



**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 OF GENDER EQUALITY**

# **INFORMATIVE BULLETIN 2019**





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# INFORMATIVE BULLETIN

## 2019

***Editorial:***

*Edi Gusia Chief Executive Officer, Agency for Gender Equality, Office of the Prime Minister*

*Blerinda Idrizi -Team Leader of Project Niras/ CPM International, the project supported by SIDA*

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**AGENCY FOR GENDER EQUALITY**

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Dear Associates,

The Agency for Gender Equality - Office of the Prime Minister is pleased to reveal before you the Information Bulletin 2019, where we present the initiatives carried out for the implementation of the Law on Gender Equality, and the entire legal framework that guarantees gender equality in the Republic of Kosovo. This bulletin presents the AGE's activities, joint initiatives with gender mechanisms, other institutions, civil society and our international partners.

In August 2019, pursuant to the obligation provided by the Law on Gender Equality, AGE has delivered the final draft of the Kosovo Program for Gender Equality 2020-2024 for public discussion. The process of drafting the KPGE represents a special model, where the entire process of drafting this strategic document is carried out using modern methodologies approved by the Steering Council, based on a comprehensive process and preceded by sectorial and cross-cutting analysis. For the drafting of this document, 11 two-day workshops were organized with working groups, where about 370 participants, 40 institutions, non-governmental organizations, donor organizations, local and international partners participated in working groups, and provided feedback on the document presented for public discussion. The program has three pillars: a) Economic Empowerment and Social Welfare, b) Human Development, Roles and Gender Relations, and c) Women's Rights, Access to Justice and Security. The program includes gender-related sustainable development goals and 40 gender indicators of the SDGs are integrated into the objectives and activities of the proposed program.



During 2019, AGE managed to introduce and provided to Public Administration of Kosovo, public institutions, education sector and the general public, manuals, guidelines and profiled instruments, which facilitate the implementation of legal frameworks, as in the case of the Law on Gender Equality, by providing adequate expertise for practical implementation.

During 2019, we have published the Methodological Guide *“Prevention of Gender Stereotypes and Promotion of Gender Equality in School Textbooks and Materials”*, which provides guidance on how to integrate a gender perspective in school textbooks and materials, in order to prepare new school textbooks that offer gender balanced models, more space for women authors, and above all it serves for education of young generations with progressive concepts that facilitate the transformation of society in the spirit of equal participation from early ages.

Another manual presented to the institutions is the *“Manual for the implementation of Gender Impact Assessment”* as an implementation instrument of the “Better Regulation Strategy”, which will help institutions, but also the society in general, to assess the gender impact of all legislative initiatives, but also new public policies, on the impact that those new proposals may have on the lives of men and women in social aspect, in access to resources and opportunities in general. Our institutional actions through gender impact assessment prove inequalities through qualitative research of the situation, and at the same time, they open opportunities to take adequate action according to the needs of women and men in RKS. During the first half of 2019, five (5) two-day trainings were held for 20 members of working groups in ministries involved in drafting 20 Concept Document, whereby 130 participants were trained and 6 orientation sessions with 267 participants were held. The capacity building of service providers for cases of domestic violence has continued.

Public information officers in ministries were trained by international experts on adequate presentation techniques in the spirit of legislation that guarantees gender equality.

The Agency for Gender Equality managed to represent RKS in international level events in the field of gender equality in general, and gender rights in particular, in the meetings of: International Monetary Fund, at the *“Joint Vienna Institute - Gender Budgeting Practices”*; *Sexual Violence in Conflict: Delivering Justice for Survivors and Holding Perpetrators to Account* – Wilton Park UK; Regional Forum *“Promoting the Implementation of the Istanbul Convention in the Western Balkans and Turkey”*, at the invitation of the United Nations Population Fund (UNFPA); At the conference organized by Her Royal Highness, Grand Duchess Maria Teresa of Luxembourg, and in partnership with the Dr. Denis Mukwege Foundation *“We Are Not Weapons of War”*.

