in pre-primary education plays a decisive role in the best performance in the other stages of education. It also has a positive effect on increasing women's participation in the labour market, as the lack of pre-school institutions forces them to stay at home. However, **setting child care and education only in relation to women's employment further strengthens and institutionalizes existing patriarchal norms.**

Law No. 05/L -020 on Gender Equality obliges Kosovo institutions to ensure that all policies, including budgets, include gender analysis. "This means that budget organizations shall carry out gender analysis to assess the extent to which their programs have met the needs of women, men, boys, and girls differently in the past, and then use that information to include in budget planning for the future."⁴⁶ In addition to other provisions **Article 21 "Education of Gender Equality" of Law on Gender Equality**, points out: In schools and other educational institutions the teaching aids used shall be based on gender equality and gender equality education should be included in school curricula at all levels. 2. Preparation, adoption and implementation of educational programs - education, drafting materials, textbooks and reviewing existing materials and textbooks should be done by including gender perspectives and eliminate negative stereotypes, prejudices, traditional practices and other practices that are contrary to the principle of gender equality. 3. Incorporation into school curricula education and training activities aimed at sensitizing young people.

⁴⁴ KGSC. Auditing of Gender Issues in the Educational System. KGSC 2007. BIRN also published an analysis of VI-IX grade textbooks in 2013 as it turns out that women are either absent or introduced according to patriarchal norms and stereotypes. Issues and gaps of school textbooks: Analysing Kosovo School Textbooks of the Lower Secondary School (grades VI, VII, VIII and IX). BIRN: 2013. http://jetanekosove.com/repository/docs/Tekstet_ANALIZA_shqip_339320.pdf

⁴⁵KWN, Kosovo Gender Analysis, 2018, at: <https://womensnetwork.org/wp-content/uploads/2018/10/20181003170921410.pdf>

⁴⁶ Donjeta Morina and Nicole Farnsworth. Budgeting towards Better Education: General Analysis of Expenditure and Services in the Ministry of Education, Science and Technology. KWN 2016: Prishtina, 10.

Healthcare

Even though health is an important economic sphere (considering cost-effectiveness as a structural principle of the Health Sector Strategy 2017-2021) it cannot be addressed without first addressing healthcare interconnection with human rights and development. Indeed, the United Nations and other international agencies consider that health and education policies are the foundation for development. Without policies aimed at reducing inequalities in health, overall development will be impossible. This is a challenge for the health system in Kosovo, where the governance and management of the health system - with low efficiency and low productivity and high informality - continues to be weak. All these challenges affect girls and women as well as ethnic minorities in a special way and, as a result of their socio-economic position, put them in an unfavourable position.

Life expectancy in Kosovo remains low (76.7 years; in 2011 it was estimated to be 74.1 years for men, and 79.4 years for women). This is partly a consequence of poverty, but also a consequence of environmental factors (reflected in a high prevalence of respiratory diseases).⁴⁷ **Cost of the impact of environmental factors in health**, including water and sanitation, is €222.9 million per year. Apart from the financial cost (5.3% of GDP in 2010), this cost is translated to a decline in quality of life. Outdoor air pollution is considered to be the biggest health impact factor (€97.6 million per year) causing 852 premature deaths, 318 new cases of chronic bronchitis, 605 hospital admissions and 111,900 emergency visits (**lead contamination** is the second factor, estimated to cost €67.9 million). **All this is a cost that is higher than all the investments made for health in Kosovo each year.**⁴⁸

Based on the Health Sector Strategy, in the Annual Bulletin of NIPHK on **infectious diseases** 127,449 (7374.5/100,000 inhabitants) cases of infectious diseases have been reported in 2015 in Kosovo, which are a permanent threat to the population.⁴⁹ **Water and foodborne diseases continue to lead with the highest number of cases requiring further research of risk factors.** With regard to immunization in general, there has been a considerable achievement (over 95%) but immunization in the Roma, Egyptian and Ashkali communities remains low and is followed by additional vaccination. Also, these communities are especially **deprived of access to infrastructure** (water, sanitation, electricity), **affected by environmental pollution, creating high risk for their health.**

The public network of health institutions consists of a total of 429 institutions, each municipality of Kosovo having the Main Family Medicine Centre (MFMC) as the main unit, with its constituent units: Family Medicine Centres (FMC) and Family Medicine Ambulancias (FMA).⁵⁰ **Ministry of Health considers that Kosovo possesses sufficient infrastructure but which will be completed according to defined medium-term priorities.**⁵¹ Existing assessments (apart from those of NGOs) do not indicate the accessibility or quality of services for citizens living in rural areas, **but raising the level of services has been identified as necessary.**

Out of the total public health budget, only 28% is a budget directly associated with the patient, with only €23 per year available for diagnosis and treatment per capita. The majority of the cost is for fixed

⁴⁷ Consumption: Poverty in the Republic of Kosovo 2011. World Bank: 2011, p. 9.

⁴⁸ Ibid: 24

⁴⁹ Health Sector Strategy 2017-2021. MSh 2017: 21.

⁵⁰ Ibid: 29.

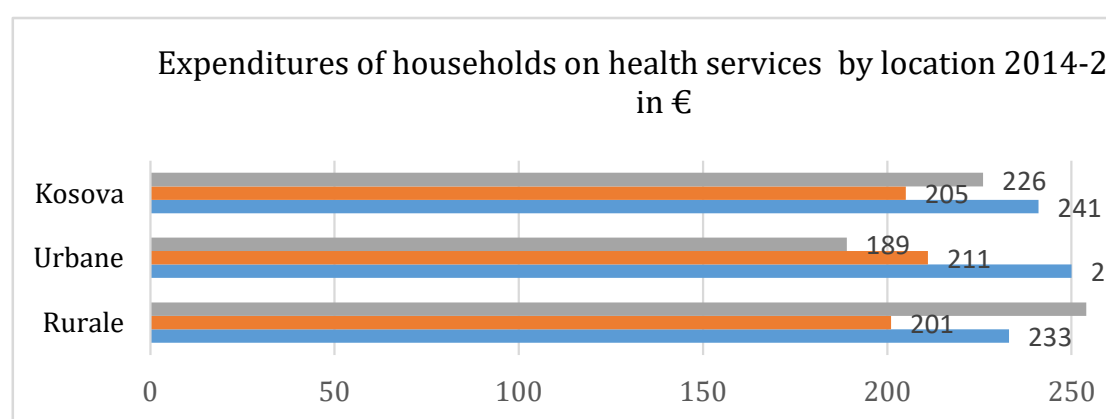
⁵¹ "The Ministry of Health in the medium term has prioritized strengthening of emergency, paediatric, oncology/radiology, orthopaedics and trauma, cardiology, invasive cardiology and cardiology for adults and children services, capacities in clinical microbiology, physiatrist services and those of sports medicine and the initiation of developing biomedical capacity." Health Sector Strategy 2017-2021. MoH 2017: 39.

costs and only 32% is for goods and services. The vast majority of patients, 88.4% of those seeking care in health institutions, have paid out of pocket. **There are no data disaggregated by gender, age, place of residence, etc. which would enable strategic planning and action.**

Regarding the distribution of consumption in Kosovo, the largest part of the household budget in the period 2014-2016 was spent on food and housing. However, **expenditures on health in 2016 compared to 2015 have significantly increased in total, especially in rural settlements** (in total 10% and in rural settlements 26%); while in urban settlements there is a constant decrease during 2014-2016. **It is not clear whether the cause of growth is related to the increased need** (although it is found that the general population situation is considered as good) **or awareness.** From the existing estimates, these data also indicate low use of preventive services.

Also, rural residents spend more on transport, which can be considered as a factor influencing decisions to access health services. According to an estimate, among rural residents with private insurance, only 20% are women. **Women in rural areas also face socio-cultural norms that hinder their access to health services** (obtaining a permit, ability to travel, refusal to receive services). This also affects the provision of **paediatric services** since women are mainly obliged to take care of the health of their children.

Figure 3. Expenditure of households on health services by location 2014-2016, in Euro



Source: KAS, 2018, Results of the Household Budget Survey 2017

Generally, women and men face similar obstacles to access to health care. However, **women face more socio-cultural barriers.** Women in rural areas are faced with financial, cultural and patient-service-provider relationships barriers in access to health care, more than men or women in urban areas. Bosnia and Turkish women have more tendency to face barriers than men of the same ethnicity, while Roma, Ashkali, Egyptian and Gorani women and men face more geographical, financial and cultural barriers in access to health care.⁵² Differences in the use of healthcare services exist based on ethnicity and gender⁵³. Serbs and Gorani tend to use most of the services, while Albanians and Bosnians use the least. Gorani men use more services than Gorani women. Both Albanian and Turkish women use more services than men of the same ethnicity. No significant differences exist between Roma, Ashkali and Egyptian women and men in this regard. Some Roma, Ashkali and Egyptian mothers give birth at home, often in unsanitary conditions. As a result, many children are not registered officially. As a result, many children are not registered officially. This affects access to

⁵² Farnsworth, Nicole, Dr. Katja Goebbels and Rina Ajeti. Access to Healthcare in Kosovo. KWN: 2016.

⁵³ KWN, Access to Healthcare in Kosovo, 2016, në: <http://www.womensnetwork.org/documents/20170206150329907.pdf>.

healthcare later in life, as non-registered persons cannot receive social welfare or access to public healthcare services.

NGO assessments show that women in rural areas and those with less formal education have **poorer relationships with service providers than women in urban areas**. Existing assessments include the needs of people with disabilities and are addressed in policies, but the **LGBTI community is completely excluded**. **Lack of support for vulnerable groups (especially teenagers and LGBTI persons) contributes to their further marginalization, including damages to their health status.**

According to the assessment carried out for the drafting of the Health Sector Strategy 2017-2021, the continuous **high rate of disease related to perinatal conditions is of concern**, given the fact that **most girls and women are of reproductive age**. Also, for girls and women aged 15-49 years, the highest morbidity rate was for urogenital system diseases with 10.9%.⁵⁴ Regarding **sexually transmitted infections (STIs) and the small number of cases reported**, the challenge remains to present cases from all public and private health institutions. **HPV screening is not addressed by the Health Sector Strategy despite the fact that such a need was identified.**

The **perinatal mortality** rate for 2015 was 12.13‰ (for new-borns weighing ≥ 500 g or ≥ 22 weeks of gestation) and shows a significant decrease compared to 2000, with a perinatal mortality rate of 29.1‰ (in 2012 it was 17.34‰, in 2013 it was 16.26‰, in 2014 it was 11.99‰). **Prematurity continues to be the most common cause of early neonatal deaths by 56%, followed by congenital abnormalities by 15% and asphyxia by 13%, while infections are responsible for 7% of early neonatal deaths.**⁵⁵ Regarding maternal mortality, based on data of Perinatal Report 2015, a total of 65 deaths have been reported by health institutions from 2000 to 2015. **From 2000 to 2014, the maternal death rate was 14.3 per 100,000 births, while in 2013 and 2014 there were no reported maternal deaths.** This picture of the situation indicates a limited improvement of the situation.

According to **Law No. 02/L-76 on Reproductive Health, Article 3**, the Ministry of Health organizes and coordinates activities in various field of health such as **sexual and reproductive health during all life cycle** including specific (and teenage) categories, **but these services do not reach schools and are not addressed in other sector policies (e.g. education)**. The number of adolescent births, 14-19 years, (761 cases for 2017) may seem small, but if translated into the number of parallels in the classroom they comprise 25 classrooms with 30 students.⁵⁶

Teenagers are a particularly sensitive category where the exercise of pressure to have **sexual relationship, early and violent marriages, and the pressure to not use contraception has been observed**. In the absence of adequate care and advisory and educational services, and as a result of patriarchal norms inside families, teenage girls often do not find the proper support.

Also, as evidenced, **domestic violence** poses a health problem, including **victim identification, treatment and referral services, as well as mental health support**. There is a lack of specialized health services for victims of sexual violence.

Kosovo is characterized by a **high average fertility rate**. The average birth rate for the period 2006-2011 was 17.9‰, with an average annual increase of 0.5.. This value was 16.3‰ in 2006 and 19.8‰ in 2011. The number of live births in 2015 was 24,594 (only in Kosovo). The abovementioned data show that the **masculinity coefficient at birth is higher than the world average** of 105 but in Kosovo is 110.3 (110 boys against 100 born girls). In addition to a UNFPA research, this topic has not been

⁵⁴ Ibid: 17.

⁵⁵ Farnsworth, Nicole, Dr Katja Goebbels and Rina Ajeti. Access to Health Care in Kosovo. KWN: 2016, 13.

⁵⁶ Series 5: Statistics of birth 2017. KAS: 2018, 34.

addressed by state institutions. This research shows that in Kosovo, as is the trend in the region, preference for male children results in certain family planning practices. Gender selection is difficult to prove but **decisions to have a third child are further influenced by the gender of the children in the family.**

The average age of mothers who gave birth in 2016 was 28 and indicates an average age increase compared to previous years. However, **the largest number of new mothers had secondary education, specifically 39.4%, and 29% completed only the primary education.** Also, the level of **improper breastfeeding (65%) is considerable.** The Law no.05-L023 on the Protection of Breastfeeding guarantees women employees the right to two hours of paid breastfeeding breaks during working hours. However, this right only applies after the first six months of maternity leave has been taken, leaving a gap in protection for women who return to work earlier. After the first year and for up to two years, this is reduced to one hour paid break daily.

Adequate provision of perinatal and neonatal services, as well as sexual education and advising for family planning, remain indispensable for improving the overall health status of children and women.

Table 7. Births by age and ethnicity at first birth, 2016

Mother's single age	Total on first birth	First birth				
		Mother's ethnic affiliation				
		Albanian	Serbian	Turkish	RAE	Other
14 and under	1	0	0	0	0	0
15	16	8	0	0	0	0
16	39	23	3	0	0	0
17	93	76	2	1	1	0
18	155	128	10	0	5	0

Source: KAS, 2018, Birth statistics 2017

Existing assessments also indicate **gender relations that directly and adversely affect the health of girls and women.** In the absence of research by the institutions, the consultation of existing local NGOs and international agencies show the values and gender norms that make **girls and women be in a discriminated and dominated position in terms of freedom of decisions on family planning, sex, and**

their body in general.⁵⁷

According to the National Strategy of the Republic of Kosovo for Protection from Domestic Violence 2016-2020, during 2014, **7% of Kosovars have said that their partners have exerted pressure on them to have sexual relations without their consent (rape).**⁵⁸ Girls and women also exercise limited **decision-making regarding the use of contraceptives and family planning in general.** Different forms of gender-based violence and domestic violence have many consequences on the health of girls and women, as well as children, who are also the most frequent victims of violence. This often prevents access and proper treatment, especially in unreported cases.

It should also be noted that according to the NIPHK, **Kosovo has a low rate of HIV/AIDS epidemic** (classification of UNAIDS) **but with potential for growth.** Between 1986 and 2016, 111 cases of HIV and AIDS have been reported in Kosovo (69 with AIDS and 42 with HIV infection, 46 have died as a result of AIDS. **During 2016, 11 new cases were reported** and 3 cases of mortality caused by AIDS. In terms of gender, 70% are men, 30% women, while the age group most involved is 25-34 years old (32%) and 35-44 years old (29%).⁵⁹ The most frequent way of its transmission was by heterosexual relations (52%). According to NIPHK researches, risk factors are: increased injecting drug users; commercial sex workers; a high percentage of young people among the general population who are changing social norms, especially sexual ones; the large presence of the mobile population; the inability of the health sector to respond to the needs of all population groups in Kosovo.

Challenges to be addressed in the field of healthcare

There are three areas identified where the KPGE can strategically address the identified challenges: 1. Prevention, Environment and Education; 2. Access to services focused on rural areas and marginalized groups; 3. Reproductive health and family planning. A combination of poor, if not dangerous, economic and environmental conditions as well as demographic data indicate the need for an integrated approach to health care (cross-cutting). Without such an approach, existing data indicate that girls and women can suffer the most. The main challenges are discussed below.

The dependence of girls and women, shaped by patriarchal socio-economic relations, alike transformed by the reconstruction of economic structures, marginalizes them in their access to services, often without having the needs of the patient at the centre, and contributes to the risk of their health. At the same time, in addition to "secondary" factors, such as the constant deterioration of the environment, health care and treatment for girls and women leaves much to be desired.

The Health Information System (HIS) remains poorly applied and underdeveloped. HIS is a legal obligation for MoH, requiring all registered health institutions to collect data and report to the Ministry of Health. Without HIS, the development of evidence-based policies and their monitoring and implementation is hindered. **The lack of protocols, but also the data that had to identify the special needs of girls and women, as well as other vulnerable groups, contribute to the insecurities** they experience for their health. This is mostly observed in the field of reproductive health. This is mostly observed in the field of reproductive health. Also, **there is a lack of care for marginalized groups** facing various barriers to access to health services (women, ethnic minorities, people with disabilities and population in rural areas, the LGBTI community).

⁵⁷ Basha, Vlora and Inge Hutter. Pregnancy and Family Planning in Kosovo. UNFPA, University of Groningen, INDEX Kosovo: 2006; Exploratory Research on the Extent of Gender Based Violence in Kosovo and its Impact on Reproductive Health. KWN: 2008.

⁵⁸ National Strategy of the Republic of Kosovo for Protection from Domestic Violence 2016-2020. Government of Kosovo: 2016, p. 24.

⁵⁹ Gashi, Luljeta. HIV and AIDS progress in Kosovo. NIPHK: 2017.

Girls and women are discriminated in terms of freedom of decision on family planning, sex, and their body in general. According to existing data, 7% of Kosovars said that their partners have made pressure on them to have sexual relations without their consent (rape). Girls and women also exercise limited decision-making regarding the use of contraceptives and family planning in general, and access to health services.

The health protection system in Kosovo is organized and administered by the central level - the Ministry of Health (MoH). In **MoH, 43% of employees are women, while 57% men.** According to Publications of Health 2015, there are a total of 14,033 employees in health institutions, of which 8,251 are women. The Committee for Health, Labour and Social Welfare, in the last composition of the Assembly of Kosovo, had a woman as a coordinator, while in the composition of 2014 in total there were nine MPs, out of which 4 women and 5 men. In the past, MoH had a women minister. **Gender representation in health appears to be good, but most of the chiefs of clinics and hospitals are men. Also, gender is absent in the curricula of the Faculty of Medicine (or even gender mainstreaming), both in basic and integrated studies and in nursing and midwife training program.**

Constitution of the Republic of Kosovo, Article 25 [Right to Life], guarantees: 1. every individual enjoys the right to life. Article 26 [Right to personal integrity] Every person enjoys the right to have his/her physical and psychological integrity respected: (1) the right to make decisions in relation to reproduction in accordance with the rules and procedures set forth by law; (2) the right to have control over her/his body in accordance with law; (3) the right not to undergo medical treatment against his/her will as provided by law; Article 27 [Prohibition of Torture, Cruel, Inhuman or Degrading Treatment] No one shall be subject to torture, cruel, inhuman or degrading treatment or punishment.

Law No. 2012/04-L-125 on Health includes the termination of pregnancy and artificial sterilization, as well as assisted fertilization. According to this law, Article 85.1, Termination of pregnancy is not allowed after the tenth week of pregnancy, except under conditions from paragraph 2 of this Article; 85.2. Termination of pregnancy after the tenth week is possible only if there are serious health implications for the mother or/and the baby, or when pregnancy is the result of rape or incest certificated by authorized legal authorities. **Article 5, paragraph 1.2 of this law guarantees inclusiveness and non-discrimination, while Article 12 guarantees Measures and actions.** 1.10. There is defined: "provision of the necessary conditions for the pregnant women and women after childbirth, and healthy development of children and youth." **Law No. 02/L-76 on Reproductive Health (RH)** guarantees that "Each individual has the right to a healthy sexual and reproductive life chosen by his/her will". But, "Prevention, early detection-discover, and treatment of the malign diseases of the reproductive system and breast carcinoma is defined as the area of RH, but is not regulated in the content of the law. Currently, there is no organized prevention (screening test) for cervical and breast cancer in Kosovo. There are no enough human capacities, equipment and expendable material for running this program."⁶⁰ **Overall, existing cultural practices, lack of awareness, the non-professional approach of health workers, and lack of infrastructure and human capacities contribute to the fragility of reproductive health.**

Law No. 03/L-110 for Termination of Pregnancy, Article 5, defines that any pregnant female who is over eighteen (18) years old has the right to request for elective termination of pregnancy. The elective termination of pregnancy can be performed up to the tenth (10) week of the pregnancy. **Law also allows females that are mature on their sixteen (16) and they have the consent from their parents or from their legal guardian they have the right to ask for termination of pregnancy. The exact meaning**

⁶⁰ Concept Document on Reproductive Health and Assisted Fertilization. MoH: February 2018, p. 3.

of the word "mature" in this case is not defined, and it is not clear whether the "guardian" means only the male guardian. This implies that **the rights of young girls under the age of 16 in relation to abortion are not clearly defined.**⁶¹ Until the 22nd week of pregnancy, termination of pregnancy is allowed under special circumstances. This includes health reasons, such as the threat of the mother's life from that pregnancy or malformations that affect the life of the foetus; or pregnancy caused as a result of rape, incest or sexual exploitation. Article 21 of this law requires every institution to report statistical data on the termination of pregnancy.

However, Article 2, "Definitions", defines the abortion as "termination of pregnancy by violence". Considering the other predispositions of this law, this definition shall be removed and replaced with "safe and legal termination of pregnancy". Moreover, there is also additional confusion as the **termination of pregnancy is regulated by two laws** (Law on Reproductive Health, Article 3 defines areas of reproductive health including termination of pregnancy, and the Law No. 03/L-110 for Termination of Pregnancy). Although illegal and rarely disclosed, population statistics suggest that sex-selective abortions still occur; the sex ratio at birth is 110 boys to 100 girls, which is a bigger difference than the world average.⁶²

The abovementioned data show that the **masculinity coefficient at birth is higher than the world average** of 105 but in Kosovo is 110.3 (110 boys per 100 born girls). In addition to a UNFPA research, this topic has not been addressed by state institutions.

In particular, we should bear in mind that **the use of modern contraception methods is extremely low, and that teenage needs and habits, access to abortion and post-abortion care are often limited, making the 10-week limit for termination of pregnancy difficult to be applied in Kosovo.** Considering the lack of confidentiality and privacy (often violated by medical workers), as well as socio-economic conditions and awareness, girls and women often commit abortions in **unlicensed clinics and with poorer care.** At the same time, journalistic but also NGO research **show discriminatory and adjudicative treatment of girls and women seeking services in licensed clinics.**

Inadequate provision of perinatal and neonatal services, as well as sexual education and counselling for family planning, affect the general state of health of children and women. According to recent data, the largest number of young mothers had secondary education, specifically 39.4%, and 29% with only primary education. **Inadequate education and awareness affect the health of mothers and infants, as noted in the level of improper breastfeeding (65%).**

Regarding **sexually transmitted infections (STIs) and the small number of cases reported,** presenting cases from all public and private health institutions remains a challenge. **HPV screening is not addressed by the Health Sector Strategy, despite the identified need.**

Based on an assessment conducted by the **Ombudsperson,** the Constitution of Kosovo needs to be amended and include the **International Covenant on Economic, Social and Cultural Rights, the Convention on the Rights of Persons with Disabilities and the Social Charter of Europe** in it, in order to

⁶¹ Donjeta Morina and Nicole Farnsworth. Budgeting towards Better Education: General Analysis of Expenditure and Services in the Ministry of Education, Science and Technology. KWN 2016: Prishtina.