AGE hosted the visit of the Ukrainian delegation and Dr. Denis Mukwege Foundation, during their 3-day stay in RKS, aiming to recognize the institutional expertise and cooperation with civil society in dealing with survivors of sexual violence in Kosovo, where the GRK presented a globally unique model of support for survivors of sexual violence.



To address the unfavorable economic position of Kosovo women and the lack of access to property, which in turn hinders the advancement of their economic position and the exercise of the human right to access, possession and enjoyment of private property, the AGE, in cooperation with the Cadastral Agency, has continued the affirmative measure for another year, April 2019-April 2020, where during 2019, 2110 couples registered their property in the name of both spouses. AGE in achieving all these work objectives, had the extraordinary support of the Swedish International Development Agency - SIDA, and on this occasion we appreciate the Swedish Government for its unstinting assistance through a direct grant to AGE! This support was an assistance, which has brought the work of the Agency and gender issues in general in the center of dialogue and platform of aid to development and diplomacy between the two countries.

This is a contribution for the advancement of gender issues in Kosovo in full reflection with the mission of the Swedish Government and SIDA, which regards gender issues as inseparable from sustainable progress and peace process, thus giving it a new dimension and a broader spirit of cooperation between the two countries, but also as a model of institutional support of the Government of Kosovo in gender matters.

The contribution of Her Excellency, Ambassador Karin Hernmarck Ahliny, has been a defining point of this dialogue and the pro-active approach, which we would like to see in the coming years, in cooperation with other donors for a common front in advancing gender issues.

This support was also implemented through the technical assistance project implemented by the NIRAS Consortium - CPM International, a project led by Mrs. Blerinda Idrizi, who with her professional expertise and unstinting commitment helped the agency in its journey of concluding a cycle of activities that bring novelties, not only to Kosovo, but also in the region, in drafting, evaluation and implementation of public policies and gender mainstreaming. We hereby thank Mrs. Idrizi for her excellent contribution, cooperation and mentoring of not only AGE staff and gender mechanisms, but also of relevant institutions that have cooperated with the AGE.

The agency remains committed working in creating a society where women and men can express and benefit from their intellectual and professional potential. We thank our partners and collaborators for the excellent cooperation during 2019.

Thank you,

Edi Gusia

Chief Executive Officer

Agency for Gender Equality

Office of the Prime Minister



## GENDER RESPONSIVE BUDGETING - A FEW "POST-IT" NOTES TO BE REMEMBERED IN THE QUEST FOR ITS IMPLEMENTATION

In 1984, Australia introduced the first gender budgeting initiative. The Australian experience was notable because it raised awareness on budgets as instruments of promoting gender equality and set out gender-responsive budgeting paradigms later followed by other countries. Though incomplete in its early days, this scientific paradigm put together concepts, practices, and theories borrowed from feminist, public policy, and economic frameworks. One of the significant postulates that emerged from the early days of GRB practices, was that state budgets are not gender-neutral. They affect women and men differently, reflecting the uneven distribution of power within society as economic disparities, different living conditions, and ascribed social roles. The Australian GRB paradigm flaws did not prevent other countries that followed in the Australian footsteps to improve, contextualize, modify, and introduce tools and systems, actors, and processes in the GRB's initial paradigm. All these elements have contributed in the past three decades in the enrichment of gender responsive budgeting paradigm. They have provided policy-makers, gender equality activists, and researchers with opportunities to deepen their understanding of the complexities that concern the GRB application. Further, through the GRB praxis, GRB practitioners and theorists have been able to refine the GRB tools, expand its application in domains that previously had not been under consideration, and test their ideas through a broad range of initiatives.



To date, many countries around the world have embraced the GRB initiative. Some of them have been able to establish the GRB as the central platform of their national resource allocation and expand the model across the public and private sectors; others have done the same but at regional and provincial levels. Meantime, several other countries are experimenting with GRB in search of what suits best their country's context and circumstances, with the ultimate goal of building their model. Other countries are still entertaining the idea and are in search of safe entry points. Progress of the GRB application is and remains uneven not only globally but also within a country. Setbacks, delays, and asymmetrical developments and progress in the GRB implementation surface regularly and seem to be, for the time being, everyday phenomena.

As Kosovo has taken critical steps in the past few years towards GRB implementation, several lessons drawn from other countries' efforts and GRB fundamental principles in its application shall serve as the "post-it notes" for this complex process. While the lists of such "post-it notes" are relatively long, few are selected to be further elaborated below, chiefly because they bear contextual and timely relevance to Kosovo's current GRB progress. First and foremost, gender responsive budgeting should maintain its radical content as a *transformative strategy* towards emancipatory gender equality and the realization of women's rights. GRB cannot be just a mere tool of resource allocation «to solve some women's problems.» Still, it should simultaneously tackle societal norms and values that produce asymmetric power relations between men and women. At the same time, they should ensure that rights are progressively fulfilled, and lesser citizens lack rights» access and realization.

Second to this and equally important issue is the existence of *political will* to support the GRB implementation. To fully support the GRB implementation, the *political will* shall keenly support a full-fledged and systematic gender equality mainstreaming policy enshrined in the Kosovo Constitution, Kosovo Law on Gender Equality and other country policy frameworks. An undeterred political will towards gender equality mainstreaming implementation eliminates the fragmentation of gender equality agenda application and contributes to fulfilling the duty bearer responsibilities. The right political leadership, in many instances, has sped up the implementation of the GRB in

various countries, and it has improved the quality and systematic GRB implementation, with tangible positive results for its citizens.

A public policy to be successfully implemented requires its operationalization. It is a process that calls for the ‘*institutionalization*’ of the system itself. Gender responsive budgeting, as a policy approach in itself, involves institutionalization through three essential elements: *strategy*, *structure*, and *culture*. The strategy element forces the analysis and revision of the objectives, procedures, tools, analysis of the information systems, data, records, and techniques used to generate information. Currently, Kosovo has several solid gender policy frameworks, legal and development ones, but not all state institutions have achieved full institutionalization of them in their pertaining institutional responsible areas. Further, a legal GRB framework to facilitate the GRB implementation is indispensable. However, the proposed model should reflect Kosovo’s context, in other words, its national aspiration and its advanced legal and institutional framework, and it should not refrain from necessary amendments of the existing policy frameworks that may hamper the implementation of the GRB.

In the last two years, new tools and instruments and procedures have been put in place, such as gender analysis and gender impact assessment. Still, their proper implementation and reaping of their implementation benefit have a long way to go. The development of human capacities is crucial for their performance and application. A combination of further external expertise and formal education of civil servants is required to achieve both the quality application of such instruments and subsequently enhance the gender mainstreaming and GRB’s quality in the policies produced. Equally crucial to the successful application of these instruments remains the strict observation of the legal requirements that demand applying the gender analysis and gender impact assessment of every policy framework document. Lack or poor compliance of those requirements and duly application of gender analysis and impact instruments in policy-making, as experience has demonstrated, gravely affects the adequate allocation of budgets for men and women and the achievement of society’s transformation elusive.

As Kosovo is making efforts to improve gender-disaggregated data, there is much to be done. Donors, through technical assistance support and civil society organizations and donors have contributed to improving the quality of gender data through the improvement of the information systems and data collection methodologies. Yet these are insufficient to adequately provide for the full-fledged and comprehensive application of the GRB. Many central executive institutions, municipalities, judicial and the rule of law, suffer of lack of gender-disaggregated data or their data lack the required methodological coherence. Without systems in place that collect and produce reliable, standardized, administrative gender-disaggregated data, all efforts to put in place and apply the GRB approaches are futile. A lack of investment in the consolidation of the administrative gender-disaggregated data affects the quality of overall national policies and the advancement of the Kosovo gender equality agenda and questions the rationale of the public administration reform in Kosovo. If the public administration reform does not produce better policy systems and processes and subsequently better policies, what purpose does the multimillion-euro public administration reform serve?! How does it account for its gender perspective?!