⁶² Christophe Z. Guilmoto and UNFPA, Gender Bias in Kosovo, UNFPA, 2016.

be directly applicable in local law in Kosovo.⁶³ It should also be taken into account that **most policies on reproductive and sexual health have expired and should be replaced.**

As a response to problems in the health sector, the Assembly of Kosovo adopted the **Law on Health Insurance in Kosovo (2013/04-L-249)**. This law regulates the establishment, organization, functioning, and financing of the public health insurance system; as well as the rights and obligations of the parties involved. MoH's objective is to establish the **Health Insurance Fund, but this has not yet been functionalized. Law No. 04/L-249 on Health Insurance, Article 7, paragraph 1.3 defined that essential healthcare services for pregnant woman are guaranteed health services.** For the implementation of Article 7 of the Law on Health Insurance, a list of basic services to be determined upon the proposal of the Governing Board approved by the Decision of the Government of the Republic of Kosovo has been foreseen (Article 14). Article 8 of the Law on Reproductive Health has specified the health services offered to pregnant women before and during pregnancy, including periodic monitoring and health care during pregnancy, maternity care, etc. **However, Article 8 of the Law on Reproductive Health shall be aligned with Article 7 of the Law on Health Insurance.**⁶⁴

Media

In the absence of continuous media monitoring and specifically (institutional, legal) practices that would hold them responsible and accountable, the media remain almost untouched by requests for social justice and addressing the discrimination. Also, on-going political interference has been assessed as a hindering factor in Kosovo, both in creating spaces for free expression and in creating democratic society and media. In this context, an approach is created which does not consider gender as a relevant topic of treatment. Therefore, it is indispensable for public policies to set criteria, being ethical and professional, which will contribute to free expression, equal civic participation and building professionalism in the media.⁶⁵

In general, **there is a lack of continuous monitoring and reporting and, consequently, indicators** that would enable a better understanding of the situation regarding the media and gender in Kosovo. AGE has produced two researches on women's image in print media, while there are a small number of assessments by local and international organizations.⁶⁶

In 2012, data from the annual report of the **Independent Media Commission (IMC)**, a public regulator on electronic media in Kosovo, show little number of women leading editorial policies or occupying the highest management level in the media (150 licensed by this institution). Yet, Kosovo has a total of thirteen (13) licensed television operators: one public TV, two national TVs, and nine (9) regional/local TVs. Two women are owners of two national licensed operators (Koha Vizion and RTV 21). One of the nine (9) regional/local operators is run by a woman (TV Mitrovica), while men are in the capacity of the owner/director in other media, including the RTK public operator.⁶⁷ Out of 85 radio operators, two are public (those of RTK) and two national (RTV 21 and Radio Dukagjini), seventy-nine

⁶³ Rights in Sexual and Reproductive Health in Kosovo: A Reality Beyond Law? OMBUDSPERSON Kosovo: 2016.

⁶⁴ Concept Document on Reproductive Health and Assisted Fertilization. MEST: February 2018, p. 8.

⁶⁵ Freedom of the Press: Kosovo. Freedom House: 2016. <https://freedomhouse.org/report/freedom-press/2016/kosovo>

⁶⁶ *Representation of Women in Written Media 2014-2015*. AGE: 2017; Jeta Abazi. *Media Situation in Kosovo: Gender Representation*. Konrad Adenauer Stiftung: 2014; *Presentation of Sensitive Gender Indicators in the Media of Kosovo*. QMG: 2013; *Presentation of Women in Print Media 2010-2011*. AGE 2012; *Image of Women Politicians in the Kosovo Media*. KCGS: 2009.

⁶⁷ Directory of Audio and Audio-Visual Media Services: Media and Audio-Visual Service Providers. IMC: 2017. <http://www.kpm-ks.org/?fage=419&gjuha=1>

(79) are local/regional. Two (2) national radio stations are owned by women. Out of 83 radio stations with regional/local coverage, eleven (11) of them have women as directors/owners.⁶⁸

The IMC is led by the Chief Executive and one of the three members of the Board is a woman, but it does not provide gender-disaggregated human resources data and there is no disaggregated data on women's representation in media organizations in horizontal and vertical decision-making lines. Low representation of women in management and in boards, as the highest body, is also a phenomenon widespread in public TVs. This reflects the lack of observance of the legal norms and the national program on gender equality by the IMC, but also by the Assembly of Kosovo (the IMC's founding institution). This situation is also affected by women's access to property and vocational education, which makes it difficult for women entrepreneurship in the media business, just like in any other sector.

As far as women's participation in all programs is concerned, the IMC Monitoring and Analysis Department, during a one-week monitoring (March 2012), "collected data that provide information on the number of topics, interviews and debates and the frequency of their presentation in the 3 monitored national televisions." The findings of this monitoring were as follows: in KTV, women were presented with 7.72% in all programs, TV 21 - 4.20% of the program, RTK - 5.21%. The media, even when dealing with 'women's affairs' issues, the IMC concludes that, during the one-week monitoring in 2012, in the three national media, "there were also stories dedicated to their [women's] issues and concerns, but men made statements and opinions related to such issues and concerns whereas their [women's] viewpoints were neglected".⁶⁹

The IMC Observations for 2012 do not differ from those presented in the publication of AGE **Women's Representation in Print Media 2014-2015**. This publication includes research undertaken to evaluate the quantitative and qualitative presentation of women in written media where it is concluded that in Kosovo, in general, women exercise, in a considerable number, the profession of journalism. At the public operator, women are in the position of news editors, but it is said that the power of decision-making is mainly exercised by men since they occupy higher positions, such as those of the responsible editor or editor-in-chief. The exception is the editor responsible for minority broadcasts and a former deputy general director. This publication also concludes that the research results show progress in reporting gender issues regarding the representation of leading and successful women and the selection of images. However, it is also stated that "the gender identity of individuals in key editorial positions is not the indicator of the highest quality of gender perspective reporting" and "the lack of knowledge of the basic concepts of gender equality and reporting through gender perspectives is still noted among the journalists."⁷⁰ Education and media education, as well as engagement of civil society and professional media bodies or media associations, is an immediate need. The program of the branch of journalism in UP "Hasan Prishtina" currently does not contain any basic or elective courses that address gender issues.

The comparison of seven daily newspapers shows that *Koha Ditore* with 28.9% is the newspaper with the most articles dealing with women, followed by *Kosova Sot* with 25.8%, *Bota Sot* with 17.9%, *Zëri* with 12.9%, *Epoka e Re* with 6.9 %, *Tribuna* with 4.7%, and *Lajmi* with 2.9%. Newspapers with the highest press run, *Koha Ditore* and *Kosova Sot* give more space to women-related articles, compared to other newspapers with lower press run. "Women in politics" is the topic for which more space is provided in daily newspapers in the area of gender, namely 28%. Next, there is a separate space for topics related to violence against women (17.4%), sports (12.7%), culture (10.9%), social life (7.5%),

⁶⁸ The above findings are calculated by analysing the IMC directory. The list was published after licensing and some TVs (KLAN KOSOVA) etc. are not listed

⁶⁹ <http://www.kpm-ks.org/?mod=njoftimet&id=400>

⁷⁰ *Representation of Women in Print Media 2014-2015*. AGE: 2017, 9.

judiciary (4.6%), gender equality (4.1%), successful women (3%), health (2.7%), domestic violence (2.6%), economy (2.1%), religious extremism (1.8%), violence against children (1.3%), institutions (0.9%) and corruption (0.4%).

On the other hand, "in most of the articles dealing with negative phenomena that violate the security and integrity of women ... the provided information is **descriptive**," where the problem analysis is missing "which often results in the presentation of girls and women exclusively through the **victim's** prism." Women are often presented with **languages and images** that define them as **insecure and emotional**, or **sex objects**. The research was focused on women's representation and **did not contain gender analysis about men and masculinity**. This would enable a better understanding of how gender relations are presented and reproduced through the media.

Decision-making with equal gender representation, such as the program content, within the public TV operator (RTK), is deficient. According to the **RTK Statute, Articles 10 and 11 on RTK Activity and Mission**, the contents and program standards, state that: "4. RTK will not broadcast any material which, by content, subtext, ambiguity, allusion or even tone, promotes discrimination based on race, colour, gender, language, religion, political or other opinion, national or social background, limited or any other personal status." **However, gender equality is not mentioned in Article 12 of the Program Standards**. The selection of managerial staff, chief editors, RTK board, and the Public Advisory Group, according to this statute, does not tend to comply with the legal norms, specifically LGE's quota for gender mainstreaming in decision-making positions. For example, representation from minority ethnic communities is taken into account for selection of board members but not the aspect of gender.

In the RTK senior management, out of the total number of employees which is 653, 221 of them are **women, or 33%**. Even the founder of RTK, the Assembly of the Republic of Kosovo/Committee on Education, Culture, Youth, Sport, Public Administration, Local Government and the Media, has a low representation of female MPs (out of 11 members in total, only three are female MPs).

Table 8. Employees of Radio and Television of Kosovo by gender for 2014

Position	Women	Men	Total
News editors	8	5	13
Journalists	10	4	14
All employees	221	432	653
Participation in %	33.8%	66.2%	

Source: RTK, 2014, Employees of Radio and Television of Kosovo by gender for 2014

The research "Women and Men" reports that employment by activities in the **field of arts, entertainment and recreation for women is 16.7% against 88.3% for men**, while in scientific, professional and technical activities, 26.5% are women and 73.5% are men. The Ministry of Culture, Youth and Sports, since 2007 and so far, has had five (5) ministers, all men. In MCYS, 64% of men occupy managerial positions. Apart from the Art Gallery, in the MCYS subordinate institutions, such as Philharmony, Theatre, Library, AKKV Shota, Kosovo Museum, all directors are men.

In the sector of culture, the legislation is not aligned with the LGE, while the legislation on artistic activity is lacking.

Civil society, festivals, sports teams, etc. are spaces with similarly limited activity in terms of gender (FemArt festival, with a special focus on gender, can be mentioned). In general absence of evaluations of these fields (Culture Forum, a network of cultural and art organizations, has produced some evaluations for the art system, culture and media, artistic education, cultural policies, public funds, EU instruments) and state policies for art

and culture, for the purposes of this document, the focus is on creating practices that would generate better understanding of the situation.

Challenges to be addressed in the field of media

Despite having an entire legislative framework on the media in place, as stated by the Media Sustainability Index for Kosovo 2017 (for 2016), IREX, implementation remains poor. In the absence of monitoring and reporting on the application of legal mechanisms, it is impossible to evaluate them as well. **Gaps should be identified along with an in-depth assessment of the situation. Problems are also caused by the lack of legal provisions. The Law No. 05/L-021 on Protection from Discrimination stipulates implementation for all actions or omissions of all local and central state institutions, of natural and legal persons, of the public and private sector, which violate, have violated or might violate the right of any person or natural and legal entity, in all areas of life.⁷¹ However, this law does not have a treatment of specifics of the media sector to guarantee gender, ethnic, sexual orientation, skill diversity. Also, it does not include specifics deriving from the use of new media.**

Of particular importance is the **Law No. 02/L-46 on RTK**. Article 4 specifies that the objective of RTK is to ensure the broadcasting of programs with high professional standards in the public interest. To do this, RTK will accurately inform the public, support democratic processes, public oversight of authorities and ensure an adequate proportion of unbiased news, cultural, artistic, sports, entertainment and children's programs. Even with the democratic mission ascribed in the legislation, and although it is under the umbrella of the Constitution as a subordinate of the Assembly of Kosovo, **RTK still does not fulfil the legal obligations. KAS Women and Men in Kosovo 2014-2015**, published in 2016, states that "...in reality, women do not enjoy their rights in the same manner men do. This inequality is evident in many social and economic life spheres ... [including] ... **6) participation and representation in culture and the media.**" However, the findings for chapter 6 were not found as mentioned in this KAS publication.

Several NGOs, carrying out activities in the field of gender equality and media, have published open research, feedback and assessments **of work and discrimination both in the program and substantial level of RTK**. They also reported on cases of improper management of human and financial resources of RTK. **There are no gender indicators that would enable the monitoring and evaluation of the implementation of the LGE and the Anti-Discrimination Law in RTK. There are no policies and regulations that would address gender discrimination, provide diversity and enable the implementation of LGE.**

The situation is similar regarding minority communities. According to Article 59, Communities and their members have the right to create and use their own media, including the provision of information in their language, inter alia, through daily newspapers and cable services, and the use of a reserved number of frequencies for electronic media, in accordance with the law and international standards; establish culture, art, science and education associations as well as associations of scholars and other associations for expressing, advancing and developing their identity. However, the participation and representation of women in minority communities in the media has never been treated with any analysis.

One of the most important institutions for creating the right environment for the democratic development of the media should be the **Independent Media Commission, which is regulated by the Law No. 04/L-44 on Independent Media Commission**. The mission of IMC is: 1. To promote and maintain a fair and open system for licensing and regulation of audio-visual media services and management of the broadcast frequency spectrum, in accordance with the best international standards. 2. To contribute to the professionalization of audio-visual media services. 3. To support the freedom and pluralism of audio-visual media services.

⁷¹ Specifically, it states: 1.1. conditions for access to employment, self-employment and occupation, including employment conditions and selection criteria, regardless of activity and at all levels of the professional hierarchy, including promotions; 1.2. access to all types and levels of vocational guidance, vocational training, advanced vocational training and re-qualifications, including internship experience; 1.3. conditions of employment and working conditions, including discharge or termination of the contract and salary; 1.4. membership and involvement in organizations of workers or employers or any organization whose members exercise a particular profession, including the benefits provided for by such organizations; 1.6. social advantages; 1.8. education; 1.12. access and participation in science, sports, art, services and cultural activities; 1.13. personal insurance; 1.16. any other rights provided for by the legislation in force.

According to Law No. 04/L-44, the Independent Media Commission is an independent body regulating Broadcasting Frequency spectrum in the Republic of Kosovo, licensing public and private broadcasters, defining and implementing broadcasting policy, and exercising other competencies as defined by law. However, **the IMC does not have a mandate in the terms of the contents of the media (always taking into account the freedom of expression).**

Civil society organizations and media have reported on the dangers of practicing the journalism profession by girls and women. Many of these cases are not published and remain to be investigated by public institutions. Apart from the lack of institutional action, there is domination of the legal access (lawsuits) to silence journalists, lack of respecting public access to information and recognition by the judiciary for the free press spirit.⁷²

New media pose challenges as well as opportunities for empowering girls and women. Social networks, blogs, etc. are considered important for "cyberfeminism" and in Kosovo, we find considerable use. However, the same applies to their use to incite hatred, extremism, and chauvinism. **In the complete absence of legislation on new media, news portals and other platforms are seen as among the largest contributors in violating professional ethics.** The IMC, in the 2015 Activity Report, has presented the conclusion of **the Cooperation Agreement between the Independent Media Commission (IMC) and the United Nations Children's Fund in Kosovo (UNICEF).** In the framework of cooperation in the field of protection of children's rights, IMC has reached a cooperation agreement with UNICEF. IMC has signed this agreement of cooperation with UNICEF in order **to promote and protect children's rights in the Republic of Kosovo** during their presentation in the media, as well as against their exposure to program contents that are considered harmful.

From existing assessments, it is understood that in addition to security, another challenge in the media are the editors and judges in the non-punishment of practices regulated by the Civil Law against Defamation and Insult (No. 02/L-65). Also, this law does not include the treatment of new media. Also, the lack of knowledge on the basic concepts of gender equality and reporting through gender perspective is still emphasized among journalists.

The **National Strategy for Cultural Heritage 2017-2027** was approved in 2017. As an important policy that has been lacking in Kosovo, this strategy does not have gender mainstreamed but contains objectives that provide measures where gender can be mainstreamed.

PILLAR III: Women's Rights, Access to Justice and Security

Current situation

Political participation of women

Political representation of women in legislative assemblies or decision-making positions remains lower compared to men's representation. Political participation of women in Kosovo is guaranteed by the Constitution of the Republic of Kosovo by providing equal opportunities for participation of women and men, including the political life (Constitution of the Republic of Kosovo, Article 7.2). The quota of electoral participation is set at 30% according to the Law on General Elections of Kosovo and the Law on Local Elections.⁷³ Despite the quota that is guaranteed by electoral laws, women's political representation in legislative assemblies or decision-making positions is a major challenge at the central executive level, as well as at the municipal level. Often, social, cultural and economic inequalities affect the enjoyment of rights in reality. For example, in community-based

⁷² Media Sustainability Index: Kosovo 2017. IREX: 2017. <https://www.irex.org/sites/default/files/pdf/media-sustainability-index-europe-eurasia-2017-kosovo.pdf>. A survey conducted by the Print Media Council where women respondents almost totally (19%) disagree on justice and their equality in the judicial system. *Media Indicators 2015: Thorough survey from journalists' perspectives on media freedom and conditions in Kosovo*. PCK: 2016, 32. <http://presscouncil-ks.org/ep-content/uploads/2015/05/Treguesit-e-Mediave-2015.pdf>

⁷³ These respective laws require that in the list of candidates of each political entity, at least thirty per cent (30%) be men and at least thirty per cent (30%) be women; with one candidate of each gender, including at least once in each group of three candidates, counted by the first candidate on the list. See the Law on General Elections in the Republic of Kosovo No. 03/L-073 and the Law on Local Elections in the Republic of Kosovo, No. 03/L-073. See <https://gzk.rks-gov.net/ActDocumentDetail.aspx?ActID=2549> and <https://gzk.rks-gov.net/ActDocumentDetail.aspx?ActID=2544>

meetings in rural areas, the participation of women is estimated to be around 5 to 10% compared to 90 to 95% participation of men in meetings of municipal structures or even in village meetings.⁷⁴

Political representation of women at the central level is lower compared to men despite the explicit requirements of the Law on Gender Equality for Equal Participation. In the IV legislature (2010-2014), out of 120 MPs in the Assembly of Kosovo, 40 were women, which is more than the foreseen quota of 30%. In the IV legislature, 12 more female MPs have earned a seat in the Assembly. However, the increase in the number of women elected has not affected the increase of women in decision-making within the Assembly. In this legislature, women were not represented in the Presidency of the Assembly (out of 6 members, all were men).⁷⁵ Only 2 out of 13 permanent parliamentary committees (Committee on Budget and Finance and the Committee on Human Rights, Gender Equality, Missing Persons and Petitions) have been run by women. Women generally represented one-third of the MPs in parliamentary committees. In the V legislature, 39 MPs were women. Out of 15 parliamentary committees, 7 were chaired by female MPs.⁷⁶ In the VI legislature, 39 female MPs were elected.⁷⁷ While 7 out of the 13 parliamentary committees of the Assembly are chaired by female MPs, thus marking an increase in their representation from the previous legislature.

Political representation at the local level is lower for women compared to the participation of men. In local elections of 2009, all mayors were men, while only 8.4% of the deputy mayors were women. While in the Municipal Assembly elections in the 2010 elections, 32.6% were women.⁷⁸ In the local elections held in 2014, only one woman was elected as mayor in the municipality of Gjakova and two women were appointed as municipal assembly chairpersons in Gjilan and Lipjan. In Municipal Assemblies, the 30% quota has guaranteed women's representation. While in 2007, about 20 women received votes for municipal councillors, in 2013, about 51 women received sufficient votes to become municipal councillors throughout Kosovo. As a result, women's participation during this period increased from 30 % to 34 % of the seats.⁷⁹

The representation of women in leading positions at the central level remains lower compared to the representation of men. The guaranteed representation of 30% of women by the electoral rules is further applied in the appointments of women in decision-making positions. Lack of political will in appointing women in decision-making positions as leaders, ministers or deputy ministers, has been reflected consistently in recent government appointments. Although Kosovo was the first to have a woman as a president (2011-2016), representation of women in executive positions was low.⁸⁰ With the establishment of the Kosovo Government, following the 2014 general elections, the Government of Mr Mustafa had appointed only 4 women as ministers out of 20 in the government cabinet.⁸¹ While 6 women were deputy ministers.⁸² This representation was also in violation of the LGE requirements for 50% participation for each gender in political and public life (LGE: Article 3, paragraph 1.15). In the current government established in September 2017, led by Prime Minister Haradinaj, despite the increase in the number of government departments where the number of ministries has gone to 24, only one woman has been appointed as minister running the Ministry of European Integration. Also in 2011, the Agency for Gender Equality reported that one of the reasons for the lower percentage of women in decision-making positions is the lack of providing opportunities and the lack of support by leading structures as a

⁷⁴ "Strengthening Women's Citizenship in the Context of State-Building: Kosovo Security Sector and Decentralisation", 2010. At http://fride.org/descarga/IP_Women_Citizenship_Kosovo_ENG_ag10.pdf

⁷⁵ <http://abgj.rksgov.net/Portals/0/ABGJ%20Pjesmarria%20roli%20dhe%20pozitat%20e%20grave%20ne%20institucione%20qendrore%20lokale%20dhe%20parti%20politike.pdf>, p. 19

⁷⁶ <http://www.kuvendikosoves.org/?cid=1,110>

⁷⁷ [http://www.kqz-ks.org/Uploads/Documents/3.%20Ndarja%20e%20ul%C3%ABseve%20-%20Kandidat%C3%ABt%20e%20zgjedhur%20sipas%20Subjekteve%20-%20Seat%20Allocation%20\(by%20Party%20and%20Elected%20Candidates\)_ckgritzexj.pdf](http://www.kqz-ks.org/Uploads/Documents/3.%20Ndarja%20e%20ul%C3%ABseve%20-%20Kandidat%C3%ABt%20e%20zgjedhur%20sipas%20Subjekteve%20-%20Seat%20Allocation%20(by%20Party%20and%20Elected%20Candidates)_ckgritzexj.pdf)

⁷⁸ <http://abgj.rksgov.net/Portals/0/ABGJ%20Plani%20i%20Veprimit%20p%C3%ABr%20Implementim%20t%C3%ABR%20Rezolut%C3%ABs%201325%20tre%20gjuh%C3%AB.pdf>, p. 20

⁷⁹ <http://abgj.rksgov.net/Portals/0/ABGJ%20Pjesmarria%20roli%20dhe%20pozitat%20e%20grave%20ne%20institucione%20qendrore%20lokale%20dhe%20parti%20politike.pdf>, p. 24

⁸⁰ <http://abgj.rksgov.net/Portals/0/ABGJ%20Pjesmarria%20roli%20dhe%20pozitat%20e%20grave%20ne%20institucione%20qendrore%20lokale%20dhe%20parti%20politike.pdf>, p. 19

⁸¹ <http://www.kryeministri-ks.net/?page=1.43>, accessed 04 August 2017

⁸² http://www.kgscenter.net/ep-content/uploads/2015/05/Eomens-participation-in-decision-making-in-Kosovo_ALB.pdf, p.13

determining factor in nearly 70% of interviewed cases, followed by professional preparation, family obligations and other circumstances.⁸³

Participation of men and women in public administration and representation in decision-making positions remains a challenge for women. Representation of women at the central level in the public administration, according to the research report of AGE, indicates that women's participation in the ministry has been steadily increasing over the years. In 2015, women represented 41.8% of the employed, while in 2016 women represented 40.6% of the employed⁸⁴. However, the increase of the number of women representation in general in the public administration has not been followed by the representation of women in decision-making positions at the central level. Thus, regarding senior management positions, such as the positions of permanent secretaries, Executive Chief Officers and executive directors in the government, in 2015, the percentage of women was only 5.2%. Gender representation compared to last year has undergone a slight change, reducing by 1% the representation of women at the local level, while at the central and general level of the civil service, from 40% in 2016, now it amounts to 43%.⁸⁵ In the central public administration, women in 2016, according to MLGA, accounted for 40.6% of all civil servants, of whom 27% were in decision-making (managerial) positions. At the municipal level in August 2017, women held 33% of all municipal public administration positions and only 20% of all managerial positions.⁸⁶

The representation of women in the administration of the Assembly of Kosovo in 2016 was 44.2%. The Kosovo Presidency under the leadership of H.E. Atifete Jahjaga, during 2013-2015, has respected gender equality on the appointment of 8 political advisers in total, including 4 men and 4 women. While the gender representation of civil servants in the Presidency over the same period has been unequal, where the representation of men in the Presidency is 62.8% while that of women 37.2%.⁸⁷

Representation of women at the local level in public administration is lower compared to men. The total number of women employed in Kosovo municipalities in 2015 was 28% women⁸⁸, and only 10.1% of managerial positions were led by women (14 municipalities did not have any women in managerial positions).⁸⁹ There is no gender-based data on positions in civil service recruitment commissions and executive level.