Finally, in support of the GRB institutionalization argument, *structure* and *culture* elements play a paramount role. Kosovo has already many gender mechanisms and systems in place. However, the GRB implementation will involve all organizational structures of the public administration and state-run institutions. New roles and responsibilities will be assigned to existing structures, and new organizational structures may emerge. These structural changes and the entire process of GRB implementation will require resilient and knowledgeable leadership to guide the complicated process. The GRB experience of other countries demonstrates that leadership is best provided when a country’s gender machinery and finance machinery (i.e., AGE and Ministry of Finance) sit in the driving seat. These leading drivers, each with their pertaining expertise, provide the necessary guidance to public administration and state entities to implement an integrated GRB within their ascribed roles. At the initial stage of planning the GRB implementation, this will require understanding gender gaps and how different undertaken measures address such gaps and contribute towards gender equality fulfilment. It will require an in-depth knowledge of underlying structures and mechanisms, a thorough knowledge of a country’s Public Finance Management practices, and identification of specific reforms to address the reactions that can be expected from various stakeholders.

Much ought to change within the institutional culture. New forms of communication and coordination will emerge among institutions and stakeholders to redefine the existing power architecture and decision-making. Such changes should be welcomed and contribute to easing the potential

conflicts that may arise during the GRB implementation. Institutional and organizational changes and power redimensionalization never take place without conflicts. The disputes are best to avoid or minimized in this process through openness, ongoing communication, and coordination, trust among stakeholders and consideration for their areas of authority and responsibility, and performance-based accountability. Task sharing among various stakeholders and their meaningful participation shall be the prevailing features of the GRB process. Still, they will deliver tangible results only if each stakeholder's area of expertise and responsibilities are taken into consideration. All stakeholders will need to better understand the challenges that each stakeholder's faces and build solidarity and deepen cooperation among all stakeholders, two elements that are very much needed in this challenging process.

Gender-responsive budgeting is a long process that demands daily commitment by all. Country-specific approaches are the best way forward to develop GRB further – there is no one-size-fits-all approach. Countries face different problems, stemming in part from different PFM systems and institutions, which calls for a variety of GRB approaches. Learning from other countries is essential, but lessons must be translated and adapted to the domestic context. The process also requires the development of expertise, the honing of skills, and rearrangements of roles by all involved parties: parliament, governments, public administration, gender machinery, academia, civil society organizations, and donors. Best changes and progress are achieved and sustained from within. Taken altogether, they shall maximize gender mainstreaming and public finance management processes and instruments that already exist within Kosovo public administration. Their improvement and the introduction of the new ones shall fit the goal of human and institutional capacity enhancement and GRB implementation advancement. Never-ending introduction of new GRB instruments and poorly designed GRB capacity building activities that take place in absent coordination with those who lead the process should be best avoided. They contribute towards gender-fatigue, minimize cooperation among key actors, and diminish the professional credibility for GRB champions and supporters.

Introduction and comprehensive implementation of gender responsive budgeting present both challenges and opportunities in the overall advancement of gender equality agenda. Innovations shall be embraced, ongoing development multi-dimensional expertise be perceived as a constant companion for all, failures and success shall be celebrated equally, honest and broad cooperation, consensus and shared goals among all stakeholders shall be nurtured. Good policies that provide for all can happen only through fearless and comprehensive actions, respect and responsibility for diversity, progressive knowledge as a tool for improving human conditions and sustaining humanity facing unprecedented challenges.

Blerinda Idrizi -Team Leader of Project Niras/ CPM International, the project supported by SIDA



## INITIATIVES OF AGENCY FOR GENDER EQUALITY

### *Presentation of the Methodological Guide “Preventing Gender Stereotypes and Promoting Gender Equality in School Textbooks and Materials”*



Agency for Gender Equality, in cooperation with the Ministry of Education, Science and Technology, presented the Methodological Guide “Preventing Gender Stereotypes and Promoting Gender Equality in School Textbooks and Materials”.