Representation of women in diplomatic service missions, representation in decision-making positions is lower compared to men: Notwithstanding the LGE requirements for 50% quota in participation and representation in each body and decision-making level in political and public life, out of the 26 diplomatic missions that Kosovo has, 6 women ambassadors have been appointed in 24 diplomatic missions⁹⁰. Also in 2015, there were 11 women consul-general compared to 89 men.

Participation of women and men in the Central Election Commission, the Municipal Election Commissions and the Voting Centre Commissions is lower compared to men. In the 2014 elections,

⁸³ Research Report of the Agency for Gender Equality (2011), "Women in the Work Process and Decision-Making in Kosovo." See at [http://abgi.rksgov.net/Portals/0/Raportit%20i%20hulumtimtit%20"Grat%C3%AB%20n%C3%AB%20procesin%20e%20punes%20dhe%20Ven dimarrjes%20"shqip%20A5%20-%2088%20fage.pdf](http://abgi.rksgov.net/Portals/0/Raportit%20i%20hulumtimtit%20)

⁸⁴ See Kosovar Gender Studies Centre, women's participation in decision-making in Kosovo http://www.kgscenter.net/Ëp-content/uploads/2015/05/Ëomens-participation-in-decision-making-in-Kosovo_ALB.pdf, p. 17

⁸⁵ <https://map.rks-gov.net/getattachment/04cb9ad4-1452-4448-ae28-9f044de683e9/Raport-per-gjendjen-ne-sherbimin-civil-te-Republik.aspx>

⁸⁶ From Kosovo Gender Analysis, Kosovo Women's Network for the European Union Office, p.12. (2018)

⁸⁷ See Kosovar Gender Studies Centre, women's participation in decision-making in Kosovo, http://www.kgscenter.net/Ëp-content/uploads/2015/05/Ëomens-participation-in-decision-making-in-Kosovo_ALB.pdf, p. 24

⁸⁸ See Kosovar Gender Studies Centre, women's participation in decision-making in Kosovo, http://www.kgscenter.net/Ëp-content/uploads/2015/05/Ëomens-participation-in-decision-making-in-Kosovo_ALB.pdf, fq. 9

⁸⁹ Ibid.

⁹⁰ For the 2 diplomatic missions in the Czech Republic as well as in the Kingdom of Sweden, there is no information on the official website of the Ministry of Foreign Affairs of Kosovo. See the MFA official website, at <http://www.mfa-ks.net/?page=1,49>.

only 20% of the election staff was comprised of women. This was a slight increase from the 2013 local elections, where women represented 17%. Recruitment is done on the basis of proposals from various stakeholders, including political entities, NGOs and CEC⁹¹.

For the last central elections, held in June 2017, women representation in the election administration was very low. Among the 11 members of CEC, only the chairperson was a woman and women represent only 10.5% of the members and chairpersons of municipal election commissions. Women represented 24% of the members and 18% of chairpersons in voting centres visited by the EU Election Observation Mission (ENEMO)⁹². Also, only in 21% of the election commissions, women have the role of leaders in relation to men who in 79% of the commissions exercise the position of the chairperson⁹³.

Challenges to be addressed

Based on the analysis of the current situation, *the main* problem in the area of **Women's Rights, Access to Justice and Security** is that **the poor approach to the realization of rights impedes the achievement of gender equality**.

The election laws that Kosovo adopted in 2008 and the current election rules are not in line with the requirements of the Law No. 05/L-020 on Gender Equality of Kosovo (LGE), approved in 2015. LGE has required change in the representation of women within political entities so that political parties would specifically have to respect the principle of equality, whereby 50% representation for each gender would be ensured, in line with Articles 5, 6 and 14 of the Law on Gender Equality. Specifically, LGE in Article 14 foresees that "Political parties with their acts *are obliged to implement measures* to promote equal participation of men and women at authorities and bodies of the parties in accordance with provisions of Article 6 of this Law". Moreover, Article 6 of the Law on Gender Equality clearly stipulates that "*Equal gender representation* in all legislative, executive and judiciary bodies and other public institutions *is achieved when ensured a minimum representation of fifty percent (50%) for each gender, including their governing and decision-making bodies*" (Article 6, paragraph 8). The same request was also recommended by the Ombudsperson of Kosovo and the Agency for Gender Equality that political parties implement the requirements of LGE in the general elections held on 11 June 2017⁹⁴. This request has not been respected by the Election Commission of Kosovo, regarding the certification of political parties for general elections for the Assembly of Kosovo held on 11 June 2017.

Lack of statistics reporting and analysis from the gender perspective, in line with the requirements of the Law on Gender Equality, remains a challenge in Kosovo. Kosovo's institutions continue to be challenged over the years with the lack of reporting and analysis of statistics from the gender perspective. Recent researches show that the Ministry of Public Administration (MPA), among others, is responsible for the civil service, it does not receive regular reports from the relevant institutions in terms of disaggregating the data of civil servants based on gender, age, and disaggregating data of institutions of the independent agencies.

⁹¹ D4D, Manual for Gender Equality in the Electoral Process, p. 14

⁹² https://eeas.Europa.eu/sites/eeas/files/eu_eom_kosovo_2017_ps_en.pdf

⁹³ <http://kdi-kosova.org/index.php?id=315&fq=2>

⁹⁴ See the Ombudsperson's statement of 19.05.2017 at

[http://www.ombudspersonkosovo.org/sq/lajme/Statement of the Ombudsperson on Equal Gender Representation in the Lists of Candidates from Political Entities 1511](http://www.ombudspersonkosovo.org/sq/lajme/Statement%20of%20the%20Ombudsperson%20on%20Equal%20Gender%20Representation%20in%20the%20Lists%20of%20Candidates%20from%20Political%20Entities%201511). The Ombudsperson stated that for removing eventual legal hesitation he reminds the Central Election Commission of Kosovo and political parties that "... [T]o ensure equality between men and women and the applicability of this human rights standard, Law no. 05/L-020 on Gender Equality, which entered into force in the summer of 2015, expressly states that "Any provision which is in contradiction to the principle of equal treatment under this Law shall be repealed". (Article 5, paragraph 2) The Ombudsperson expects from political parties participating in this election process, as well as by the CEC, to respect the principle of equality whereby fifty per cent representation for each gender is provided, thus ensuring compliance with Law No. 05/L-020 on Gender Equality."

Participation of female voters in elections, as a total % of voters, has decreased from 51% in the 2013 municipal elections to only 36% in the 2014 general elections. This decrease of 15% translates to more than 125,000 women, which voted in 2013 but not in the 2014 elections⁹⁵. Despite the fact that the CEC has already published a series of statistics regarding the local elections held in June 2017 and the early general elections held in October 2017, the CEC did not provide gender-disaggregated voter data in the last two elections. CEC has noted that in these two elections the quota of 30% (of LED 2004) of the representation in the legislature was respected contrary to the law on gender equality of 2015, which foresees equal representation of 50% for both sexes. Concerns remain over the practice of “family voting”, where a group vote in the same voting booth at the same time. In such instances, men heads of households often vote on behalf of women family members. In the June 2017 general elections, this phenomenon was reported in 845 polling stations (34%). The prevalence was similar to the 2014 elections. This practice threatens women’s ability to freely and independently exercise their vote.⁹⁶

Participation of women and men in the security sector in Kosovo, representation in decision-making

The participation of men and women in the Kosovo Security Forces (KSF) and the Kosovo Police (KP) continues to be a challenge for women within the security sector. Although there is an increase in the number of women enrolled in the KSF, in 2013 women represented 8.13%, recording an increase of 8.52% compared to 2016. In the Kosovo Police, there has been a decrease in women's representation from 14.85% in 2013 to 14.01% in 2016. However, there has been no progress in increasing the participation of women in decision-making positions within KP and KSF.⁹⁷ Women make up 10 per cent of the decision-making positions in the Kosovo Police and only 6.3 per cent of the decision-making positions in the Kosovo Security Force.⁹⁸ Kosovo Police has had a decrease in the percentage of women officials in uniform, respectively from 13% in 2006 to 11.46% in 2014. A decrease was marked in the number of women in the Correctional Service with 141 women in 2005 to 111 women in 2014⁹⁹. According to the 2015 annual work report of the Police, the cadet training of the Kosovo Academy for Public Safety (KAPS) was attended by only 5% of women.¹⁰⁰ Whereas about 14% of the employees in the police are women (Kosovo Police, Annual Report 2015).¹⁰¹

Participation and representation of men and women in the justice system remains lower for women compared to men's representation. The Kosovo Judicial Council (KJC) is the highest body in terms of drafting judicial policies in Kosovo. According to the report Women and Men in Kosovo 2014-2015, the data are as in the table below. The Constitutional Court of Kosovo is led by a woman.

Table 9 : Representation in the Judicial System

Year	Women (%)	Men (%)
2012	28%	72%
2013	27%	73%
2014	28%	72%
2015	29%	71%

Source: KAS, 2018, Women and Men in Kosovo 2016-2017.

According to the law, the mandate of KJC members is five years and there are a total of 13 members. On the KJC official website, there are 10 members of the Kosovo Judicial Council, out of which 7 are men and 3 women. The chairperson is also a man.¹⁰² On the other hand, the Kosovo Prosecutorial Council is responsible for supervising

⁹⁵ Ibid, p. 19

⁹⁶ Democracy in Action, “Election Observation Report,” 11 June 2017, 25, at: <http://kdikosova.org/wp-content/uploads/2018/01/132-dnv-raporti-perfundimtar-zgjedhjet-parlamentare-2017-alb.pdf>.

⁹⁷ Second Monitoring Report on the Progress of Implementation of the Action Plan for the Implementation of Resolution 1325 “Women, Peace and Security” 2013-2015, p. 5

⁹⁸ See above, p. 44.

⁹⁹ Agency for Gender Equality, Journal, “Women for Kosovo Security”. Available at <http://www.shgpk-ks.org/publikimet/revista-press-artikuj>

¹⁰⁰ Annual Work Report of the Police, http://www.kosovopolice.com/repository/docs/Raporti_vjetor_i_pun%C3%ABs_s%C3%AB_Policis%C3%AB_s%C3%AB_Kosov%C3%ABs_2016_-_SHQIP.pdf, p. 13-14.

¹⁰¹ Ibid, p. 6

¹⁰² Taken from the KJC Official Website, at <http://www.gjyqesori-rks.org/sq/kjc/bio/list?type=judge>

the work of prosecutors where 35.5% were women in 2014.¹⁰³ KPC, according to the official website, has 9 members, out of them, 6 are men and 3 women, including minority representatives.¹⁰⁴

Participation and representation in independent institutions remains lower for women than men's representation.

The number of Independent Agencies that have been established by the Assembly of Kosovo so far has reached 31. In 2012 only two of them were led by women.¹⁰⁵ Among all senior officials appointed by the Assembly until 2012, women accounted for 13% of the total number.¹⁰⁶ Also, the report found that appointments of senior officials were often postponed, while their governing structure still faces the difficulty of reflecting gender and community representation as a whole.

Participation and representation in trade unions remain lower for women compared to men's representation.

In the Union of Independent Trade Unions of Kosovo (UITUK), on its official website, it can be noted from the organogram that there is no woman in the UITUK Chairmanship and Steering Council.¹⁰⁷ According to the UITUK status under Article 35, it is also foreseen to establish a Women's Network, within the UITUK structures, in order to coordinate activities, and the Chairwoman of the Women's Network is a member of the UITUK Steering Council.¹⁰⁸ In general, data uniformity does not exist and gender-based data disaggregation rarely reflects gender-based statistics. Consequently, the requirements of the LGE for the presentation of gender-related data even in private institutions are not recognized.

Participation and representation in the boards of public and private institutions remain lower for women compared to men's representation.

Regarding the representation of women in the boards of public institutions, there is no gender-based disaggregated data so far. The requirements of LGE for presenting data from the gender aspect are not taken into account by private institutions and there is no uniformity in the presentation of data in general.

Participation and representation in civil society associations of women and men is adequate.

A distinctive feature of civil society in Kosovo is the networking of women's organizations and NGOs that have worked in a coordinated way, offering their human and lobbying capacities to raise women's awareness of their role in the development of society. One of the representative organizations is the Kosovo Women's Network (KWN), established in 2000, which groups over 135 women's organizations. Also, in 2013, the G-7 Group was established by seven women business leaders, later establishing the Women's Chamber of Commerce in order to work on empowering women.¹⁰⁹ The Coalition of Shelters also includes a number of civil society organizations focused on providing services to victims of gender-based violence in the majority led by women. Other civil society organizations (CSOs) generally cooperate also on issues of gender equality and provide important research in the area of gender equality.

Access to Justice and Domestic Violence

Since 2004, Kosovo had drafted the first package of human rights laws, including the Law on Gender Equality and the Law on Anti-Discrimination Law. **The poor enforcement of sanctions and the lack of implementation and the low number of claims related to discrimination cases in Kosovo courts** has pushed the European Union, in its Kosovo Roadmap for Visa Liberalization,¹¹⁰ to ask Kosovo's institutions to draft and amend the package of human rights laws, including the new Law on Ombudsperson. Consequently, in 2015, Kosovo institutions drafted and approved such a package of laws to protect and prevent women and men from different forms of

¹⁰³ Gender profile of the country, an analysis of gender differences at all levels in Kosovo, p. 10

¹⁰⁴ KPC Official Website, at <http://www.kpk-rks.org/>

¹⁰⁵ OSCE Mission in Kosovo, "The Situation of Independent Institutions in Kosovo" 92012). See at <http://www.osce.org/sq/kosovo/92052?download=true>, p. 13

¹⁰⁶ Ibid, p. 15

¹⁰⁷ See Union of Independent Trade Unions of Kosovo, at <http://www.bspk.org/rrethnesh.html#tab4>, accessed on 28 July 2017.

¹⁰⁸ Ibid, accessed on 28 July 2017.

¹⁰⁹ Kosovo Gender Profile, 2014, p. 11.

¹¹⁰ Roadmap - Visa Liberalisation with Kosovo, European Union at https://eeas.Evropa.eu/sites/eeas/files/visa_liberalisation_ëith_kosovo_roadmap.pdf

discrimination, to guarantee gender equality and to specify in detail and guarantee the independence of the Ombudsperson Institution.

In particular, in the effective access to justice, there are general reasons for the functioning of the judicial system in Kosovo, which also affect the realization of the rights and the effective exercise of remedies available. **Delays in the procedures in general in the deciding on judicial cases, the low level of execution of decisions and the poor knowledge of laws by justice seekers** are issues that were also addressed in the latest annual report 2016 of the Ombudsperson.¹¹¹ Also, taking into account the more unfavourable position of women in relation to men in terms of their financial capabilities, the category of victims of violence is also foreseen as a special category in providing free legal aid in Kosovo.¹¹² Free legal aid is also a constitutional category,¹¹³ but the lack of budgetary means makes it impossible to provide free legal aid in relation to the existing claims of citizens.¹¹⁴

Gender-Based Violence

Kosovo society continues to affirm or tolerate violence as a way of disciplining or raising children or controlling and keeping women in their social position.¹¹⁵ The Kosovo Women's Network Report has shown that most respondents agree that it is all right for "children to be disciplined" even though there is no agreement on the methods to be used. More women than men agree that children should be "slapped" in order for them to be disciplined, whereas 41% of women and men respondents consider that "Boys should be disciplined more than girls, because they need to be stronger", whereas "Girls need discipline more than boys in order for them to be morally correct" (KWN, 2015).

Women in minority and disabled groups also face more pronounced economic, social and cultural challenges. According to women activists, in particular, Roma, Ashkali and Egyptian women are faced with "triple" discrimination, as they are discriminated against by their families, by other majority communities, as well as by central level institutions. Women with disabilities, as well as lesbian, bisexual and transgender women, are also more discriminated against, since as seen from the analysis below, institutions continue to be challenged in the practical implementation of laws and the provision of effective remedies despite the legal requirements guaranteed by the Law on the Protection from Discrimination and LGE.¹¹⁶ According to the Ombudsperson, the other problems that usually LGBT people face in Kosovo derive from the perception of society that does not sufficiently accept this community.¹¹⁷ The Ombudsperson has also proposed that the Kosovo government takes concrete steps to include information about LGBT rights within the education system.

Women remain considerably higher in number of being victims of domestic violence and other forms of gender-based violence in Kosovo. Despite the rich legislative background and the creation of a range of mechanisms for addressing gender-based violence, women remain significantly higher victims of domestic violence and other forms of gender-based violence.¹¹⁸ It is necessary to improve cooperation between the institutions and the

¹¹¹ See Judicial Protection of Rights, Annual Report of the Ombudsperson Institution, 2016. At http://www.ombudspersonkosovo.org/repository/docs/Raporti_vjetor_per_vitin_2016_i_IAP_164298.pdf

¹¹² Law on Free Legal Aid, Law No. 04/L-017 (2012). See <http://www.kuvendikosoves.org/common/docs/ligjet/Ligji%20per%20ndihme%20juridike%20falas.pdf>

¹¹³ See the Constitution of the Republic of Kosovo, Article 31, paragraph 6.

¹¹⁴ Annual Report 2016, Ombudsperson, page 26. At http://www.ombudspersonkosovo.org/repository/docs/Raporti_vjetor_per_vitin_2016_i_IAP_164298.pdf

¹¹⁵ KIPRED for FRIDE, "Strengthening Women's Citizenship in the Context of State-Building: Kosovo Security Sector and Decentralisation" 2010. At http://fride.org/descarga/IP_Women_Citizenship_Kosovo_ENG_ag10.pdf

¹¹⁶ Ibid, p 15.

¹¹⁷ Annual Report, Ombudsperson, 2016, p, 57.

¹¹⁸ This report uses the definition of Gender-Based Violence, approved by the CEDAW Committee (Convention on the Elimination of All Forms of Discrimination against Women), which in 1992 in CEDAW General Recommendation no. 19

implementation of victim-centred access, including case management. In the last report of the Council of Europe on violence against women in Kosovo,¹¹⁹ among other things, it is mentioned that the Istanbul Convention does not consider violence against women as an individual phenomenon or individual experience but should be understood as a structural mechanism by which women are held in a subordinate position compared to men in society (Council of Europe Report, 2017:5). These provisions do not apply equally to men, although it is well known that men are also victims of violence and experience abuse in both private and public life, but far less than women (Council of Europe Report, 2017:5). In cases of *domestic violence* in Kosovo, over the years there are approximately about 1,000 victims of domestic violence reported on annual basis. According to the Kosovo Police, in the publication "Women and Men in Kosovo 2014/2015", during 2013, 869 women and 220 men (1,089 victims in total) reported violence. In 2014, there were 894 women and 272 men (1,166 in total) and in 2015 there were 745 women and 184 men (929 in total).¹²⁰ Recent Kosovo Police records indicate that 1247 cases were reported in 2016 and 1144 cases were reported during 2017. On average, over the course of two years, 80% of people who reported violence were women. As a consequence of domestic violence, in 2018, 4 women have been murdered by their husbands, the same number has been registered in 2019, where in one of four cases, the husband has murdered two women, his wife and the daughter in law. There is lack of victim rehabilitation services, including mental health services.

Other forms of violence against women, such as *trafficking in human beings*, and in particular trafficking in women and girls for the purpose of their sexual exploitation, are covered by special provisions of the Criminal Code of Kosovo (Article 171, Criminal Code of Kosovo) but also in the Special Law drafted in 2015, the Law No. 04/L-218 on Preventing and Combating Trafficking in Human Beings and Protecting Victims of Trafficking. The poor judicial response should be noted, which continues over the years to impose low sanctions on perpetrators of trafficking violence against women and girls for sexual exploitation purposes. In practice, even in cases where penalties exist, they continue to be low.¹²¹ In criminal prosecution cases, penalties are usually rare and measures of asset confiscation are seldom applied for the illegal offence of trafficking even when there are penalties.¹²²

Despite the fact that sexual harassment has been defined in the new Criminal Code, the identification and treatment of cases of sexual harassment remains a challenge. Although there are still no official records regularly collected and reported, research led by the non-governmental sector shows that around 64% of women and girls have experienced some form of sexual harassment during their lifetime (Council of Europe Report 2017: 4). Since 14 January 2019, domestic violence and sexual harassment consist of criminal offenses in Kosovo, are punishable in accordance with the recently amended Criminal Code of the Republic of Kosovo, as mentioned in the beginning. For harassment, persons may be sentenced up to three years in prison or with a fine. Special protection from the state for vulnerable victims is foreseen in the Criminal Code of Kosovo, but that protection is nearly not offered at all to the victims. The Criminal Procedure Code of Kosovo has foreseen the Victim Compensation Fund. In the absence of its implementation in practice, the Ministry of Justice, with the support of the US Embassy has drafted the Law on Crime Victim Compensation.¹²³ So far, the Commission has been established and the Kosovo Government has allocated an amount for implementing this law. It remains to be seen in practice and to monitor law implementation in how many cases have the crime victims been offered the

on violence against women, defined gender-based violence as a form of discrimination against women, specifically "Violence that is directed against a woman because she is a woman or that affects women disproportionately", *implying* that violence against women is not a phenomenon which happens by chance but affects women because of their gender.

¹¹⁹ Report "Mapping Support Services for Victims of Violence Against Women in Kosovo", Council of Europe Project in Kosovo, Reinforcing the Fight against Violence against Women and Domestic Violence in Kosovo, June 2017, in cooperation with the Agency for Gender Equality.

¹²⁰ See Chart 42, Source: Kosovo Police, Directorate for Serious Crimes, Kosovo Agency of Statistics, "Women and Men in Kosovo 2014/2015," published in December 2016. At <http://ask.rks-gov.net/media/2581/grate-dhe-burrat-shqip-2014-2015.pdf>

¹²¹ Report of the US State Department, Trafficking in Persons, 2017. Chapter on Kosovo. See at <https://www.state.gov/documents/organization/271343.pdf>

¹²² See above.

¹²³ See Law no. 05/L-036 on Crime Victim Compensation. At <http://md.rks-gov.net/desk/inc/media/6DB494F4-9A82-4151-9D86-2CEC2B26E1C2.pdf>

compensations provided for by law. By January 2018, there were only two cases of state-compensated crime victims - one case of murder and one of trafficking in human beings (KIPRED, 2018).

Sexual violence, including rape, which occurs inside or outside the family, is rarely reported by victims of violence (Council of Europe Report 2017:4). Very often the victims are surrounded by stigma and decide not to report these cases by affecting the victim's isolation, divorce or even the thought that sexual violence exercised against them will also affect their future marital status.¹²⁴ This stigma is accompanied by poor recognition of their status by the authorities or even their compensation and affects poor reporting of cases. The Criminal Code of Kosovo provides for specific provisions regarding rape and committing sexual acts without the consent of the other person, foreseeing a prison sentence of 2 to 10 years. Also, the use of force, threatening with weapons, or where the perpetrator is in a family relationship with the victim, they are considered as aggravating circumstances and punishment of up to 15 years (Article 230, Criminal Code of Kosovo) is foreseen. In practice, however, cases of rape in Kosovo are rarely reported due to the reasons given above. Police lack knowledge about sexual harassment and sexual violence. Sometimes they fail to treat cases of sexual violence seriously or investigate them properly, which can lead to a failure of documenting and insufficient addressing of these cases. Similarly, some judges have little knowledge of sexual harassment and sexual violence, contributing to victim blaming rather than justice.¹²⁵

Gender-based violence during the war remains also a form of violence that has not been sufficiently reported. There is still no accurate official data regarding the number of women and men victims who have experienced gender-based violence during the 1998-1999 war, although it is estimated that there has been widespread violence (Kosovo Gender Profile 2014:24). It is known by non-governmental organizations that have assisted victims of sexual violence during the war that women and girls have been a target of sexual violence, civilian men and boys have experienced other forms of violence, including intentional murder, higher than women.

The Government of Kosovo started to address the issue of a form of reparations for survivors of sexual violence during the war. In 2014 it adopted the amendments to the Law no. 04/L-172 on Amending and Supplementing the Law no.04/L-054 on the Status and the Rights of the Martyrs, Invalids, Veterans, Members of Kosovo Liberation Army, Sexual Violence Victims of the War, Civilian Victims and Their Families,¹²⁶ including the status of persons raped during the war. In February 2018, the Government Commission for recognition and verification of persons raped during the war officially commenced its work. Access to justice for victims of sexual violence during the war remains a challenge. In this period, 29 cases were also opened, most of these cases being in preliminary investigation, a number of cases are under investigation, other cases have either been sent to court or the criminal report has been dismissed.

Violence crimes in the name of [protecting] honour show that there are some cases from Kosovo Police reports where brothers have beaten sisters for "immoral" behaviours.¹²⁷ This topic continues to be insufficiently informed, as it is also an area which requires well-investigated official reports and should be explored in the future. Also, the requirements of the Istanbul Convention on the criminalization of these cases are still unaddressed by Kosovo legislation.

The prevalence of early marriages has continued in Roma, Ashkali and Egyptian communities, but also in rural areas in general. Also, a report of the United Nations Population Fund,¹²⁸ has shown that *cases*

¹²⁴ Report "Mapping Support Services for Victims of Violence Against Women in Kosovo", Council of Europe Project in Kosovo, Reinforcing the Fight against Violence against Women and Domestic Violence in Kosovo, June 2017. Copy with the Agency for Gender Equality

¹²⁵ 177 KWN From Words to Action?, pg. 3.

¹²⁶ See Law No. 04/L-174 on amending and supplementing Law No. 04/L-054 on the status and the rights of the martyrs, invalids, veterans, members of Kosovo Liberation Army, sexual violence victims of the war, civilian victims and their families. At <https://gzk.rks-gov.net/ActDetail.aspx?ActID=9436>.

¹²⁷ Taken from the Kosovo Gender Profile, ABGJ/EU/SIDA 2014. https://abgi.rks-gov.net/assets/cms/uploads/files/Publikimet%20ABGJ/Profili%20Gjinor%20i%20Vendit_2014%20-ALB.pdf.

¹²⁸ See UNFPA Report on Child Marriage in Kosovo, 2014. At <http://eeeca.unfpa.org/sites/default/files/pub-pdf/unfpa%20kosovo%20overview.pdf>

of early marriages in Kosovo, including children in general, remain a rare phenomenon. The prevalence of early marriage cases has continued in Roma, Ashkali and Egyptian communities, but also in rural areas as well as in the diaspora. Still, there are no statistics collected and reported accurately, as many marriages are not registered immediately and marriage under the age of 16 in Kosovo is considered a criminal offence (Report of the Council of Europe 2017:42017:4).

For persons from communities, and in particular for women living in northern Kosovo, there is less access to protection from the police and the courts in general. For persons living in the north of Kosovo, there is less access to protection from the police and the courts in general due to the lack of trust of the community in the North towards institutions and the low reporting of violence (Ibid 2014:7).

Challenges to be addressed

Cases of reporting gender-based discrimination remain minimal, including cases of sexual harassment. Collection of gender-based statistics as required by Article 5 of the LGE, remains a continuous challenge for Kosovo's institutions. In 2016, Kosovo Women's Network reported that it could not find any case in administrative or judicial practice where employees or offenders were fined for violations of the Anti-Discrimination Law or the Law on Gender Equality, specifically in cases of sexual harassment.¹²⁹ In the report, the State Prosecution has stated only three cases for the period from 2011 to 2014.

Reporting of cases on gender-based violence, gender-disaggregated data and their detailed analysis in terms of family relations in compliance with the current law remains a challenge. In general, reporting on a regular basis by mandated institutions providing assistance to victims of gender-based violence continues to be a challenge. There is a summary of statistical data by the Kosovo Agency of Statistics, ready on a regular annual basis, known as the "Women and Men in Kosovo" publication, but these publications are also limited by the existing institutional data and do not provide such analysis of the gender-based violence phenomenon, now in compliance with the requirements of the Istanbul Convention. Recently, even the National Coordinator against domestic violence has undertaken the initiative for creating the database for victims of domestic violence.

Lack of a follow-up mechanism to monitor gender-based violence cases, including discrimination cases, remains a challenge in Kosovo. The requirements for collection of data and statistics at all institutional level in the latest Progress Report on Kosovo (2016) drafted by the EU confirms this challenge. This issue has been further addressed also in the legal opinion of the Kosovo Ombudsperson, regarding the treatment of homophobia and transphobia addressed, in the role of the "friend of the court (*amicus curiae*)", to Basic Court in Prishtina.¹³⁰ Consequently, the Ombudsperson, regarding this violation of human rights, guaranteed also by Kosovo laws, considers that the Courts, in either of their procedures, have not issued decisions of pleading guilty or innocent for persons or groups who have committed violence against the LGBT community because of their sexual orientation and not in accordance with the requirements of Article 17 of the Law on the Protection from Discrimination¹³¹. In support of UN Women, in 2018, the Office of the National Coordinator Against Domestic Violence has started the process of creating a database on cases of domestic violence.

In the 2016 annual report of the Ombudsperson (OI), there is also gender segregation of complainants before the OI, out of which, 22% were women and 78% men. Although cases treated by the OI in terms of gender regarding the gender of complainants are specified, there is no other gender-based segregation of statistics on cases treated by the institution as well as specifics of cases treated by the relevant units of the OI.

The delay in enforcing and issuing defence orders in cases of domestic violence and the issuance of soft punishment by courts or no punishments at all, including for cases of recidivists of domestic violence, remain a

¹²⁹ Kosovo Women's Network, Research Report "Sexual Harassment in Kosovo" (2016), funded by the Austrian Development Agency. See at <http://www.womensnetwork.org/documents/20160224112147815.pdf>.

¹³⁰ See the Ombudsperson's legal opinion in the capacity of friend of the court (*amicus curiae*) to Basic Court in Prishtina, concerning the situation of homophobia and transphobia. At http://www.ombudspersonkosovo.org/repository/docs/689-2017_Amicus_Curiae_458487.pdf.

¹³¹ This Article provides that "...Violations of the provisions of this Law, in cases of criminal offenses, are punished according to the Criminal Code of the Republic of Kosovo..." (Anti-Discrimination Law, Article 17).

challenge for access to justice for women in Kosovo. Another challenge identified for women's access to justice is the delay in enforcing and issuing protection orders in cases of domestic violence, issuance of soft punishments by courts or no punishments at all for cases of recidivists of domestic violence, limited issuance of only some measures foreseen according to the Law No. 03/L-182 on the Protection from Domestic Violence. Also, the prosecutions have continued to not undertake investigations and issuance of indictments for cases requiring prosecution ex officio for cases of light bodily injuries to victims of domestic violence. In other occasions, cases are prescribed or in occasions when they arrive to courts, the issued punishments by judges are too low. Despite a rather comprehensive legal framework, coordination between institutions continues to be inadequate with action plans that are not fully implemented and often lack financial commitments by the government. There are still challenges in Kosovo, even in the legislative aspect, to align the existing laws and mechanisms with the new requirements of the Council of Europe Convention, the so-called Istanbul Convention on Combating Violence against Women and Domestic Violence.

In the new Criminal Code approved in 2018, domestic violence is a criminal offence. According to the Evaluation Report on Domestic Violence, courts and prosecutors consider family reunification as the main purpose and often victims are blamed or even shamed by the system¹³². As a more effective approach, it should be understood that the victim's safety is more important than family reunification at any cost (Evaluation Report on Domestic Violence, 2015:55). **Violation of protection orders is a criminal act, which is considered a criminal offense.** However, as the Law on Protection from Domestic Violence and the Criminal Code have been designed, such divisions in different procedures, responsible authorities understand that domestic violence is a civil matter and part of civil court proceedings and the same is not considered a criminal offense carried out within the family. This legal organization also affects the minimization of the importance of violence. The new strategy drafted by the Kosovo Government for Protection from Domestic Violence 2016-2020 has also adopted this approach of analysis by trying to address the treatment of domestic violence in the criminal justice system.

In general, the lack of codification of multiple protected rights in a separate procedure, leaving aside certain rights defined in civil law provisions such as the Law on Protection from Domestic Violence or other rights provided in criminal proceedings, remain challenges in providing adequate protection to victims of domestic violence. This limited approach is also due to the lack of a more gender-sensitive perspective and particular attention should be given to it in order for the society to show that it will not tolerate such violence in the overall social development.¹³³

Services for perpetrators of domestic violence remain limited despite the secondary legislation that foresees psycho-social treatment measures. Services for perpetrators of domestic violence remain limited despite the secondary legislation that foresees psycho-social treatment measures. Services for perpetrators of domestic violence are provided by some nongovernmental organizations but sporadically (Kosovo Gender Profile, 2014:24). Standard Operating Procedures for Protection from Domestic Violence (SOPs),¹³⁴ have significantly improved access to provision of assistance and protection to victims (Ibid, 2014:4). 11 Municipalities have established Local Mechanisms against Domestic Violence, consisting of representatives of relevant institutions dealing with the prevention, protection and support in domestic violence cases. However, concerns about the coordination and full understanding of the assistance continue, focusing on the needs of the victims. Centres for Social Work assist in cases where families are at risk and when the victims are children, in accordance with the provisions of the Law on Social and Family Services and the Law on Family. For these Centres face challenges in terms of their capacities, including financial, human and technical resources.

Often the lack of necessary resources, prejudices and understanding of gender-based violence and the approach of providing assistance to the "intermediation" of the case and the return of the victim to the family environment are obvious challenges in the implementation of laws against domestic violence (Kosovo Gender Profile, 2014:24). Insufficient political will, insufficient funds in the provision of services by non-governmental

¹³² Ibid em, page 55

¹³³ See above, summary of recommendations from the Evaluation Report.

¹³⁴ See Standard Operating Procedures for Protection from Domestic Violence, Kosovo Agency for Gender Equality, 2013. At <http://abgj.rks-gov.net/Portals/0/Procedurat%20Standarte%20t%C3%AB%20Veprimit%20p%C3%ABr%20Mbrojtje%20nga%20Dhuna%20n%C3%AB%20Familje.pdf>

organizations and institutional capacities continue to remain challenges for the implementation of the legal framework regarding domestic violence (Kosovo Gender Profile, 2014:4).

4. Objectives of the National Program for Gender Equality

The purpose of the Kosovo Program for Gender Equality is to ensure that gender equality is at the core of the transformation processes in Kosovo, within all structures, institutions, policies, procedures, practices and programs of the government, agencies, civil society, the private sector and donor community

PILLAR: ECONOMIC EMPOWERMENT AND SOCIAL WELFARE

Strategic objective 1: Creating equal opportunities to contribute and benefit from inclusive economic and improvement of social welfare. This objective aims to ensure the advancement of economic empowerment and improvement of the social welfare of women by improving the equal distribution of public funds and women's participation in resource management. The strategic objective will be accomplished with the help of two specific objectives below:

- **Increasing employment of women and girls**

The main aim of this specific objective is to provide opportunities for increasing women's activism in the labour market and increasing their employment rate. To achieve this goal, the activities will be carried out in the following directions:

- Raising women's skills in line with labour market demands, focusing on the underrepresented areas as well;
- Addressing discrimination in employment, through amending the Law on Labour, to guarantee parental leave, maternity leave, and paternity leave, in accordance with the EU Work-Life Balance Directive;
- Provision of access to quality social and family services, residential care centres for day-care for the elderly and people with disabilities, thus facilitating the opportunities of women to be activated in the labour market; and

- Provision of financial support, access to micro-credit and financing programs through credit mergers have been planned to increase the engagement of women in entrepreneurship and increase women-owned businesses.
- **Providing/enhancing equal access to rights, freedoms, decision-making, resources, and services.** The main aim of this specific objective is to ensure that women have equal access to rights, resources and services. More specifically, this object aims to ensure equal distribution of public funds, finances and services. Activities will be carried out in these directions:
 - Development of the legal framework, guidelines, and capacity building to enable the full and accurate implementation of the Law on Gender Equality at the central and local level as well as international conventions and standards on gender equality, such as the CEDAW Convention, the Istanbul Convention, the Beijing Platform for Action and the 2030 Agenda. This includes drafting the legal act and capacity building on how to implement gender-responsive budgeting and the development of measurable indicators that should be reported on a regular basis, in order to track progress and the obstacles to the achievement of gender equality;
 - Gender mainstreaming in public policies, dissemination of information, design of services and support in accordance with the demands and needs of both genders.
 - Expansion and development of Active Employment Measures, adapting to the needs and demands of women;
 - Realization of the right to property and inheritance; and
 - Reduction of informality and improvement of workplace conditions.

For the 1st Strategic Objective, the following goals have been set:

		Baseline 2017/18	Target 2021- 2022	Target 2024
1	Strategic Objective 1: Creating equal opportunities to contribute to and benefit from inclusive economic development and improvement of social welfare			
1	Employment rate among women (%)	12.3% ¹³⁵	17%	20%
2	Poverty rate (%)	17.6% ¹³⁶	15%	13%
	Specific Objective 1.1: Increasing employment of women and girls			
3	Percentage of public policies with integrated gender perspective (%)	19.4% ¹³⁷	30%	40%
4	Women's participation as business owners(%)	11%	15%	18%

¹³⁵ KAS, 2019. Labour Force Survey 2018: <http://ask.rks-gov.net/media/4671/anketa-e-tregut-te-punes-2018.pdf>

¹³⁶ Based on the poverty line (2015): 1.82 EUR per day for the adult equivalent. Calculated with the Household Budget Survey data from the Kosovo Agency of Statistics. KAS (April 2017). Taken from: <http://ask.rks-gov.net/media/3186/stat-e-varferise-2012-2015.pdf>

¹³⁷ KAS, 2019. Labour Force Survey 2018: <http://ask.rks-gov.net/media/4671/anketa-e-tregut-te-punes-2018.pdf>

5	Percentage of young people Not in Education, Employment or Training (NEET) (%)	30.1% F: 30.0; M: 30.2%	24%	20%
6	Rate of property registration, house/apartment, in the name of women (%)	12	18	25
Specific objective 1.2 Providing/enhancing equal access to rights, freedoms, decision-making, resources, and services				
7	Percentage of public policies with integrated gender perspective (%)	No data	1100% of new public policies with integrated gender perspective 30% of the existing public policies of MLSW, MTI, MED, MAFRD, and MIE with integrated gender perspective	100% of new public policies with integrated gender perspective 70% of the existing public policies of MLSW, MTI, MED, MAFRD, and MIE with integrated gender perspective
8	The rate of women's participation in public funds and international aid (in the monetary value of the funds provided)	There is no data for all institutions	30%	40%
9	Rate of informal employment, outside the agricultural sector (%)	14% ¹³⁸	10%	8%
10	The rate of the coverage of poor families by Social Assistance Schemes ¹³⁹ (%)	45% ¹⁴⁰	50%	70%

138 KAS, 2019. Labour Force Survey 2018: <http://ask.rks-gov.net/media/4671/anketa-e-tregut-te-punes-2018.pdf>.

¹³⁹Foreseen in the Sector Strategy 2018-2022, Ministry of Labour and Social Welfare.

¹⁴⁰ Calculated by dividing the number of beneficiaries of the Social Assistance Scheme (25,943 families in 2015) - (10% supposed to be beneficiaries but not poor families) by the total number of families living below the extreme poverty line. The number of families living below the extreme poverty line is calculated by multiplying the extreme poverty rate for 2015 (5.2%) by the total number of households in Kosovo based on the Population Census (2011), approximately 295,000 households. While the data on the extreme poverty rate have been taken from the latest report of Consumption Poverty 2012-2015 (KAS, 2017), the data on the number of beneficiaries of the Social Assistance Scheme were taken from the DSFP administrative data.

PILLAR II: Human Development, Roles and Gender Relations

Strategic Objective 2: Promoting gender equality through quality education and health, inclusiveness and human capacity utilization as factors contributing to sustainable human development and the elimination of gender inequalities and stereotypes. This objective is intended to contribute to the advancement of the human development through the comprehensive social, political and economic development of girls and women in education, health care and education, and transformation of oppressive gender structures in order to promote equality and social democracy. This will be achieved through the continuous identification of gender inequalities in education, health, media, sport, culture, public and private institutions and relations, to produce and generate policies and practices that support and create opportunities for inclusive utilization and development of human capacities.

▪ Gender equality is treated as a condition for quality and inclusive education

Formal and informal education has a key and shaping role in creating values on social equality and equal gender relations. Quality education provides the space for building a democratic society based on the inclusiveness of capacities, utilization and advancement of its human potential. The aim of this objective is to increase the participation of girls in education, address the division of professions on a gender basis, advance the access of girls and women to research grants and professional academic development, increase the participation of women in decision-making positions in education institutions and eliminate gender stereotypes from curricula and textbooks. Activities will be carried out in the following directions:

- Continuous monitoring of school dropout, gender/sex-based violence in schools, gender discrimination in the content and practices of the education system (educational and government institutions);
- Organization of awareness-raising activities and public policies to contribute to the prevention of school dropout;
- Creation of opportunities and access to services of care for children and the elderly;
- Integration of gender studies in the syllabi of subject and development of subjects from gender studies in HEIs;
- Creation of support schemes for girls and women to engage and advance at work (scholarships, combined/alternative institutions for providing preschool care, vocational training);
- Elimination of stereotypes, discriminatory pedagogical practice and language from curricula and textbooks;
- Capacity building of the education system to implement the existing mechanisms for achieving gender equality; and
- Increasing women's participation in decision-making positions, planning and management, teaching and scientific research.

▪ Creating a favourable environment for the realization of human rights, capacities and potentials

This objective aims to contribute to the advancement of gender equality by highlighting the fundamental right to unimpeded opportunities in realizing the capacities and potentials of girls and women, the elimination of discriminatory social practices (based on gender, ethnicity, age, and ability) and creation of policies that support and advance the equal participation of marginalized groups. Advancement of the participation of women and professional-ethical

standards/knowledge to combat stereotypes and gender discrimination in the media. This objective aims to increase the involvement of women and girls in sports, adequate representation of women's image in the media. Activities will be carried out in the following directions:

- Monitoring and evaluation of the implementation of the Law on Gender Equality, decision-making and inclusion of the gender perspective in institutions, organizations and enterprises;
 - Financial support for professional advancement, infrastructure and public awareness-raising for increasing the participation of girls and women in sports;
 - Drafting of new, complementary policies for equal gender representation in media organizations and editorial policy;
 - Organization of awareness-raising activities, improvement/creation of infrastructure and legislation, professional training, creation of opportunities for professional and career advancement, aiming the creation of sustainable political will for achieving gender equality and exploitation of human potentials;
 - Creation of a monitoring and reporting system for the image of women in the media;
 - Drafting and accreditation of the training program for journalists in the field of gender equality and combating of violent extremism;
 - Awareness-raising activities for media organizations on LGE and the Anti-Discrimination Law;
 - Research on public spaces, cultural heritage, and gender; and
 - Creation and advancement of internship programs in innovative and/or underrepresented areas is key to the development of opportunities for girls and women and their economic and social integration.
- **Inclusion in quality healthcare and health education of the population on gender equality, family planning and reproductive health.**

Health and education policies are the foundation for sustainable human development. This objective emphasizes the need for political and professional commitment of health institutions and workers to vulnerable groups that face different barriers in health services (women and girls, people with disabilities and rural residents, ethnic and sexual minorities). The identified activities can be summarized in three areas of operation: a) Prevention, Environment and Education; b) Access to services, focusing on rural areas and marginalized groups; and c) Reproductive health and family planning. Activities will be carried out in the following directions:

- Monitoring and evaluation in the three areas, including: integration of personal data to HIS for the health of women, mothers and children (including violence);
- Improvement of the quality of the methodology for data collection and reporting for pregnant women and women after birth;
- Research on family planning practices (selective abortion, access to and decision-making on the use of contraceptives, etc.);
- Amendment of existing legal acts (amendment of the existing definition of abortion, inclusion of contraceptives and abort in the Law on Health Insurance, etc.);
- Development of educational and awareness-raising programs, especially in rural settlements, with a particular focus on reproductive health;
- Drafting of roadmaps and protocols for the treatment and monitoring of quality indicators, improved access to services in rural areas, and the transfer of competencies to primary care professionals;
- Professional capacity building (health workers, teachers, media, NGOs) for health promotion and education, including reproductive health and specific health needs of women and men;

- Organization of awareness-raising activities on mental health (bullying, sexual harassment, bulimia, anorexia, sexuality, etc.);
- Production and distribution of information, education and communication materials for reproductive and sexual health, increased number of training sessions, and doctors and psychologists in schools;
- Harmonization with the training of teachers in promotional schools for information, education and communication on reproductive and sexual health; and
- Enhancement of home visits for mothers and children, as well as increased inclusion of mothers and children of Roma, Ashkali and Egyptian communities;

For the 2nd Strategic Objective, the following goals have been set:

		Baseline 2017/18	Target 2021- 2022	Target 2024
	Strategic Objective 2. Advancement of gender equality through quality education and health, inclusiveness and utilization of human capacities as contributors to sustainable human development and the elimination of gender inequalities and stereotypes			
	Increased quality of education, health and the empowerment of women's role in sport and culture ¹⁴¹			
	Specific objective 2.1 Gender equality is treated as a condition for quality and inclusive education			
1	Percentage of women principals in pre-university education schools (%)	13	30	50
2	Percentage of textbooks edited for gender approach (elimination of stereotypes) (%)	0	50	100
3	Percentage of children in pre-school institutions- gross enrolment rate (%)	3	4.5	6
4	Percentage of girls/women of the age of 25-64 who have not completed higher education (%)	8	15	30
5	Percentage of children of Roma, Ashkali, and Egyptian communities in the education system (%)	85.3% in primary education,	Increases by 10% in primary education,	Increases by 10% in primary education, In lower and upper