This Guide directly applies the requirements of the Law No. 05/L-020 on Gender Equality, namely Article 2, which requires drafting and reviewing the school textbooks from a gender perspective, as well as the elimination of gender stereotypes in school textbooks and school materials. At the same time, the drafted document applies the Law on Publication of School Textbooks and Standards for School Textbooks in the Republic of Kosovo, specifically 11<sup>th</sup> Standard on the integration of gender equality in school textbooks and materials and policy of the Ministry of Education, Science and Technology “Pre-University Education Curricula Framework of Kosovo”.

The meeting was opened by the Chief Executive Officer of AGE, Mrs. Edi Gusia, who, among others, extended gratitude to the Working Group and the Project for the work done in drafting this Guide necessary for the implementation of gender perspectives in school textbooks and materials, as contributors to strong social transformations and changing and advancing socio-cultural norms that eliminate social inequalities and ensure sustainable progress.

The floor was taken by the Political Adviser at the Cabinet of the Minister of MEST, Mr. Fatmir Bytyqi, who spoke about the importance of gender equality mainstreaming for development of a society and stressed further that “the mentioned document from next year will be implemented and any textbook that will be drafted will be based on this manual so that gender stereotypes are eliminated during the text drafting”.

The leader of the project managed by NIRAS & CPM International and funded by Sida, Mrs. Blerinda Idrizi, presented the content, goals and main users of the methodological guide.

She stressed that despite the fact that the methodological guide aims to be a practical tool, with a set of systematic actions, to help textbook reviewers during the evaluation of school textbooks presented by various authors before their publication, it will at the same time serve textbook authors, teachers, policy makers and implementers in the education sector, as well as parents and the civil society in monitoring the gender stereotypes in the school textbooks.

The Guide has been conceived in three main chapters, where in the first part it provides a comprehensive overview of the importance of school textbooks as a tool for social change and gender equality. Furthermore, it provides a comprehensive overview of the concepts of gender equality and human rights, as well as their importance in general education for all contents and for the purpose of quality education which aims to achieve education reform.

The second part provides an overview of the basic gender concepts and their importance in the process of drafting textbooks, a look on methodology used to draft this methodological guide and describes the main principles of how to achieve gender egalitarian representation in school textbooks.

Finally, the third part provides tools for assessing gender representation in textbooks during the review process, reporting and final assessment on the validity and quality of the textbook.

The event was attended by officials of MEST, AGE, OGE, and by the line ministries and municipalities, but also by the members and representatives of civil society in Kosovo.

Participants appreciated the merits of the document and suggested that the Guide be implemented as soon as possible to help reviewers involved in reviewing the draft textbooks.

Drafting of the Guide was supported by the project for “Institutional Strengthening of Kosovo Agency for Gender Equality and Gender Mechanisms” funded by Sida, and implemented by the NIRAS-CPM International Project - Consortium.





*AGE held training with Officials from Public Information Offices in institutions of RKS, as well as with marketing companies in the private sector*







Agency for Gender Equality held two-day training with Officials from Public Information Offices in all Ministries of RKS, as well as with marketing companies, specifically the companies that deal with advertising, video recordings in the private sector.

The training was focused on presentation techniques in the spirit of legislation that guarantees gender equality, increased knowledge of media reporting and presentation that is fair and free of gender stereotypes, as well as articulation of relevant messages in the spirit of this legislation and promotion of equal opportunities for girls and boys, women and men in Kosovo.

Training was delivered by the international expert in the field of media and gender equality, Dr. Massimiliano Fusari, through the Sida-funded project for AGE and implemented by NIRAS-CPM International Consortium.





*Agency for Gender Equality held an orientation session for the staff of the University of Prishtina*



Agency for Gender Equality held an orientation session for the staff of the University of Prishtina and students of the Faculty of Economics for gender perspective mainstreaming in the teaching and learning processes in the field of economics.