¹⁴¹ Due to the cross-cutting nature, it is not possible to set a common indicator for this indicator. Progress will be measured through specific indicators for each specific objective.

		and 50% in lower secondary education and upper secondary education respectively	In lower and upper secondary education it increases by 20%	secondary education it increases by 20%
6	Number of programs in higher education curricula that have gender perspective integrated (number)	7	10	15
	Specific objective 2.2 Creating a favourable environment for the realization of human rights, capacities and potentials			
7	Creation of a monitoring and reporting system for women's image (gender representation) in the media	0	System created and functional	6 researches
8	Inclusion of girls and women in sport (%)	No data	3 clubs are run by women 50% of the sports budget is dedicated to girls' sports activities	6 clubs are run by women 50% e of the sports budget is dedicated to girls' sports activities
	Specific objective 2.3 Inclusion in quality healthcare and health education of the population on gender equality, family planning and reproductive health			
9	Integrating personal data into HIS on the health of women, mothers and children (including gender-based violence) (% of data)	The system is not functional	System functionalized	50% of data are entered into the system
10	Improving access of postnatal women and infants to care services (% of postnatal women and infants visited home)	No data	10% of postnatal women visited at home	30% of postnatal women visited at home

11	Advancing education and decision-making of girls and women in reproductive and sexual health (%)	Missing	Implementation of the program at all levels and institutions (100%)	Implementation of the program at all levels and institutions (100%)
12	Number of births among adolescents 10-14 and 15-19 years (number of cases)	761	380	190

- **Strategic objective 3: Promoting the realization of rights in decision-making, peace, security and justice and thereby guaranteeing the achievement of gender equality**

This objective aims to ensure, improve, and enhance the implementation of access to justice, decision-making, peace, and security by promoting specifically gender equality in justice and security sector in order to achieve social stability and overall security. This will be done by mainstreaming gender perspective in laws and policies, strengthening institutional mechanisms for access to justice, while requiring equal participation for women and men in line with the requirements of the Law on Gender Equality, establishment of a safe and non-discriminatory environment for women and men in security sector as well as increase of women participation in negotiation, peace, and reconciliation processes. This strategic objective will be implemented with the help of the following two specific objectives:

- **Strengthening institutional mechanisms and raising social awareness of access to justice**

The main objective of this specific objective is to increase women participation in decision-making, policy-making, peace-building processes and access to justice by addressing legal gaps, where it is aimed at legal harmonization as well as review of secondary legislation with the primary legislation, namely the Law on Gender Equality, in particular, the definition of domestic violence, sexual harassment, right to property and inheritance, election reform as well as increase of women participation in political parties. The activities will be undertaken in the following directions:

- Adequate implementation of laws, amending and drafting new laws and policies on realization of rights;
- Harmonisation of legal framework, through the inclusion of non-discriminatory gender norms in the overall country's legal framework, in line with the requirements of the United Nations Sustainable Development Goals (SDG) and in compliance with the EU Acquis on Gender Equality;
- Designation of profiled judges and prosecutors dealing with family cases, domestic violence, sexual violence during the war, property and inheritance issues.
- Training of judges, prosecutors, and police officers with regard to new and newly adopted definitions in the Criminal Code of Kosovo, with particular emphasis on domestic violence and sexual harassment. Improving data on victims and perpetrators of domestic violence;
- Social awareness on respecting women's rights provided for by laws but also fighting negative phenomena such as domestic violence, gender stereotypes, and patriarchal mentality;
- Preparing situational analysis in order to have a clearer understanding of the situation of girls and women detained respectively imprisoned in the correctional system, including their access to reproductive health services,

- Providing information and training to girls and women in correctional systems and in prisons with regard to their rights, including the right to rehabilitation and reintegration
- Strengthening the capacity of the governmental commission regarding the survivors of sexual violence during the war and of organizations licensed within this process to increase women access to justice.

▪ **Increasing equal participation and representation in the decision-making process in line with the requirements of Law on Gender Equality**

The aim of this specific objective is capacity building for monitoring the Law on Gender Equality enforcement within public institutions, since these fields possess obligations and liabilities in both, policy-making by guaranteeing gender equality and in their implementation. The activities will be undertaken in the following directions:

- Harmonising and supplementing laws, in particular, Law on Elections, Law on Financing Political Parties, and Rules of Procedure of the Assembly of Kosovo in order to be in compliance with the Law on Gender Equality and, above all, to guarantee equal gender participation in decision-making processes;
- Implementation of affirmative measures by public institutions, including security institutions, in view of the implementation of the Law on Gender Equality in order for women to represent 50% of employees at all levels
- Supporting women that already are part of public institutions to guarantee their professional advancement by offering scholarships and training sessions necessary for leadership in order to advance them in decision-making positions at both, local and central level;
- Organizing awareness-raising campaigns and activities on transparency and equal fund allocation for women and men in political parties; and
- Strengthening women members of the municipal assemblies by means of awareness-raising activities on gender equality as well as strengthening women deputies are deemed to be of great importance.

▪ **Creating a safe and non-discriminatory environment for women and men in the security sector**

This specific objective aims at addressing the creation of a safe and non-discriminatory environment in the security sector, initially by increasing the percentage of women employed in security sector. This objective is intended to be achieved by a number of activities which would identify the most adequate methods to meet the objective. The activities will be undertaken in the following directions:

- A situation analysis can be carried out through research on the discrimination forms and the environment in the security sector as a foreseen activity, and based on past practices, the establishment of an Advisory Board for Women, Peace, and Security within security institutions is considered to be important as regards better mainstreaming of the gender perspective in this sector.
- Review and advancement of the curricula of security institutions from a gender perspective and in line with the Law on Gender Equality;

- Organizing awareness-raising campaigns to encourage women in being part of the security sector.
- **Increasing women's participation in the negotiation, peace and reconciliation processes, in diplomatic missions and missions abroad**

This objective aims at lobbying and advocating for women inclusion in peace, negotiation, and reconciliation processes, including government mechanisms or commissions dealing with the past, including the participation of women from different ethnicities. Also, the issue of reparation for survivors of sexual violence should also be addressed so that dialogue processes, including current dialogue between Kosovo and Serbia, can also include the issue of war crimes and sexual violence against women during the period of war in Kosovo, 1998-1999. The activities will be undertaken in the following directions:

- Creating a database for women participating in emergent and humanitarian activities abroad;
- Lobbying and advocating on women inclusion in negotiation, peace, and reconciliation processes;
- Organizing public debates on women representation in negotiation, peace, and reconciliation.

The following targets are set for the Strategic Objective 3:

		Baseline 2017/18	Target 2021-2022	Target 2024
	Strategic Objective 3: Promoting the realization of rights in decision-making, peace, security and justice and thereby guaranteeing the achievement of gender equality			
1	The level of participation and representation of women in public institutions ¹⁴²	No data	30	40
2	Percentage of cases of domestic violence being handled by the judiciary	No data	70	100
	Specific Objective 3.1 Strengthening institutional mechanisms and raising social awareness of access to justice			
3	Number of new affirmative measures undertaken to promote gender equality and non-discriminatory principles (number)	3	1	1
4	Review of punitive policy for the adequate implementation of sanctions for perpetrators of gender-based violence, including adequate punishment for cases of trafficking in human beings (number)	Approved	To be reviewed	Completed
5	Percentage of applications evaluated by the		70	100

¹⁴²Due to the cross-cutting nature of this indicator, the objective is calculated as the average of women's representation in different sectors. The progress will be measured through specific indicators for each specific objective

	Commission for Verification, within the legal deadline			
6	Percentage of girls and women who have experienced physical and psychological violence	No data ¹⁴³	n/a	n/a
	Specific Objective 3.2 Increasing equal participation and representation in the decision-making process in line with the requirements of Law on Gender Equality			
6	The level of representation of women in management and senior management positions in ministries and executive agencies at the central level (%)	27	28	30
7	The level of representation of women in management and senior management positions at the municipal level (%)	20	25	30
8	The level of representation of women in the Assembly of Kosovo (%)	32	50	50
9	The level of representation of women in Municipal Assemblies (%)	33.4	50	50
	Specific Objective 3.3 Creating a safe and non-discriminatory environment for women and men in the security sector			
10	Level of women representation within KSF (%)	9	12	15
11	Level of women representation within Kosovo Police (%)	14.2	18	20
12	Level of women judges representation within the justice system (%)	45	50	50
	Specific Objective 3.3 Increasing women's participation in the negotiation, peace and reconciliation processes, in diplomatic missions and missions abroad			
13	Level of women representation in diplomatic missions abroad, in accordance with the requirements of the LGE, including equal representation in the appointment of military and police attachés (%)	31	40	50

¹⁴³In the absence of baseline values, the indicator cannot be determined. In 2020, a study will be conducted, and based on the findings, target indicators will be set.

5. Implementation, monitoring, and reporting arrangements:

The lead institution for coordinating the strategy implementation is the Agency for Gender Equality/Office of the Prime Minister of Kosovo. The Agency will set out more detailed implementation, monitoring and reporting procedures for participating institutions, on an annual basis, following the key principles below:

- The annual progress report on the achievement of the KPGE objectives and the implementation of the action plan will be drafted on an annual basis and will be submitted to the inter-ministerial Coordination Body, consisting of representatives of (1) AGE (2) institutions implementing the strategic document (3) Ministry of Finance (4) Office of Strategic Planning (5) civil society organizations (6) other relevant institutions for discussion and initiation of further action, if necessary. The inter-ministerial coordination body will be headed by AGE
- AGE will organize regular meetings to coordinate activities with institutions, Civil Society and donors to implement, monitor and report on the KPGE
- The annual progress report will provide information on the progress versus objectives and implementation of activities. Particular attention will be given to the analysis of obstacles, challenges and risks related to the implementation of the Programme.

Participating institutions will provide information on the progress and challenges to the lead institution, which in this case is the AGE following the instruction issued by the lead institution.

The main functions of AGE in the monitoring and reporting process are as follows:

- Initiate the establishment of an inter-ministerial coordinating body in accordance with monitoring and reporting requirements and ensure its functioning.
- Gather information from participating ministries on the implementation of the strategic document and its action plan.
- Prepare regular annual reports on the implementation of the strategic document and the six-month report on the implementation of the action plan.
- Organize the work of the inter-ministerial coordination body, for which they provide secretariat functions.

- Initiate discussions on problematic issues, if necessary.
- Publish regular reports on the ministry's website after their approval by the relevant body.

The key roles of the Inter-Ministerial Coordination Body in the KPGE implementation process are as follows:

- Regularly meet and discuss the progress in implementing the objectives, indicators and actions of the relevant strategic document.
- Identify challenges and obstacles for successful implementation and propose corrective measures to be taken by implementing institutions.
- Discuss and approve regular reports to be submitted to the SPC.

The inter-ministerial coordinating body will meet at least twice a year to discuss about the progress. If necessary, additional meetings will be organized. AGE as the lead institution will be the secretariat of the inter-ministerial body and will support the convening of meetings and the preparation of material for discussion

The annual report shall be prepared to give an account of the implementation of the strategic document. It shall be prepared by the end of the first quarter of the following year.

The annual monitoring report will describe the progress made towards the implementation of each objective of the strategic document. Information will be provided on whether the indicator's objectives have been met and the overall progress in the implementation of activities under each objective as well as budgetary resources will be presented. Results will be presented on key reforms implemented and the reasons for any failure to achieve the objectives. Shortcomings and challenges will be presented, along with recommendations for overcoming shortcomings and challenges, as well as priority actions to improve performance. The monitoring report will assess any risks to the implementation of the KPGE and propose steps to address the identified risks. Such risks may be related to institutional capacity, financial capacity, regulatory environment, partnership and engagement of other institutions, as well as other external KPGE factors. Below is a draft model for monitoring progress.

Draft Model on progress achieved against the activities

No.	Objectives and actions	Deadline	Funding source	Leading and supporting institution	Output	Reference to documents	Progress in implementation
I.	Strategic objective:						
I.1	Specific objective						
I.1.1.1	[Title of action]						

I.1.1.2	[Title of action]						
I.1.1.3	[Title of action]						
I.2	Specific objective						
II.1.1.1	[Title of action]						
II.1.1.2	[Title of action]						
II.1.1.3	[Title of action]						
II.	Strategic objective:						
II.1	Specific objective						

In addition to regular annual monitoring, KPGE will be subject to an interim evaluation in 2021 in order to assess effectiveness and efficiency of implementation. Final evaluation will be carried out in 2023. Both evaluations shall be independent (external) and the Agency for Gender Equality will request external support.

-6. Budgetary impact and KPGE implementation

Implementation of action plan for 3 first years will require financial means as indicated in the table below, in millions of Euro (GS - Goods and Services, S - Salaries, C - Capital, SG - subsidies and grants).

Table 10: Cost of the Action Plan for 2019-2021, in thousand (000) of Euro.

Objectives	2020				2021				2022			
	GS	S	C	SG	GS	S	C	SG	GS	S	C	SG
Total	567	-	40	2,776	1,125	-	40	3,511	656	-	-	5,011
Creating equal opportunities to contribute to and benefit from economic development, increased inclusion and improvement of social welfare	252	-	-	2,766	431	-	-	3,441	236	-	-	4,941
Promoting gender equality through quality education and health, inclusiveness and human capacity utilization as factors contributing to sustainable human development and the elimination of gender inequalities and stereotypes	221	-	40	10	375	-	40	70	253	-	-	70
Promoting the realization of rights in decision-making, peace, security and justice and thereby guaranteeing the	94	-	-	-	320	-	-	-	167	-	-	-

achievement of gender equality												
Total:	3,383				4,676				5,668			
Total 2020-2022	13,727											

The Action Plan 2020-2022 of the Kosovo Program for Gender Equality 2020-2024 has a budget cost of 13,726,638 Euros. The budgetary cost of 2,596,350 Euros will be funded by the Kosovo Budget, whereas the amount of 11,140,288 Euros will be covered by donors. The main donors expected to support the implementation of KPGE's Action Plan for 2020-2022 are: European Commission, SIDA, UN Agencies in Kosovo, and other international partners.

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Law No. 04/L-138 for Vocational Education and Training

Law No. 04/L-032 on Pre-university Education in the Republic of Kosovo

Law No. 05/L -020 on Gender Equality

Law No. 05/L-071 on Budget of Republic of Kosovo.

Law No. 04/L-044 on the Independent Media Commission

Law No. 03/L-110 for Termination of Pregnancy

Law No.04/L-135 on Composition and Election of the National Science Council

Law No. 04/L-125 on Health

Law No. 02/L-76 on Reproductive Health

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Annexes

Annex 1: Decision of the Government on the appointment of the Central Commission and working groups for drafting the KPGE



Republika e Kosovës
Republika Kosova-Republic of Kosovo
Qeveria - Vlada - Government
Zyra e Kryeministrit-Ured Premijera-Office of Prime Minister

Nr. 069/2016
Datë: 29.12.2016

Në mbështetje të nenit 145 paragrafit 2 të Kushtetutës së Republikës së Kosovës dhe duke u bazuar në nenin 11 të Ligjit Nr.05/L-020 për Barazi Gjinore (Gazeta Zyrtare, Nr 16, 26 qershor 2015), nenin 4,24 dhe 22 të Ligjit nr 03/L-189 për Administratën Shetërore të Republikës së Kosovës, Planin e Dokumenteve Strategjike për vitin 2016 të Qeverisë të Republikës së Kosovës, Kryeministri i Republikës së Kosovës, nxjerr:

V E N D I M

Për Emërimin e Ekipit qendror për hartimin e Programit të Kosovës për Barazi Gjinore (2017-2020) dhe nëngrupeve punuese tematike

1. Ekipi qendror për hartimin e Programit të Kosovës për Barazi Gjinore (2017-2020) ka këtë përbërje:

1.1	Edi Gusia,	ABGJ/ZKM;	Kryesuese
1.2	Leonora Selmani	ABGJ/ZKM	zv. Kryesuese
1.3	Lirak Qelaj	KDHF	anëtar
1.4	Qemail Marmullakaj	ZPS/ZKM	anëtar
1.5	Krenare Bektashi	MIE	anëtare
1.6	Agron Gashi	ZL/ZKM	anëtar
1.7.	Adile Basha-Shaqiri	MPMS	anëtare
1.8.	Mevlyde Shamolli	MF	anëtare
1.9	Luljeta Domaniku	AP	anëtar
1.10	Kujtim Munishi	PSH	anëtar
1.11	Mahir Tutuli	GJA	anëtar

2. Anëtarët e ekipit qendror do të jenë në të njëjtën kohë edhe anëtarë të grupeve tematike sipas fushëveprimtarisë së tyre.

2. Nëngrupi tematik "FUQIZIMI EKONOMIK DHE MIRËQENIA SOCIALE:"
ka këtë përbërje :

2.1.	Hysnie Maloku	MF	anëtare
2.2.	Hana Jakupi	MZHE	anëtare
2.3.	Jehona Namani	MPMS	anëtare
2.4.	Gëzim Xërxa	IP-MPMS	anëtar
2.5.	Nol Buzhala	MTI	anëtar
2.6.	Emine Kelmendi	MBPZHR	anëtare
2.7.	Lulzim Shamolli	MBPZHR	anëtare
2.8.	Shqipe Dema	MBPZHR	anëtare
2.9.	Arsim Memaj	MBPZHR	anëtar
2.10.	Skender Gashi	MI	anëtare
2.11.	Shpresa Sheremeti	MPMS	anëtare
2.12.	Marija Stojanovic	ZBGJ Graçanicë	anëtare
2.13.	Nevenka Rikalo	OJQ/ Ruka Ruci	anëtare
2.14.	Naser Bajraktari	MPMS	anëtare
2.15.	Merita Ramagjiku	MBPZHR	anëtare
2.16.	Ibadete Rexhepi	AKK	anëtare
2.17.	Saxhide Mustafa	RINVEST	anëtare
2.18.	Premtime Preniqi	ZBGJ Prishtinë	anëtare

3. Nëngrupi tematik "ZHVILLIMI NJERËZOR" ka këtë përbërje :

3.1.	Shpresa Mehmeti	MASHT	anëtare
3.2.	Merita Vuthaj	MSH	anëtare
3.3.	Luan Sahitaj	MASHT	anëtar
3.4.	Hana Zylfiu	KEC	anëtare
3.5.	Yllza Mehmeti	MASHT	anëtare
3.6.	Shpresa Mehmet	MASHT	anëtare
3.7.	Advije Malaj	MSH	anëtare
3.8.	Violeta Kurti Islami	OJQ WMC	anëtar
3.9.	Sherif Dermaku	MSH	anëtare
3.10.	Merita Berisha	MSH	anëtare
3.11.	Afërdita Fazliu	MKRS	anëtare
3.12.	Brikena Mulliqi	MKRS	anëtare
3.13.	Florentina Salihu Dushi	MIE	anëtare
3.14.	Naile Selimaj Krasniqi	KPM	anëtare
3.15.	Një përfaqësues	AGPK	anëtare
3.16.	Fatime Jasiqi	MASHT	anëtare
3.17.	Mirlinda Kusari Purrini	OJQ Sheera	anëtare
3.18.	Iliriana Gashi	OJQ Gratë për Gratë	anëtare
3.19.	Visare Mujko Namani	UNFPA	anëtare
3.20.	Nazmije Kajtazi	MSH	anëtare
3.21.	Nezaqete Rukovci	MKRS	anëtare

4. Nëngrupi “ VENDIMARRJA DHE PËRFAQËSIMI” ka këtë përbërje :

4.1	Naser Ajeti	ABGJ	anëtare
4.2	Zade Kuqi	DASHC	anëtare
4.3	Visar Xani	RAP	anëtare
4.4	Kadrije Myrtaj	MAPL	anëtare
4.5	Drita Rexha	GJTH	anëtare
4.6	Hasnije Bardhi	MF	anëtare
4.7	Fahrie Qorraj	MZHE	anëtare
4.8	Jelena Cvetkovic	Komuna-Mitrovicë	anëtare
4.9	Marina Rakic	Komuna Leposavic	anëtare
4.10	Sadete Demaj	ZQM	anëtare
4.11	Flurije Morina	ZL/ZKM	anëtare
4.12	Habibe Bytyqi	Komuna Suharekë	anëtare
4.13	Mybexhele Zhuri	Komuna Prizren	anëtare
4.14	Teuta Pustina Krasniqi	UP	anëtare
4.15	Antigona Prenaj Bekaj	MF	anëtare
4.16	Visare Gorani Gashi	SIDA	anëtare
4.17	Taibe Canolli	PK	anëtare
4.18	Luljeta Demolli	QKSGJ	anëtare

5. Nëngrupi “ GRATË, PAQJA DHE SIGURIA” ka këtë përbërje :

5.1.	Shqipe Krasniqi	MPMS	anëtare
5.2.	Minire Begaj	MPMS	anëtare
5.3.	Feride Podvorica	MD	anëtare
5.4.	Tahire Haxholli	PK	anëtare
5.5.	Hysni Shala	PK	anëtare
5.6.	Remzije Zeqiraj	MFSK	anëtare
5.7.	Saniye Uka	ASK	anëtare
5.8.	Halime Morina	MFSK	anëtare
5.9.	Bastri Kastrati	Mbrojtesit e Viktimave PSH	anëtare
5.10.	Feride Rushiti	QKRMT	anëtare
5.11.	Veprorre Shehu	Medika Gjakova	anëtare
5.12.	Linda Sada	Medika Kosova	anëtare
5.13.	Rozelita Hasani	PSH	anëtare
5.14.	Igballe Rogova	RRGGK	anëtare
5.15.	Flora Macula	UNWOMEN	anëtare

6. Sekretarinë e Ekipit nga pika 1 e këtij vendimi e përbëjnë:

- 6.1 Adelina Loxha , ABGJ
- 6.2. Bujar Uka, ABGJ
- 6.3. Fahri Restelica ABGJ.

7. Gjatë hartimit të Programit të Kosovës për Barazi Gjinore dhe Planit të Veprimit(2016-2020) Ekipi duhet t'i përmbahet rregullave dhe procedurave të parashikuara në Rregulloren e Punës së Qeverisë si dhe standardeve në fuqi për hartimin e Dokumenteve Strategjike dhe Udhezimin Administrativ Nr. 02/2012 për procedurat, kriteret dhe metodologjinë e përgatitjes dhe miratimit të dokumenteve strategjike dhe planeve të zbatimit të tyre.

8. Sipas nevojave të punës së ekipit dhe për realizimin e obligimeve të parapara me këtë Vendim, Kryesuesja e ekipit cakton kryesuesit dhe zv-kryesuesit e nëngrupeve nga anëtarët e përcaktuar në Vendim.

9. Sipas nevojave të punës së ekipit dhe për realizimin e obligimeve të parapara me këtë Vendim, Kryesuesja e ekipit mund të kërkojë nga donatorët që të ndihmojnë dhe përkrahë ekipin në arritjen e objektivave.

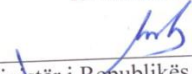
10. Ekipi është përgjegjës për mbledhjen, analizimin dhe ofrimin e informatave të nevojshme gjatë dhe deri në përfundimin e procesit të finalizimit të hartimit të Programit të Kosovës për Barazi Gjinore dhe Planit të Veprimit(2016-2020)

11. Obligohen të gjitha institucionet e përfshira në këtë proces dhe zyrtarët për bashkëpunim dhe ofrimin e të dhënave të kërkuara nga Kryesuesi i ekipit.

12. Programi i Kosovës për Barazi Gjinore dhe Planit të Veprimit(2016-2020) i përfunduar do të dorëzohet në Qeverinë e Kosovës për miratim , brenda afatit ligjor.

13. Vendimi hyn në fuqi ditën e nënshkrimit.

Isa Mustafa


Kryeministër i Republikës së Kosovës

Vendimi i dërgohet:

- Anëtarëve të Ekipit Punues;
- Kabinetit të KMT, dhe
- Arkivit të ZKM-së dhe ABGJ-së.

Annex 2: Action Plan on KPGE implementation 2019-2021

Action Plan: KPGE 2020-2022

No.	Strategic and specific objectives, indicators, and actions	Baseline	Temporary target [2021]	Final year's target [2023]	Outcome				
I.	Strategic objective 1: Creating equal opportunities to contribute to and benefit from economic development, increased inclusion and improvement of social welfare								
1	Indicator: Employment rate	12.3% (2018)	17%	25%	Improvement of women employment				
2	Indicator: Poverty rate	17.6% (2015)	15%	13%	Improvement of living conditions				
I.1	Specific objective 1.1. Increasing employment of women and girls								
3	Indicator: Rate of women's participation in the labour market	18.4% (2018)	30%	40%	Increase of rate of women participation in the labour force				
4	Indicator: Women's participation as business owners	11% (2017)	15%	18%	Increase of women participation in entrepreneurship				
5	Indicator: Percentage of young people Not in Education, Employment or Training (NEET)	30.1% (2018) F: 30.0; M: 30.2% (2018)	24%	20%	Improvement of the employment and engagement of youth in education and training				
6	Indicator: Rate of informal employment, outside the agricultural sector	14% (2018)	10%	8%	Reduction of informal employment				
7	Indicator: Rate of property registration on behalf of women (%)	12 (2017) ¹⁴⁴	18	25	Increase of women's access to property				
No.	Action	Deadli ne	Budget			Source of funding	Leading and supporting	Output	Reference to
			Year	Year	Year				

¹⁴⁴ <http://ask.rks-gov.net/media/4519/burrat-dhe-grate-2016-2017.pdf>

			2020	2021	2022		institution		documents
I.1.1	Provision of vocational training for women with special focus on women with low level of education and women who have been unemployed for a long time	On-going	5.000	10.000	10.000	Budget, Donor Funding	MLSW NGOs	1,000 women with a low level of education participating in the training provided in the VTCs (apart from nearly 1,000 who are currently attending trainings)	MLSW Sector Strategy 2018-2022
I.1.2	Conduct of the labour market needs analysis	2021 Q3	0	0	0	No additional costs Cost included in MLSW Sector Strategy 2018-2022	MLSW	Published analysis	MLSW Sector Strategy 2018-2022
I.1.3	Improvement of the labour market information system to analyse and improve the mechanisms for identifying and forecasting the skill and planning needs in the VET and AE systems	2022 Q4	0	0	0	No additional costs Cost included in the Kosovo Education Strategic Plan 2017-2022	MEST	Improved information system	Kosovo Education Strategic Plan 2017-2021
I.1.4	Review of the profiles provided in VET schools and adaption to market needs. This will be achieved by forming a tripartite working group that will conduct the analysis,	2020 Q4	0	0	0	No additional costs Cost included in	MEST	VET profiles are aligned with labour market demand	Kosovo Education Strategic Plan 2017-2021

	harmonize profiles with market needs, and create a list with the priority profiles to be provided.					the Kosovo Education Strategic Plan 2017-2022			
I.1.5	Promotion of success stories in the labour market of people from Roma and Ashkali communities, with a particular focus on women. Strategy for Inclusion of Roma and Ashkali Communities in the Kosovo Society 2017-2022	2022 Q4	0	0	0	No additional costs Cost included in the Strategy for Inclusion of Roma and Ashkali Communities in the Kosovo Society 2017-2022	MLSW	Promoted success stories	Strategy for Inclusion of Roma and Ashkali Communities in the Kosovo Society 2017-2021
I.1.6	Supplementation/amendment of the Law on Labour for guaranteeing parental leave, and alignment with the EU Directives	2020 Q4	0	0	0	No additional costs Cost included in the MLSW Sector Strategy 2018-2022	MLSW	The amended Law on Labour is approved	MLSW Sector Strategy 2018-2022
I.1.7	Information activities for promoting the right to maternity and parental leave	2021 Q4	10.000	20.000	20.000	Budget	MLSW MPA MLGA MoH AGE Municipalities NGOs Chambers of Commerce	Public informed through 5 information campaigns	MLSW Sector Strategy 2018-2022

							and Sectoral Associations		
I.1.8	Subsidizing the payment for kindergarten children of single mothers, beneficiaries of social schemes	2021 Q4	91.200	91.200	91.200	Budget	Municipalities	76 children subsidized per year, 2 in each municipality	Kosovo Education Strategic Plan 2017-2021
I.1.9	Analysis and evaluation of the financial cost for subsidizing the payment for pre-school education for children from families included in social schemes	2020 Q2	0	10.000	0	Budget	MLSW Municipalities, KAS, MEST, AGE	Finalized evaluation	Kosovo Education Strategic Plan 2017-2021
I.1.10	Training of beneficiaries of social categories and their engagement in employment programs	On-going				No additional costs Cost included in the Action Plan of the MLSW Sector Strategy 2018-2021	MLSW Municipalities-CSWs	Social Assistance beneficiaries included in employment programs	MLSW Sector Strategy 2018-2022
I.1.11	Construction of residential and day care centres for providing services to older people and to those with no family care	2020 Q4	0	0	0	No additional costs Cost included in the Action Plan of the MLSW Sector Strategy 2018-2021	MLSW Municipalities	3 functionalized centres where residential and day care services are provided to older people and to those with no family care	MLSW Sector Strategy 2018-2022

I.1.12	Construction of day-care residential centres for the provision of services to persons with disabilities	2020 Q4	0	0	0	No additional cost Cost included in the Action Plan of the MLSW Sector Strategy 2018-2021	MLSW Municipalities	3 functionalized centres where residential and day-care services are provided to people with disabilities	MLSW Sector Strategy 2018-2021
I.1.12	Improvement of the quality of social and family services by building the human capacities of public and non-governmental providers	2020 Q2	0	0	0	No additional cost Cost included in the Action Plan of the MLSW Sector Strategy 2018-2021	MLSW MLGA, MoJ, Municipalities, MEST, NQA, OPM, MPA-KIPA, MoF	<p>Concept Document approved</p> <p>Law on Social Services approved;</p> <p>Administrative Instructions approved; 5 occupation standards approved 10 modules accredited</p> <p>TNA Report and Training Program drafted</p> <p>Increased quality of service delivery through training and certification of 500 social workers</p> <p>Increased sustainability of social</p>	MLSW Sector Strategy 2018-2021

								<p>service delivery through training of 30 NGOs on drafting project proposals</p> <p>Advancing the drafting, monitoring, and implementation of social policies through the training of 20-30 MLSW officials</p> <p>Capacity building of CCSFS for providing training through training and certification of 10 Trainers of Trainers</p> <p>Advancing the design, monitoring, and implementation of social policies and services by participating in 5 study visits and in 5 international or regional conferences</p>	
I.1.13	Promotion of the development of existing women-owned businesses through microfinance and microcredit programs	2021 Q1	3.000	3.000	3.000	Budget, Donor funding	MTI Chambers of Commerce NGOs AGE	<p>Program set up</p> <p>3 campaigns carried out</p>	NDS: Measure 16: Increased access to finance for Kosovo SMEs
I.1.14	Establishment of a stimulating	On-going	0	0	0	No additional	MEST Universities	190 scholarships during the period	Kosovo Education

	structure (mutual fund) by the government and businesses for supporting schooling in majors with a deficit number of students and, for girls and women, in technical fields.					cost Cost included in Kosovo Education Strategic Plan 2017-2022	Vocational schools	2017-2022	Strategic Plan 2017-2021
I.1.15	Production of TV shows and columns with women/girls' success stories in technical professions	On-going	0	0	0	No additional cost Cost included in Kosovo Education Strategic Plan 2017-2022	MEST Universities Vocational schools	Enhanced information and awareness TV shows and success stories produced	Kosovo Education Strategic Plan 2017-2021
I.1.16	Sensitizing activities to promote the engagement of women and men in the sectors with a deficit number of employees (agriculture, energy, forestry, water, environment)	2021 Q4	6.000	6.000	6.000	Donor funding	MAFRD MED MESP AGE	6 organized activities, highlighting opportunities for employment and entrepreneurship	NDS: Human Capital
I.1.17	Survey/analysis of the situation on the possibility of establishing credit unions	2020 Q4	0	15.000	0	Donor funding	AGE MoF	Analysis finalised	NDS: Measure 16: Increased access to finance for Kosovo SMEs
I.1.18	Analysing and integrating the gender perspective into the Kosovo Credit Guarantee Fund (KCGF) to support	2020 Q3	0	3.000	0	Donor funding	AGE Kosovo Credit Guarantee Fund	Analysis finalized Fund with a gender perspective	NDS: Measure 16: Increased

	women								access to finance for Kosovo SMEs
I.1.19	Provision of financial education programs	On-going	0	0	0	No additional cost Program funded by the CBK	CBK	Number of women and men participants in these training sessions. 50% women, and 50% men	NDS: Measure 16: Increased access to finance for Kosovo SMEs
	Total budget for Specific Objective I.1:		115.20 0	158.20 0	1.630. 200				
	<i>Of which capital:</i>		0	0	0				
	<i>Of which current:</i>		115.20 0	158.20 0	1.630. 200				
I.2	Specific objective 1.2: Providing/enhancing equal access to rights, freedoms, decision-making, resources, and services								
8	Indicator: Percentage of public policies with integrated gender perspective	No data		100% of new public policies with integrated gender perspective 30% of existing public policies of MLSW, MTI, MED, MAFRD and MIE with	100% of new public policies with integrated gender perspective 70% of existing public policies of MLSW, MTI, MED, MAFRD and MIE with integrated			Improvement of the redistribution of resources on a gender basis	

			integrated gender perspective	gender perspective	
9	Indicator: The rate of women's participation in public funds and international aid (in the monetary value of the funds provided)	No data	30%	40%	Improvement of the participation of women in public funds and international assistance
10	Indicator: The rate of the coverage of poor families by Social Assistance Schemes	45% (2015)	50%	70%	Improvement of the living conditions for poor families

No.	Action	Deadli ne	Budget			Source of funding	Leading and supporting institution	Output	Reference to document s
			Year 2020	Year 2021	Year 2022				
I.2.1	Development of a manual on gender impact assessment in public policies and legislation	2020 Q4	0	35.910	0	Donor funding (SIDA)	AGE	Manual on Gender Impact Assessment developed and tested Manual on Gender Impact Assessment published	Law on Gender Equality
I.2.2	Capacity building for gender impact assessment in public policies and legislation	On- going	48.996	43.552	0	Donor funding (SIDA)	AGE	435 officials trained	Law on Gender Equality
I.2.3	Capacity building for gender integration in public policy, at the central and local level	On- going	26.000	39.000	39.00 0	Budget Donor funding (SIDA)	AGE OGE KIPA Ministries,	1.600 officials trained	Law on Gender Equality

							Municipalities		
I.2.4	Review of existing long-term policies (Strategies and Action Plans) and integration of the gender perspective	On-going	0	0	0	No additional cost	MAFRD; MTI; MLSW; MED; MIE AGE	Number of strategies and action plans and number of strategies and action plans in which gender perspective is integrated	Law on Gender Equality
I.2.5	Review of the legislation and normative acts and integration of the gender perspective	On-going	0	0	0	No additional costs	MAFRD; MTI; MLSW; MED; MIE AGE	Number of laws and normative acts reviewed and number of laws and acts in which gender perspective is integrated	Law on Gender Equality
I.2.6	Monitoring of existing public policies (laws, administrative instructions, regulations)	On-going	0	0	0	No additional cost	Ministries Municipalities	Monitoring reports	Law on Gender Equality
I.2.7	Identification of gender indicators, for each institution at central and local level, and their regular reporting.	2020 Q4	0	0	0	No additional cost	AGE Kosovo Agency of Statistics	List of indicators identified	Law on Gender Equality
I.2.8	Development of the Gender Equality Index	2021 Q4	0	25.000	0	Donor funding (SIDA)	AGE Kosovo Agency of Statistics	Report published	Law on Gender Equality
I.2.9	Integrating the gender perspective/taking affirmative measures for the allocation of social housing	2021 Q4	0	0	0	No additional cost	Municipalities MLGA; MESP; AGE	Report published	Law on Gender Equality
I.2.10	Drafting relevant legal acts and instructions for the Ministry of Finance and responsible ministries for the manner of implementing the Gender Responsive Budget (GRB)	2021 Q4	0	45.000	0	Donor funding	AGE MoF	Normative act approved	Law on Gender Equality
I.2.11	Study of the assessment of organizational-institutional systems, procedures, accounting and legal	2020 Q4	60,000	0	0	Donor funding	AGE MoF	Study finalised and GB system designed	Law on Gender Equality

	frameworks as well as designing of the gender budgeting (GB) system								
I.2.12	Technical assistance and orientation sessions for Parliamentary Committees (Women's Caucus, Committee on Budget and Finance, Committee on Human Rights, Gender Equality, Communities and Missing Persons)	2022 Q4	20,000	20,000	20,000	Budget Donor funding (UN Women)	AGE MoF	Capacities built	Law on Gender Equality
I.2.13	Technical assistance and orientation sessions for municipal councils	2022 Q4	20,000	20,000	20,000	Budget Donor funding (UN Women)	AGE MoF	Capacities built	Law on Gender Equality
I.2.14	Capacity building on the implementation of GRB, at the local and central level.	2021 Q4	6.000	24.000	15.000	Budget, Donor funding	AGE MoF MLGA SIDA	Curriculum finalised 150 civil servants informed 100 civil servants trained	Law on Gender Equality
I.2.15	Campaign for raising society's awareness of the role of women's involvement in decision-making in the management of natural resources	2021 Q4	10.000	10.000	10.000	Budget	MED; MAFRD; MESP AGE	3 campaigns completed	Law on Gender Equality
I.2.16	Traditional organization of activities to promote the success of women in non-traditional career paths, in agriculture, entrepreneurship, successful examples of cooperatives, and in other areas.	2021 Q4		7.000	7.000	Budget Donor funding	AGE MTI, MEST, MLSW, MAFRD, MED, MIE, Municipalities, Chambers of Commerce and Sectorial Associations	Activity completed	Law on Gender Equality

I.2.17		2021	0	23.000	23.00	Budget	MTI, MAFRD	2 fairs	Law on
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	Organization of fairs of women-owned enterprises in non-traditional career paths; and organization of B2B, in the country and abroad, to receive lessons, networking and promotion, and expansion of the market.	Q4			0	Donor funding	Ministry of Regional Development Municipalities, Chambers of Commerce and Sectorial Associations - NGO	2 visits conducted	Gender Equality
I.2.18	Incorporating a gender perspective into existing fairs	2022 Q4	0	0	0	No additional cost	Ministries Municipalities	Fairs with integrated gender perspective	Law on Gender Equality
I.2.19	Raising awareness of women regarding the opportunities to benefit from the Program for Agriculture and Rural Development	2022 Q4	0	0	0	No additional cost	MAFRD, Municipalities	Informative meetings organized	NDS: Measure 16: Increased access to finance for Kosovo SMEs
I.2.20	Raising awareness of women farmers regarding the participation in Advisory Services	2022 Q4	0	0	0	No additional cost	MAFRD, Municipalities	Campaign carried out and the participation of women benefiting from advisory services increased	NDS: Measure 16: Increased access to finance for Kosovo SMEs
I.2.21	Development of occupational standards (based on learning outcomes) for the professions required in the labour market. In this point, priority is given to deficient professions (agriculture, energy, forestry, waters, environment, ICT, babysitting, etc.).	2022 Q4	0	0	0	No additional cost Cost included in MLSW Sector Strategy and Action Plan 2018-2021	MLSW National Qualification Authority Occupational standards validated by NQA	Occupational standards validated by NQA Validated occupations	MLSW Sector Strategy 2018-2022

							Validated occupations		
I.2.22	Drafting the curricula for new occupations in line with occupational standards and refreshing the existing curricula by using a learning outcome-based approach	2022 Q4	0	0	0	No additional cost Cost included in MLSW Sector Strategy and Action Plan 2018-2021	MLSW	Curricula developed in accordance with the occupation standards Learning packages printed	MLSW Sector Strategy 2018-2022
I.2.23	Expanding/developing new ALMMs (e.g. apprenticeship), specifically for girls and women, with emphasis on rural areas (age groups, ethnicities)	2022 Q4				Budget Donor funding	MLSW	2,500 women have benefited from ALMM (additional to around 1,000 benefiting currently): at least 10% to be women from minority communities and people with disabilities	MLSW Sector Strategy 2018-2022
			675.000	1.350.000	1.350.000				
I.2.24	Awareness raising campaigns on the negative effects of informality for people working in this sector	2022 Q4	5.000	5.000	5.000	Budget	MLSW AGE NGOs	One campaign per year	MLSW Sector Strategy 2018-2022
I.2.25	Strengthening the capacities of the Labour Inspectorate	2021 Q4	0	0	0	No additional cost Budget included in the Action Plan of the MLSW Sector Strategy 2018-2021	MLSW/Labour Inspectorate MoF	Increased number of inspections by 10% each year	MLSW Sector Strategy 2018-2022
I.2.26	Strengthening the supervisory	2021	0	0	0	No additional	MLSW/ Labour	Increased cooperation	MLSW

	mechanisms of the labour inspectorate	Q4				cost Budget included in the Action Plan of the MLSW Sector Strategy 2018-2021	Inspectorate MoF MoH	between the mechanisms and inspectorates	Sector Strategy 2018-2022
I.2.27	Strengthening the mechanisms and coordinating institutional actions to reduce informal employment	2021 T4	0	0	0	No additional cost Budget included in the Action Plan of the MLSW Sector Strategy 2018-2021	MLSW/ Labour Inspectorate	Increased supervision of the work of inspectors by their superiors	MLSW Sector Strategy 2018-2022
I.2.28	Engaging stakeholders and the general public in addressing informal employment	2021 Q4	0	0	0	No additional cost Budget included in the Action Plan of the MLSW Sector Strategy 2018-2021	MLSW/ Labour Inspectorate MoF, MTI, TAK, TRUSTI, SEC	Conclusions and recommendations drafted after 3 meetings held	MLSW Sector Strategy 2018-2022
I.2.29	Strengthening the capacities of the labour inspectorate to address informal employment	2021 Q4	0	0	0	No additional cost Budget	MLSW/ Labour Inspectorate MoF, MPA, KIPA	The training program implemented and inspectors trained	MLSW Sector Strategy 2018-2022

						included in the Action Plan of the MLSW Sector Strategy 2018-2021			
I.2.30	Exchange of data with relevant institutions and social partners to address informal employment	2021 Q4	0	0	0	No additional cost Budget included in the Action Plan of the MLSW Sector Strategy 2018-2021	MLSW/ Labour Inspectorate MoF, MPA, KIPA	The information system created and used by inspectors during inspections	MLSW Sector Strategy 2018-2022
I.2.31	Drafting policy documents on the employees' safety and health at work	2021 Q2	0	0	0	No additional cost Budget included in the Action Plan of the MLSW Sector Strategy 2018-2021	MLSW MoH, MoF, MEI, SEC, National Council for Safety and Health at Work (NCSHW), Labour Inspectorate	Policy analysis developed by 2020	MLSW Sector Strategy 2018-2022
I.2.32	Organizing awareness-raising campaigns and launching campaigns on the rights of employees in relation to the new legal framework	2021 Q4	0	0	0	No additional cost Budget included in the Action Plan of the MLSW Sector Strategy	MLSW SEC, Labour Inspectorate	At least 4 campaigns organized by 2020	MLSW Sector Strategy 2018-2022

						2018-2021			
I.2.33	Training and certification of persons performing activities related to the safety and health at work	2021 Q4	0	0	0	No additional cost Budget included in the Action Plan of the MLSW Sector Strategy 2018-2021	MLSW/ Labour Inspectorate	At least 200 persons certified by 2020	MLSW Sector Strategy 2018-2022
I.2.34	Functionalizing the process of licensing companies/businesses that perform activities related to the safety and health at work	2021 Q4	0	0	0	No additional cost Budget included in the Action Plan of the MLSW Sector Strategy 2018-2021	MLSW/ Labour Inspectorate MoF	At least 10 companies licensed by 2020	MLSW Sector Strategy 2018-2022
I.2.35	Preparation of a regulatory impact assessment for insurances in cases of accidents at work and occupational diseases	2021 Q4	0	0	0	No additional cost Budget included in the Action Plan of the MLSW Sector Strategy 2018-2021	MLSW/ Labour Inspectorate MoF	RIA completed by 2021	MLSW Sector Strategy 2018-2022
I.2.36	Developing the methodology and analysis for the measurement of geographical inequality/less-favoured	2022 Q3	0	10.000	15.000	Donors	MLGA AGE; Association of Municipalities	Methodology developed Analysis published	NDS Poverty reduction

	areas, with a gender perspective, taking into consideration minorities within a minority.								
I.2.37	Amendment of the Law No. 2004/26 on Inheritance to include the extramarital union as equivalent or comparable to formal marriage (marital union) for the realization of the right to inheritance after 5 years of cohabitation or 3 years if there are children from that union.	2018 Q4				No additional cost Budget included in Action Plan of the Strategy on Protection of the Property Rights in Kosovo 2017-2020	MoJ AGE	Amendments to the Law on Inheritance have been approved by the Assembly	NDS: Measure 13: Strengthening the Property Rights System; National Strategy on Property Rights in Kosovo 2016-2021
I.2.38	Continuation of the affirmative measure for the registration of the joint property on behalf of two spouses, free of charge	2020 Q1	0	0	0	No additional cost	AGE Kosovo Cadastral Agency (KCA) Municipalities	Affirmative measure continued until April 2020	NDS: Measure 13: Strengthening the property rights system; National Strategy on Property Rights in Kosovo 2016-2021.
I.2.39	Amendment of the Administrative Instruction MESP 08/2014 on Service		0	3.000	0	Budget	MESP AGE	Amendments to the Administrative	NDS: Measure

	Fees for Registration of Immovable Property Rights by Municipal Cadastral Offices							Instruction approved	13: Strengthening the property rights system; National Strategy on Property Rights in Kosovo 2016-2020.
I.2.400	Organizing awareness campaigns on the right to inheritance and property	On-going	2.000	2.000	2.000	Budget Donor funding	MoJ, AGE, Municipalities	3 campaigns conducted	NDS: Measure 13: Strengthening the property rights system; National Strategy on Property Rights in Kosovo 2016-2020.
I.2.41	Informing women about the opportunities and advantages of being organized as a cooperative (meetings, brochures)	On-going	600	600	600	Budget	Municipal Agricultural Advisers and OGE	38 meetings per year, one in each municipality	NDS: Measure 16: Increased access to finance for

									Kosovo Enterprise s
I.2.42	Provision of training sessions in the field of entrepreneurship and exchange of good experiences with successful cooperatives	2022 Q3	3.000	3.000	3.000	Donor funding	MTI, MAFRD Chambers of Commerce; Sectorial Associations; NGOs	3 training sessions completed	NDS: Measure 16: Increased access to finance for Kosovo Enterprise s
I.2.43	Provision of support (consultancy, free legal aid, networking, etc.) for the establishment of cooperatives	2022 Q4	0	5.000	5.000	Budget Donor funding	MTI, MAFRD NGOs	Number of cooperatives established	NDS: Measure 16: Increased Access to Finance for Kosovo Enterprise s
I.2.44	Financial support for new cooperatives	2022 Q4	0	10.000	10.00 0	Donor funding	MTI, MAFRD NGOs	Number of cooperatives supported	NDS: Measure 16: Increased Access to Finance for Kosovo Enterprise s
I.2.45	Provision of entrepreneurial support programs for women, followed by business counselling	2022 Q4	2.000.0 00	2.000.0 00	2.000. 000	Budget Donor funding	MLSW, MTI, MED, MIE Chambers of Commerce	6 million EUR support for the establishment of new businesses	NDS: Measure 16: Increased Access to Finance

									for Kosovo Enterprises
I.2.46	Awareness raising campaigns on respecting the employment quota for persons with disabilities and on avoiding stigmatization in society	2022 Q4	4.000	4.000	4.000	Budget Donor funding	MLSW NGOs	3 campaigns organized	MLSW Sector Strategy 2018-2022
I.2.47	Study on the realization of the right to alimentation and the analysis of good practices to ensure the realization of alimentation	2021 Q4	0	10.000	0	Donor funding	MLSW AGE	Study conducted	MLSW Sector Strategy 2018-2022
I.2.48	Development of a manual and legal framework for monitoring LGE	2021 Q3	8,000	0	0	Donor Financing (SIDA)	AGE	Manual and legal framework finalized	Law on Gender Equality
I.2.49	Review and supplementation-amendment of the legal framework for Social and Family Services	2021 Q2	0	0	0	No additional cost Budget included in the Action Plan of the MLSW Sector Strategy 2018-2020	MLSW MLGA, MoJ, Municipalities	Concept document approved; Law on Social Services approved; Administrative Instructions approved;	MLSW Sector Strategy 2018-2022
I.2.50	Drafting of occupational standards for social workers and validation of training modules	2021 Q2	0	0	0	No additional cost Budget included in the Action Plan of the MLSW Sector Strategy 2018-2021	MLSW MEST, NQA	5 occupational standards approved 10 modules accredited	MLSW Sector Strategy 2018-2022

I.2.51	Training needs assessment and drafting of the training program	2021 Q1	0	0	0	No additional cost Budget included in the Action Plan of the MLSW Sector Strategy 2018-2021	MLSW MLGA, Municipalities	TNA Report and Training Program drafted	MLSW Sector Strategy 2018-2022
I.2.52	Training of social workers on the implementation of minimum standards of social services	2020 Q2	0	0	0	No additional cost Budget included in the Action Plan of the MLSW Sector Strategy 2018-2021	MLSW MLGA, Municipalities	Increase of the quality of service delivery through training and certification of 500 social workers	MLSW Sector Strategy 2018-2022
	Total budget for Specific Objective I.2:		2.903.426	3.713..662	3.547.200				
	<i>Of which capital</i>		0	0	0				
	<i>Of which current:</i>		2.903.426	3.713..662	3.547.200				
No.	Strategic and specific objectives, indicators, and actions	Baseline		Temporary target [year]		Final year's target [year]	Outcome		
II	Strategic objective 2: Promoting gender equality through quality education and healthcare, inclusiveness and human capacity utilization as factors contributing to sustainable human development and the elimination of gender inequalities and stereotypes								

	Increased quality of education, healthcare and strengthening the role of women in sports and culture 145					The quality of education, healthcare and the participation of women in sports and culture will be increased			
II.1	Specific goal 2. 1 Gender equality is treated as a condition for inclusive quality education								
1	Percentage of women as school principals in pre-university education (%)	13% (2018)	30%	50%		The participation of women in leadership positions in public schools increased			
2	Percentage of textbooks edited for gender approach (elimination of stereotypes)	0	50%	100%		Gender stereotypes are eliminated in textbooks			
3	Percentage of children aged 0-5 in pre-school institutions (gross scale in %)	3%	4.5	6%		The participation of children aged 0-5 in preschool institutions increased			
4	Percentage of girls/women (from the overall population) who complete higher education.	8%	15%	30%		Improved level of education among women			
5	Percentage of children of Roma, Ashkali, and Egyptian communities in the education system	85.3% In primary education 85% and 50% in lower secondary education and upper secondary education respectively	Increases by 10% in primary education, In lower and upper secondary education it increases by 20%	Increases by 10% in primary education, In lower and upper secondary education it increases by 20%		Increase participation of Roma, Ashkali and Egyptian communities in education			
6	Number of higher education curricula that have integrated the gender perspective	7	10	15		Higher education curricula address gender issues			
No.	Action	Deadline	Budget			Source of funding	Leading and supporting institution	Output	Reference to document
			Year 2020	Year 2021	Year 2022				

¹⁴⁵ Due to its cross-cutting nature, it is not possible to set a common indicator for this indicator. Progress will be measured through specific indicators for each specific objective.

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II.1.1	Integration of gender studies in subject syllabi and development of subjects from gender studies in HEIs	2022 T4	13.000	8.000	0	Budget Donor funding	MEST; KAA; Centre for Teaching Excellence; Higher Education Institutions Civil Society Donors	The amended AI No. 20/2016 for Accreditation of HEIs is approved Syllabus revised 15 trainings for the development of syllabi and programs implemented	Law on Gender Equality
II.1.2	Research to integrate a gender perspective into all levels of formal education	2021 Q4	0	10.000	0	Donor funding	MEST AGE	Analysis published	Kosovo Education Strategic Plan 2017 - 2021
II.1.3	Integrating gender perspectives and eliminating gender stereotypes in textbooks and curricula at the primary and secondary level	2022 Q4	10.000	22.000	20.000	Budget Donor funding	MEST AGE Higher Education Institutions; NGO	42 textbooks and curricula evaluated and revised; manual designed to integrate a gender perspective and eliminate gender stereotypes	Kosovo Education Strategic Plan 2017 - 2021
II.1.4	Increased representation of women authors and gender experts in drafting textbooks, curricula and reviews.	2020 Q4		0	0	Budget Donor funding	MEST ; Universities; AGE; ASAK NGO; Line ministries; Scientific research institutes	Publication of evaluation for the implementation of normative acts Functional database	Law On Gender Equality
II.1.5	Development of a program that addresses gender-based violence in schools	2022 Q4	0	14.500	10.500	Budget Donor funding	MEST AGE; Municipal Education Department; NGOs	Publication of a program for addressing gender-based violence in schools 10 lectures/workshops completed	National Strategy on Protection from Domestic Violence 2016-

									2021
II.1.6	Awarding scholarships to boys and girls for gender studies abroad (Young Cell Scheme).	2022 Q4	20.000	20.000	20.000	Budget Donor funding	MEST; MEI –Young Cell Scheme Programme Donors (British Council; EUOK)	3 scholarships awarded	Kosovo Education Strategic Plan 2017 - 2021
II.1.7	Establishment of a fund and community support program (100 scholarships, including housing, travel, and learning materials) (KOSOVO EDUCATION STRATEGIC PLAN 2017 - 2021, Outcome 7.9.5)	2022 Q4	0	0	0	No additional cost Cost included in the Kosovo Education Strategic Plan 2017 - 2021	MEST Public and private universities; Donors	100 awarded scholarships for Roma, Ashkali, and Egyptian students	Kosovo Education Strategic Plan 2017 - 2021
II.1.8	Fairs on career education for students, parents, and teachers.	2022 Q4	6.000	6.000	6.000	Budget Donor funding	MEST; MED; MTI Public and private enterprises; NGOs; Higher Education Institutions	5 fairs on career education organized in regions	Kosovo Education Strategic Plan 2017 - 2021
II.1.9	Voluntary student mentoring program for girls and boys at the lower and upper secondary level (breaking stereotypes in professions).	2022 Q4	0	10.000	10.000	Budget Donor funding	MEST; VTC; Schools; HEIs	The mentoring network project is functional Private companies; NGOs	Kosovo Education Strategic Plan 2017 - 2021; Quality Assurance Strategy for Kosovo Pre-University Education 2016-2021;

II.1.10	Expansion of orientation and advisory services in schools for girls (Communication Strategy School-Parents for Career Guidance of Lower Secondary Education Students 2018-2020)	2022 Q4		1.950	1.950	Budget	MEST; VTC; Schools; HEIs Private companies; NGOs	60 meetings and visits conducted 30 informative sessions	Busulla Kosovo Education Strategic Plan 2017 – 2021; Quality Assurance Strategy for Kosovo Pre-University Education 2017-2021; Busulla
II.1.11	Monitoring the implementation of quotas for enrolment of Roma, Ashkali and Egyptian students	On-going		500		Donor funding	MEST Civil Society Organizations, Public institutions of higher education	Quotas for the enrolment of Roma and Ashkali students implemented	Kosovo Education Strategic Plan 2017 - 2021
II.1.12	-	On-going				Budget Donor funding	MEST Chambers of Commerce	6 workshops held Association of Preschool Institutions established	NDS 2016-2020
II.1.13	Drafting standards and training staff in Community Centres to improve the quality of social and family services for girls and women through increasing human capacities of public and non-governmental providers (in line with the	2022 Q4		8.000		Budget Donor funding	MEST; Municipal Education Department; Line Ministries; CSW; VTC NGOs	Guide to Best Practices drafted 15 trainings conducted	MLSW Sector Strategy 2016-2021

	MLSW Sector Strategy 2018-2022)								
II.1.14	Awareness raising campaign for parents aimed at preventing early marriages.	2022 Q4	4.400	5.400	2.400	Budget Donor funding	MEST; Municipal Education Departments; CSW NGOs	2 campaigns per year	MLSW Sector Strategy 2016-2021
II.1.15	Awareness raising campaign on women's rights and gender equality focusing on Roma, Ashkali and Egyptian communities.	2022 Q4	4.000	7.000	7.000	Budget Donor funding	AGE, OGG RTK; NGOs	6 TV shows broadcasted	Law on Gender Equality
II.1.16	Trainings in Community Learning Centres for providing educational and awareness services.		0	7.000	7.000	Budget Donor funding	MEST; Municipal Education Departments, NGOs	6 trainings for the staff of the Community Learning Centres completed	Kosovo Education Strategic Plan 2017 - 2021
II.1.17	Awareness-raising activities and public policy to contribute to preventing girls and boys from dropping out of school in higher secondary education, focusing on Roma, Ashkali and Egyptian communities.	On-going	6.000	6.000	6.000	No additional cost Cost included in the Kosovo Education Strategic Plan 2017-2021	MEST; Municipal Education Departments; MoH; MED; Municipaliest; NGOs OGG	Awareness-raising campaign conducted Action Plans for the prevention of drop out and non-enrolment developed in all municipalities	Kosovo Education Strategic Plan 2017 - 2021
II.1.18	Feasibility study and identification of alternative (home-based) forms for preschool education	2020 Q4	2.500	0	0	Budget Donor funding	MEST NGOs	Feasibility study completed	NDS 2016-2020
II.1.19	Drafting and supplementing the legislation for the development of alternative forms for preschool education	2021 Q4	0	1.500	0	Budget	MEST; MED AGE HEIs	Drafting of primary and secondary legislation for regulating alternative forms, implemented.	NDS 2016-2020
II.1.20	Construction of preschool/pre-primary facilities (Outcome 2.8.2. KESP Action Plan)	2022 Q4	0	0	0	No additional cost Cost included in the Kosovo Education	MEST Municipalities	18 facilities constructed and opened	NDS 2016-2020

						Strategic Plan 2017-2021			
II.1.21	Awareness campaign to increase the enrollment rate of children in alternative preschool education.	On-going	1.000	1.000	1.000	Budget	MEST AGE	3 awareness campaigns on alternative preschool education.	NDS 2016-2020
II.1.22	Training and inspection for capacity building for monitoring and evaluation of preschool education.	On-going	0	0	0	No additional cost Cost included in the Kosovo Education Strategic Plan 2017-2021	MEST NGOs	Training organized Number of education inspectors determined	Kosovo Education Strategic Plan 2017 - 2021
II.1.23	Campaign to encourage young boys and men to study the branch of preschool education in higher education institutions.		1.000	1.000		Budget	Universities; Preschool Institutions AGE NGOs	Awareness- raising campaign conducted	NDS 2016-2020
II.1.24	Development of gender-sensitive indicators on the performance of lower and secondary education (KESP 7.9.2. for higher education)	2021 Q4	0	0	0	No additional cost Cost included in the Kosovo Education Strategic Plan 2017-2021	MEST Schools NGOs	Gender-sensitive indicators developed Organization of workshops Organization of trainings	Kosovo Education Strategic Plan 2017 - 2021
II.1.25	Grants to enhance access of girls and women in research grants and academic professional development	2022 Q4	10.000	10.000	10.000	Budget Donor funding	MEST	6 grants provided	Law On Gender Equality
II.1.26	Development of specific positive measures / affirmative and preparatory programs for enrollment in vocational schools and vocational training, with an emphasis on girls and women with special needs	2022 Q4					MEST NGOs	Drafting of assessment instruments, Drafting of experts training program, six vocational training conducted	Kosovo Education Strategic Plan 2017 - 2021

II.1.27	Awareness-raising campaign on opportunities to attend non-formal vocational education, vocational schools and accelerated programs	2021 Q4	0	5.000	0	Donor funding	MEST; Vocational schools, NGOs	Awareness-raising campaign on opportunities to attend non-formal vocational education, vocational schools and accelerated programs.	Kosovo Education Strategic Plan 2017 - 2021
II.1.28	Creating conditions for pursuing an accelerated primary and secondary school program, in particular for Roma, Ashkali and Egyptian women.		0	0	0	No additional cost Cost included in the Kosovo Education Strategic Plan 2017-2021	MEST	Teaching conducted	Kosovo Education Strategic Plan 2017 - 2021
II.1.29	Training of educational staff for inclusive education	2022 Q4	0	0	0	No additional cost Cost included in the Kosovo Education Strategic Plan 2017-2021	MASHT	Educational staff trained	Kosovo Education Strategic Plan 2017 - 2021
II.1.30	Conversion of joined classrooms into resource rooms	2022 Q4	0	0	0	No additional cost Cost included in the Kosovo Education Strategic Plan 2017-2021	MEST	Joined classroomss converted into resource rooms for individual work, meetings with parents and various activities.	Kosovo Education Strategic Plan 2017 - 2021
II.1.31	Strengthening mechanisms for supporting children with special needs - increasing the number of supporting teachers	2022 Q4				No additional cost Cost included in the Kosovo Education	MEST	Supporting teachers engaged	Kosovo Education Strategic Plan 2017 - 2021

						Strategic Plan 2017-2021			
	Total budget for Specific Objective II.2:		88.350	153.850	116.350				
	<i>Of which, capital:</i>								
	<i>Of which, current:</i>		88.350	153.850	116.350				
II.3	Specific Objective 2.2 Creating a favourable environment for realization of human rights, capacities and potentials								
7	Constant analysis of the budget with a gender perspective in the field of education, science, sports, energy, culture, youth, diaspora, healthcare, returns and communities	No data		System is created and functional	6 studies		The equal allocation of funds for both genders is improved		
8	Inclusion of girls and women in sport	No data		3 clubs are run by women 50% of the budget for sport is allocated to girls' sports activities	6 clubs are run by women 50% of the budget for sport is allocated to girls' sports activities		The participation of girls and women in sports is increased		
No.	Action	Deadli	Budget		Source of	Leading and	Output	Referenc	

		ne	Year 2020	Year 2021	Year 2022	funding	supporting institution		e to documen ts
II.2.1	Raising citizens' awareness about their rights and access to services	2022 Q4	11.000	11.000	11.00 0	Budget Donor funding	AGE, MoH, MEST, Line Ministries, Municipalities, MED, MHD Media, Civil Society, AGE	3 campaigns conducted	Law on the Protection from Discrimina tion
II.2.2	Creating opportunities for women for professional and career advancement in public institutions	2022 Q4	6.300	26.600	12.10 0	Budget Donor funding	MEST, AGE, UP, Municipalities, MRD, Ministry of Innovation and Entrepreneurship , Ministry of Finance, MLGA, MLSW, NGOs	Drafting policies against sexual harassment in public and private institutions and adaptation according to the specifics of the field	Law on the Protection from Discrimina tion
II.2.3	Financial support for professional advancement, infrastructure and public awareness to increase participation of women in sport.	2022 Q4	55.000	123.50 0	68.50 0	Budget Donor funding	MCYS, National Olympic Committee, Media, Civil Society, Sport Clubs, HEIs AGE, Donors,	Establishment of a public-private fund and allocation of study and professional scholarships to support trainers for their professional advancement. Safe public sports halls 2 awareness campaigns in schools implemented Media promotion on the importance of sports for girls and women. 4 roundtable meetings 18 sports competitions	Law on Gender Equality
II.2.4	Drafting new, complementary policies for equal gender representation in media organizations and editorial	2022 Q4	1.500	700	700	Budget Donor funding	IMC, AJK, AGE	Policy drafted Monitoring reports implemented	Law on Gender Equality

	policies.								
II.2.5	Gender perspective budget analysis in the field of education, science, sports, energy, culture, youth, diaspora, health, returns and communities.	2022 Q4	0	25.000	700	Budget Donor funding	MoF; MEST; MCYS; MoH; Line Ministries; MCR; Municipalities, UP Parliamentary Committees, Ombudsperson, NGOs	Analysis published	NDS 2016-2020
II.2.6	Drafting of a training module for the media in addressing: basic gender concepts, LGBTI, gender-based violence and security, the risk of carrying weapons, special needs	2022 Q4	2.000	5.000	6.500	Budget Donor funding	Higher Education Institutions, PCK, MEST, Civil society Donors	Training module drafted Training delivered 30 articles written	Law on the Independent Media Commission and Broadcasting; Kosovo Education Strategic Plan 2017-2021
II.2.7	Establishment of a monitoring and reporting system for the image of women (gender representation) in the media.	2022 Q4	3.700	7.000	1.700	Budget Donor funding	ICM, AJK, MCYS AGE, Civil Society, Donors, Parliamentary Committee on Media	System established and operational Monitoring results published	Law on the Independent Media Commission and Broadcasting; Kosovo Education Strategic Plan 2017-2021
II.2.8	Development of educational programs for media education at the upper secondary level and HEIs	2022 Q4	5.600	9.000	3.000	Budget Donor funding	HEI; MEST; PCK IMC NGOs	Guidelines for Media Education developed The informal network for cooperation is functional	Kosovo Education Strategic Plan 2017-

								and nine meetings held Electronic Platform for Media Education is functional 6 trainings held 1 conference held	2021
II.2.9	Professional training program for journalists in the field of gender equality	2022 Q4	9.500		6.500	Budget Donor funding	AJK; IMC; NGOs, AGE	Training Program accredited (professional certification) 2 training/certification cycles completed	Law on Gender Equality
II.2.10	Professional training program for journalists in the field of combating violent extremism	2021 Q4		9.500		Budget Donor funding	AJK; IMC; MIA, NGOs, AGE	Accredited Training Program (Professional Certification) 1 training/certification cycles completed	Law on Gender Equality
II.2.11	Awareness raising activities for media organizations on LGE and the Anti- Discrimination Law	2022 Q4	1.700	700	1.700	Budget Donor funding	IMC, AJK, AGE IMC	6 roundtable meetings organized	Law on Gender Equality
II.2.12	Promotion and support of creative women	2022 Q4	9.000	9.000	9.000	Budget Donor funding	MCYS; NGOs Donors	9 grants distributed	National Strategy for Cultural Heritage 2017-2027
II.2.13	Services for third-age women to improve their social welfare	2022 Q4	0	8.000	5.000	Budget Donor funding	MLSW NGOs; CSW	Study finalized Pilot project finalized	MLSW Sector Strategy 2018-2022
II.2.14	Cultural and economic activities at the Centres for the Elderly People.	2022 Q4	2.500	3.500	3.500		MLSW; MCYS NGOs; artistic community	15 cultural events delivered	MLSW Sector Strategy 2018-2022
II.2.15	Research on public spaces, cultural heritage and gender	2022 Q4	0	5.000	5.000	Budget Donor funding	MCYS AGE	2 studies conducted	National Strategy for

									Cultural Heritage 2017-2027
	Total budget for Specific Objective II.3:		107.800	237.200	134.900				
	<i>Of which, capital:</i>		0	0	0				
	<i>Of which, current:</i>		107.800	237.200	134.900				
II.3	Specific Objective 2.3 Inclusion in quality healthcare and health education of the population on gender equality, family planning and reproductive health								
9	Indicator: Percentage of health data integrated in the Health Information System (HIS) on the health of women, mothers and children(including the gender-based violence)	System is not functional		System functionalized	50% of data are entered into the system		Improvement of data on the health of women, mothers and children		
10	Improving access of postnatal women and infants to healthcare services (% of pregnant women and infants visited at home)	No data		10% of postnatal women visited at home	30% of postnatal women visited at home		Improvement of access to health services for postnatal women and infants		
11	Advancing education and decision-making of girls and women and boys and men on reproductive and sexual health	No data		Implementation of the program at all levels and institutions (50%)	Implementation of the program at all levels and institutions (100%)		Raising awareness of reproductive and sexual health		
12	Birth rate in adolescents (10-14 and 15-19 years)	761 (2017)		380	190		Decrease of birth rate in adolescents		
No.	Action	Deadline	Budget			Source of funding	Leading and supporting institution	Output	Reference to
			Year 2020	Year 2021	Year 2022				

									documents
II.3.1	Expansion of home visits for mothers and children	2022 Q4	2.500	2.500	2.000	No additional costs Costs are included in Strategic Plan for mother, child, adolescent and reproductive health 2019-2021;	PHC MFMC	Number of municipalities involved Number of visits 10,000 flyers distributed	Strategic Plan for mother, child, adolescent and reproductive health 2019-2021
II.3.2	Integration of personal data into HIS on the health of women, mothers and children	2022 Q4	1.500	9.000	4.000	Budget, Donor funding	MoH; KAS FMCs NGOs	Indicator and data policy compiled and approved 10 trainings delivered 1 awareness-raising campaign conducted	Strategic Plan for mother, child, adolescent and reproductive health 2019-2021
II.3.3	Improvement of the quality of the methodology for data collection and reporting on pregnant women and postnatal women	2022 Q4	500	500	500	Budget	MoH; KIPH FMCs NGOs	Administrative Ordinance on Data Collection and Reporting drafted and approved Form updated 3 monitoring reports published	Strategic Plan for mother, child, adolescent and reproductive health 2019-2021
II.3.4	Training for professional capacity building in health promotion and education, including reproductive health and specific health needs of women and	2022 Q4	1.500	6.000	6.000	Financimi i donatorëve	MoH; KIPH FMCs NGOs	Training on health education, reproductive health and gender equality designed. 20 trainings delivered to	Strategic Plan for mother, child, adolescent

	men							a total of 400 health workers	and reproductive health 2019-2021
II.3.5	The HPV vaccine should be included in the essential list of medicines	2022 Q4	0	5.000	0	No additional costs	MoH AGE UNFPA UN WOMEN	Drafting of the secondary legislation on the inclusion of HPV vaccine completed Public discussion on HPV vaccine	Strategic Plan for mother, child, adolescent and reproductive health 2019-2021
II.3.6	Universal vaccination of children	2022 Q4	0	0	0	No additional costs	MoH Schools; FMC	Percentage of vaccinated children Annual reports	Strategic Plan for mother, child, adolescent and reproductive health 2019-2021
II.3.7	Raising population's awareness of sexual and reproductive health	2022 Q4	6.000	6.000	4.000	Budget, Donor funding	KIPH Civil Society; Media	Information, education and communication package finalized and distributed	Health Sector Strategy 2017-2021; Strategic Plan for mother, child, adolescent and reproductive health 2019-2021

II.3.8	Harmonized training of teachers in promotional health schools on reproductive and sexual health	2022 Q4	6.000	6.000	6.000	Budget, Donor funding	KIPH; HPS NGOs	30 trainings delivered to a total of 450 teachers	Health Sector Strategy 2016-2020; Strategic Plan for mother, child, adolescent and reproductive health 2019-2021
II.3.9	Training and awareness raising of media to inform citizens on health issues (reproductive health, breastfeeding, healthy eating, sexual education) and the rights and responsibilities for ethical and professional reporting of health issues	2022 Q4	1.800	2.600	2.600	Budget, Donor funding	KIPH NGOs; IMC; Media	One training designed and 10 trainings delivered to a total of 150 journalists Informative package for media on reproductive health education produced and distributed	Health Sector Strategy 2016-2021; Strategic Plan for mother, child, adolescent and reproductive health 2019-2021
II.3.10	Continuous awareness raising campaigns for the citizens on reproductive and sexual health.	2022 Q4	2.600	600	600	Budget, Donor funding	KIPH NGOs; IMC; Media	1 video clip broadcast 6 roundtable meetings organized 2 TV shows produced	Health Sector Strategy 2016-2020
II.3.11	Drafting and implementation of information package on sexual and reproductive health for primary and	2022 Q4	0	5.000	0	Budget	MoH; MEST MEDs Schools	Information package drafted and produced 100 trainings delivered to 1,500 teachers	Health Sector Strategy 2016-

	secondary level schools								2020; Strategic Plan for mother, child, adolescent and reproducti ve health 2019-2021 Kosovo Strategic Education Plan 2017- 2021
II.3.12	Accreditation of the teachers' training program on sexual health (three levels)	2022 Q4	6.000	10.000	10.000	Budget, Donor funding	MoH; MEST NGOs	100 trainings delivered to a total of 1,500 teachers	
II.3.13	Promotion of breastfeeding and healthy eating, with particular emphasis on vulnerable groups	2022 Q4	11.000	8.000	6.000	Budget, Donor funding	MoH; MEST NGOs	The Law on the Protection of Nutrition Breastfeeding Amended 100 Guiding Sessions to a total of 2,250 mothers 1 awareness-raising campaign	Health Sector Strategy 2016-2020; Strategic Plan for mother, child, adolescent and reproductive health 2019-2021
II.3.14	Promotion of breastfeeding and healthy eating, with particular emphasis on vulnerable groups.	2020 Q4	10.000	0	0	Budget, Donor funding	MoH UNFPA	Research completed	Health Sector Strategy 2016-

									2020; Strategic Plan for mother, child, adolescent and reproducti ve health 2019-2021
II.3.15	Awareness raising campaigns for young people on: the risk of carrying weapons, dangerous traffic actions, abuse of psychotropic substances, alcohol, tobacco	2022 Q4	7.000	5.000	5.000	Budget, Donor funding	MoH; MEST; MIA Schools NGOs Art institutions	Awareness raising project conducted with 2,000 young people Helpline (activity 3.26 of the Road Traffic Safety Strategy) active	Health Sector Strategy 2016- 2020; Kosovo Strategic Education Plan 2017- 2021; Law on Public Health
II.3.16	An educational-health campaign for the prevention and treatment of TBC	2021 Q4	2.000	2.000	0	Budget	MoH; FMC; Clinics NGOs	Awareness raising campaign conducted	Health Sector Strategy 2016-2020
II.3.17	Awareness raising activities on mental health (bullying, sexual harassment, bulimia, anorexia, sexuality, etc.)	2022 Q4	5.000	5.000	5.000	Budget, Donor funding	MoH; MEST MCYS; NGOs	Awareness raising project conducted with 2,000 young people	Health Sector Strategy 2016- 2020; Kosovo Strategic Education Plan 2017- 2021

II.3.18	Training of medical staff in providing gender-sensitive services and equal treatment of LGBTI	2022 Q4	3.000	2.250	2.250	Budget, Donor funding	MoH; OGG NGOs	10 trainings delivered to a total of 300 health workers Electronic platform with advisory information	Health Sector Strategy 2016-2020
II.3.19	Sublegal act on increasing the number of psychologists in schoolsa	2022 Q4	0	0	0	No additional costs	MoH; MEST	Policy drafted and approved	Kosovo Strategic Education Plan 2017-2021
II.3.20	Sublegal act on increasing the number of physicians in schools	2022 Q4	0	0	0	No additional costs	MoH; MEST	Policy drafted and approved	Health Sector Strategy 2016-2020
II.3.21	Allocation of a free of charge helpline and advancement of electronic platforms with professional staff for young people (bullying, sexual harassment, bulimia, anorexia, sexual identity, etc.)	2022 Q4	8.000	18.000	18.000	Budget, Donor funding	MoH; MEST; MLSW NGOs HEIs	Helpline activated Staff trained Mobile application for provision of services activated	Kosovo Strategic Education Plan 2017-2021
II.3.22	Conducting awareness-raising activities on the factors of pollution of the natural and constructed environment, and health effects	2022 Q4	2.500	4.500	4.500	Budget, Donor funding	MESP; Municipalities	One public research and launching completed	NDS, Pillar 3
II.3.23	Policy research on the development of the energy sector, environmental protection and exploitation of natural resources, with gender perspective	2022 Q4	0	15.000	2.000	Budget, Donor funding	MESP; Municipalities	One public research and launching completed	NDS, Pillar 3
	The overall budget for Specific Objective II.3:		74.900	93.450	71.950				
	<i>Of which, capital:</i>		0	0	0				

	<i>Of which, current:</i>		74.900	93.450	71.950				
II	Strategic Objective 3: Promoting the realization of rights in decision-making, peace, security and justice and thereby guaranteeing the achievement of gender equality								
1	The level of participation and representation of women in public institutions ¹⁴⁶	No data		30		40		The representation of women in institutions, including in decision-making positions, increased	
2	Percentage of cases of domestic violence being handled by the judiciary	No data		70		100		Gender-based violence decreased	
III.1	Specific purpose 3.1 Strengthening institutional mechanisms and raising social awareness of access to justice								
3	Number of affirmative measures undertaken to promote gender equality and non-discriminatory principles	1AI		5AI		10AI		The implementation of the Law on Gender Equality improved	
4	Drafting of punitive policy for the adequate implementation of sanctions for perpetrators of gender-based violence, including adequate punishment for cases of trafficking in human beings	Approved		To be reviewed		Completed		Gender-based violence decreased	
5	Percentage of applications evaluated by the Commission for Verifaction			70		100		Survivors of domestic violence receive pensions	
No.	Action	Deadline	Budget			Source of funding	Leading and supporting institution	Output	Reference to documents
			Year 2020	Year 2021	Year 2022				

¹⁴⁶ Due to the cross-sectional nature of this indicator, the objective is calculated as the average of women's representation in different sectors. Progress will be measured through specific indicators for each specific objective

III.1.1	Legislation alignment and revision of secondary legislation with primary legislation with LGE and the elimination of legal gaps in the definition of domestic violence, sexual harassment, property and inheritance rights, and adequate enforcement of punitive policies and health rights for survivors of sexual violence during the war	On-going		10.000		Donors	Ministry of Justice, Government Commission on the Recognition and Verification of the Status of Survivors of Sexual Violence During the War in Kosovo MLSW, AGE, MIA, Civil Society, Donors	Laws amended and adopted: Criminal Code, Civil Code and Punitive Policy amended	Law on Gender Equality
III.1.2	Appointment of judges and prosecutors profiled to deal with gender-based violence	2022 Q4				No additional costs Costs included in the National Strategy of the Republic of Kosovo on Protection from Domestic Violence and Action Plan (2016-2021)	Kosovo Prosecutorial Council and Kosovo Judicial Council #AGE MoJ	Decisions issued on the appointment of judges and prosecutors	NDS Measure 5
III.1.3	Inclusion of gender-based violence cases in the existing reporting and follow-up mechanism for specific cases in the police, prosecution and court to enable case monitoring	On-going				No additional costs Costs included in the National Strategy of the Republic of Kosovo on Protection	KJC, KPC, Kosovo Police, relevant ministries AGE, MoJ, EU, International Organizations and NGOs	Number of cases regarding gender-based violence reported periodically and regularly	NDS Measure 5

						from Domestic Violence and Action Plan (2016-2021)			
III.1.4	Continuous training of police, prosecutors, judges, victim advocates, social workers, service providers licensed by CSOs relating gender-based violence, with special emphasis related to definitions of the Criminal Code	On-going				No additional costs Costs included in the National Strategy of the Republic of Kosovo on Protection from Domestic Violence and Action Plan (2016-2021)	Academy of Justice, KJC, KPC, MIA AGE MoJ	Trainings conducted; Annual training schedule approved The number of prosecutors and judges certified every year for completed trainings	NDS Measure 5
III.1.5	Drafting of a Manual on Gender-Based Violence	2020 Q4		20.000		Budget, Donor funding	Academy of Justice, KJC, KPC, MIA AGE MoJ	Manual drafted and published	NDS Measure 5
III.1.6	Increasing society's awareness through advocacy on access to justice, focusing on property rights, gender-based violence, survivors of sexual violence during the war and other rights deriving from relevant legislation	2022 Q4		10.000	10.000	Budget, Donor funding	AGE, Victims' Advocates-SPO, Ombudsperson Donors, Civil Society	3 awareness-raising campaigns, 1 per year, completed	NDS Measure 5
III.1.7	Analysis of the situation of women imprisoned in the correctional service, including access to rights, rehabilitation and reintegration	2021 Q4		10.000		Budget, Donor funding	AGE Kosovo Correctional Service, Ombudsperson, Civil Society	Analysis drafted and published	Law on Gender Equality

III.1.8	Provision of trainings on the rights of imprisoned women, including access to rights, rehabilitation and reintegration	2022 Q4		5.000		Budget, Donor funding	AGE Kosovo Correctional Service, Ombudsperson, Civil Society	Number of trainings organized	Law on Gender Equality
III.19	Gender-based analysis of the situation of women convicted of domestic violence, including punitive policies	2021 Q4		10.000		Donor funding	AGE Kosovo Correctional Service, Ombudsperson, Civil Society	Analysis drafted and published	Law on Gender Equality
III.1.10	Analysis of the situation in terms of the phenomenon of gender-based violence	2022 Q4		20.000		Donor funding	Civil Society ONKPDV	Analysis drafted and published	Law on Gender Equality
III.1.11	Strengthening of capacities of the Governmental Commission for Survivors of Sexual Violence During the War and organizations involved in the process of application for status recognition	2022 T4	5.000	5.000	5.000	Budget, Donor funding	Government Commission on the Recognition and Verification of the Status of Survivors of Sexual Violence During the War in Kosovo, MLSW Donors, Women NGOs	Number of trainings organized	Regulation (GRK) No.10/2016 amending and supplementing the Regulation No.22/2015 on defining the procedures for recognition and verification of the status of sexual

									violence victims during the Kosovo liberation war
III.1.1 2	Development of specific programs for access to justice for survivors of sexual violence during the war	2022 Q4	10.000	10.000	10.00 0	Donor funding	MoJ, Civil Society	Number of cases under proceeding	MLSW Sector Strategy 2018-2022
III.1.1 3	Development of rehabilitation programs for survivors of sexual violence during the war	2022 Q4	0	15.000	15.00 0	Budget, Donor funding	Civil Society	The number of survivors who are offered rehabilitation services	MLSW Sector Strategy 2018-2022
III.1.1 4	Organization of an international conference on the process of verifying the status of the survivors of the sexual violence during the war in Kosovo	2021 Q4	0	20.000	0	Budget, Donor funding	Government Commission on the Recognition and Verification of the Status of Survivors of Sexual Violence During the War in Kosovo, MLSW Donors, Women	Conference organized	MLSW Sector Strategy 2018-2022

							NGOs AGE		
III.1.1 5	Implementation of research to measure the presence of physical and psychological violence among girls and women	2021 Q4 2022 Q4	0	30,000	30,000	Budget, Donor Funding	AGE; MoJ; NGO	2 reports published	National Strategy on Protection from Domestic Violence 2016-2020
	The overall budget for Specific Objective III.1:		15.000	165.000	70.000				
	<i>Of which, capital:</i>		0	0	0				
	<i>Of which, current:</i>		15.000	165.000	70.000				
III.2	Specific objective 3.2 Increasing equal participation and representation in the decision-making process in line with the requirements of Law on Gender Equality								
1	<i>The level of representation of women in management and senior management positions in ministries and executive agencies at the central level (%)</i>	27	28	30	Improved women participation in decision-making positions (in management and senior management positions) at the central level				
7	<i>The level of representation of women in management and senior management positions at the municipal level (%)</i>	20	25	30	Improved women participation in decision-making positions (in management and senior management positions) at the local level				
8	<i>The level of representation of women in the Assembly of Kosovo (%)</i>	32	50	50	Improved women participation in Central Assembly				
9	<i>The level of representation of women</i>	33	50	50	Improved women participation in Municipal				

	<i>in Municipal Assemblies (%)</i>						Assemblies		
No.	Action	Deadline	Budget			Source of funding	Leading and supporting institution	Output	Reference to documents
			Year 2020	Year 2021	Year 2022				
III.2.1	Building the capacities for regular monitoring of LGE implementation within public institutions	On-going	6.000	6.000	6.000	Budget, Donor funding	AGE, Municipalities, Relevant Ministries, Donors KIPA	At least 2 meetings per year	Kosovo Law on Gender Equality
III.2.2	Alignment and supplementing of the law on central elections, of the law on financing political parties and of the Rules of Procedure of the Assembly with the LGE	2022 Q4	5.000	5.000	5.000	Budget, Donor funding	CEC, MLGA, Assembly of Kosovo AGE, Ombudsperson, Civil Society, media, donors	The new Rules of Procedure of the Assembly of Kosovo has been drafted in accordance with the requirements of the Law on Gender Equality with regards to equal representation, Number of laws amended	Kosovo Law on Gender Equality; Kosovo Law on Central and Local Elections; Law on financing political parties and Rules of Procedure of the Republic of Kosovo
III.2.3	Undertaking affirmative measures to ensure equal gender participation in accordance with the requirements of the Law on Gender Equality in decision-making positions	On-going (each institution perform	2.000	2.000	2.000	Budget, Donor funding	AGE and relevant ministries Ombudsperson, Civil Society, Donors	Number of decisions for affirmative measures undertaken	Kosovo Law on Gender Equality

		s analysis)							
III.2.4	Conducting periodic researches on the representation of women in decision-making positions in the public and private sector	2022 Q4	10.000		10.000	Budget, Donor funding	AGE Civil Society, Donors	At least 2 researches per year during the implementation period	Kosovo Law on Gender Equality
III.2.5	Organizing trainings according to the gender equality curricula related to the integration of gender perspective within the civil service	2022 Q4				Budget, Donor funding	KIPA AGE	180 civil servants trained	Kosovo Law on Civil Service, Kosovo Law on Gender Equality
III.2.6	Provision of scholarships for the professional advancement of women in public institutions at the local and central level	On-going		10.000	10.000	Budget, Donor funding	Relevant ministries AGE	6 women benefiting from the scholarship for Master studies	Kosovo Law on Gender Equality, Article 20
III.2.7	Training for women's leadership on the possibility of running for decision-making positions at the local and central level	On-going	5.000	5.000	5.000	Budget, Donor funding	MPA, KIPA Donors and Civil Society	60 women trained	Kosovo Law on Gender Equality
III.2.8	Organizing awareness-raising activities for the women's parliamentary group of municipal assemblies and central level on gender equality	On-going	2.000	2.000	2.000	Donor funding	AGE, Group of Women Deputies of the Kosovo Assembly, Women as member of assembly in municipalities Civil Society, Donors	Number of trainings conducted	Kosovo Law on Gender Equality
III.2.9	Organizing awareness-raising campaigns to increase the number of women in the	Prior to central		10,000	10,000	Budget, Donor	CEC, AGE, Political Parties,	Number of campaigns conducted (at least one)	Kosovo Law on

	process of managing and monitoring the electoral process in accordance with LGE	and local elections			0	funding	Civil Society, Donors	per every central and local elections)	Gender Equality
III.2.10	Research on participation and representation of women within political parties through political party structures and mechanisms and public opinion surveys	2021 Q1		20.000		Donor funding	CEC, AGE Civil Society, Donors	Research published	Kosovo Law on Gender Equality
III.2.11	Awareness-raising campaigns and activities on transparency and equal allocation of funds for women and men in political parties	On-going		10.000		Budget, Donor funding	Civil Society, CEC, AGE, Donors	Number of campaigns conducted	Law on financing political parties and Kosovo Law on Gender Equality
	The overall budget for Specific Objective III.2:		30.000	70.000	50.000				
	<i>Of which, capital:</i>		0	0	0				
	<i>Of which, current:</i>		30.000	70.000	50.000				
III.3	Specific objective 3.3 Creating a safe and non-discriminatory environment for women and men in the security sector								
10	Indicator: Level of women representation within KSF (%)	8.5 (2017)		10	12		Women's participation in the Kosovo Security Force increased		
11	Indicator: Level of women representation within Kosovo Police (%)	14.2 (2017)		18	20		Women's participation in the Kosovo Police increased		

12	Indicator: Level of women judges representation within the justice system	45 (2017)		50		50	Women's participation in the justice system increased		
No.	Action	Deadli ne	Budget			Source of funding	Leading and supporting institution	Output	Referenc e to documen ts
			Year 2020	Year 2021	Year 2022				
III.3.1	Research on forms of discrimination and safe environment for men and women in the security sector	2022 Q4	0	0	10.00 0	Donor funding	KSF, KP, KCS, KIA, PIK AGE, Civil Society, Donors	Publication of the research and recommendations	NDS Measure 5
III.3.2	Establishment of the Advisory Board on Women, Peace and Security within security institutions	I vazhdu eshëm	0	0	0	No additional costs	KP – Human Rights Office, KSF/MKSF, (HRO), Association of Women in Kosovo Police AGE, Civil Society, Donors	Functionalization of the Board	Law on Gender Equality
III.3.3	Situation analysis of the need to establish a women's association in Kosovo Security Forces	2022 Q4		10.000		Donor funding	KSF/MKSF, (HRO), Association of Women in Kosovo Police, Civil Society, relevant ministries, AGE	Publication of findings and recommendations from the situation analysis	Law on Gender Equality
III.3.4	Encouraging the establishment and support of women's associations in the security sector	2022 Q4	0	0	0	No additional costs	KSF, Kosovo Police, MIA, MoJ AGE	Decision drafted and approved; Number of meetings held by the Association	Law on Gender Equality
III.3.5	Training of members of security institutions on requirements of the Law on Gender Equality, including Gender	On- going	10.000	10.000	10.00 0	Donor funding	KP, KSF, Kosovo Correctional Service, KIA,	6 trainings delivered	Law on Gender Equality

	Budgeting and Gender Perspective mainstreaming						Police Inspectorate of Kosovo		
III.3.6	Review and advancement of the Police, Kosovo Security Forces and other security institutions curricula in terms of the gender perspective, in accordance with LGE and international practice	2021 Q4	0	10.000	0	Donor funding	Kosovo Academy for Public Safety, KP, KSF, Kosovo Correctional Service, KIA, Police Inspectorate of Kosovo, AGE, Relevant ministries	Curricula has been reviewed and published	Law on Gender Equality
III.3.7	Undertaking of affirmative measures to increase the number of women in the security sector	On-going	1.000	1.000	1.000	Budget	KP, MKSF, AGE, MoJ, MIA, KIA, Donors and NGOs	Number of affirmative measures undertaken	Law on Gender Equality
III.3.8	Continuous research on the position of women in the Kosovo Security Force, Kosovo Police, Kosovo Correctional Service	On-going	5.000	5.000	5.000	Budget, Donor funding	KSF/MKSF, KP, AGE, MoJ, MIA, KIA, AGE, Civil Society, Media, Universities	3 reports published	Law on Gender Equality
III.3.9	Undertaking of awareness-raising campaigns related to recommendations deriving from the continuous research on the position of women in the security sector	On-going	10.000	10.000	10.000	Donor funding	MIA, KP Donors, Civil Society	Number of campaigns conducted	NDS Measure 5
III.3.10	Research on the impact of small arms in the security of men and women from the gender perspective	2022 Q4	0	10.000	0	Budget, Donor funding	AGE, MIA, KP Donors, Civil Society	Analysis conducted and recommendations published	NDS Measure 5
III.3.1	Drafting of the Gender Equality Agenda	2021	20,000	1,000	1,000	Donor	MIA	Gender Equality Agenda	Law on

1	and Action Plan 2021-2023 for the Kosovo Police to meet the requirements set out in the United Nations 2030 Agenda for Sustainable Development and 17 Sustainable Development Goals	Q4	(funding	AGE	and Action Plan 2021-2023 drafted	Gender Equality
	The overall budget for Specific Objective III.3:		46.000	57.000	37.000				
	<i>Of which, capital:</i>		0	0	0				
	<i>Of which, current:</i>		46.000	576.000	37.000				
III.4	Specific objective 3.4 Increasing women's participation in the negotiation, peace and reconciliation processes, in diplomatic missions and missions abroad								
13	Indicator: Level of women representation in diplomatic missions abroad, in accordance with the requirements of the LGE, including equal representation in the appointment of military and police attachés	31 (2017)	40	50	The representation of women in diplomatic missions and military and police attachés increased				
14	Indicator: Level of women representation in negotiation, peace and reconciliation processes (%)	0 (2018)	20	30	The representation of women in negotiation, peace and reconciliation processes increased				
No.	Action	Deadline	Budget			Source of funding	Leading and supporting institution	Output	Reference to documents
			Year 2020	Year 2021	Year 2022				
III.4.1	Organizing public debates on women representation in the negotiation, peace and reconciliation processes	2020 Q4	0	20,000	0	Donor funding	Civil Society AGE	1 campaign organized	Law on Gender Equality
III.4.2	Lobbying and advocating regarding the involvement of women in the	On-going	2.500	2.500	5.000	Budget	MFA, AGE, NGOs, Civil	Number of meetings held; Number of women involved in the	Law on Gender

	negotiation, peace and reconciliation process						Society, Donors, Media	negotiation, peace and reconciliation processes	Equality
III.4.3	Development of a database for women participating in emergency or humanitarian activities inside and outside the country	I vazhdu eshëm	0	5.000	5.000	Budget	MFA, MIA, MKSF/KSF, MEI AGE Civil Society Donors	Development of a database and regular updating of data	Law on Gender Equality
	The overall budget for Specific Objective III.4:		2.500	27.500	10.000				
	<i>Of which, capital:</i>		0	0	0				
	<i>Of which, current:</i>		2.500	27.500	10.000				
	The overall budget for Action Plan:		3,383,176	4,675,862	5,667,600				
	<i>Of which, capital:</i>		40,000	40,000	0				
	<i>Of which, capital:</i>		3,343,176	4,635,862	5,667,600				