During this meeting, presentations were given by the Chief Executive Officer of AGE, Edi Gusia, Dean of the Faculty of Economics, But Dedaj, Blerinda Idrizi - Project Leader NIRAS/CPM International, a project funded by SIDA, and the consultant, Gisela Carrasco-Miró, who gave a presentation on the Mainstreaming of Gender Perspective in Economic Studies in Higher Education.

This orientation session is based on the cooperation agreement signed between AGE and UP.

Also, the new curriculum has been reviewed at the Faculty of Economics and the new subject “Gender Economics” has been included, and 5 books titles have been purchased which will be used as literature by professors and students.

The process of concluding the cooperation agreement, securing the library fund, translating a university text, and providing international expertise for inclusion of this subject was funded by the Swedish Embassy through direct financial assistance to the Agency, implemented by support of project Niras-CPM-International.

The book titles are: Joyce Jacobsen, 2007, *The Economics of Gender* 3<sup>rd</sup> Edition, Wiley-Blackwell,

Deborah M. Figart, Tonia L. Warnecke, D. M. Figart (Editor), T. L. Warnecke (Editor), 2015, *Handbook of Research on Gender and Economic Life*, Edward Elgar Publishing Ltd,

Mukesh Eswaran, 2014, *Why Gender Matters in Economics*, Princeton University Press,

Lourdes Beneria, Günseli Berik, and Maria Floro, 2015, *Gender, Development and Globalization: Economics as if All People Mattered*, 2<sup>nd</sup> edition, Routledge

Martha Gutierrez, 2003, *Macro-Economics: Making Gender Matter; Concepts, Policies, and Institutional Change in Developing Countries*, New York, Zed Books.

*AGE held a workshop on preparation of the annual work plan for Gender Equality Officer at the ministerial and municipal level*



GEO ministerial level





### GEO municipal level

The Agency for Gender Equality organized a workshop for preparation of the integrated annual work plan for Gender Equality Officers at the ministerial and municipal level. This workshop took place in Tirana, Albania.

The workshop was funded by AGE and was held within the implementation of the work plan, the project "Institutional Strengthening of Kosovo Agency for Gender Equality Gender Mechanisms", a project funded by the Swedish Government - Sida, led by the Consortium Niras & CPM International.

The aim of the project is to strengthen the institutional capacity of AGE and national gender equality mechanisms to fulfil their mandate effectively and efficiently for the integration of the gender equality agenda in all policies and systems frameworks of Kosovo.

Therefore, the training has elaborated the implementation of the Integrated Annual Planning System Guidelines for Gender Mechanisms in Kosovo.

The Guideline provides a comprehensive overview of the responsibilities and positioning roles of Gender Equality Officers, as well as of managers and other officials who are part of gender equality institutions and other publicly funded central entities.

Special attention is paid to inter-institutional cooperation and coordination, as means to achieve effective distribution of tasks and responsibilities.

The workshop for Gender Equality Officers at the ministerial level was held on 28-29 October, while for the municipal level on 30-31 October 2019.

17 officials, all women, have participated from the ministerial level, and 24 officials, of whom 21 women and 3 men, from the municipal level.





*Agency for Gender Equality hosted in a meeting a delegation from Ukraine*



On 21 October 2019, the Agency for Gender Equality hosted in a meeting a delegation from Ukraine, who stayed for a week-long visit to Kosovo.

The delegation from Ukraine was informed by the Chief Executive Officer of AGE, Edi Gusia and by the Chief of Legislation, Leonora Selmani, regarding the experience and model of Kosovo at service of victims of war and sexual violence.

The purpose of this study visit of the delegation from Ukraine, supported by the Dr. Denis Mukwege Foundation, is to learn from the institutions and Kosovo governmental and non-governmental actors about their experience, challenges and lessons learned from the treatment of victims of sexual violence during the war.

Kosovo is the only country in the world that is currently implementing a model of compensation scheme for victims of sexual violence during the war.

Dr. Denis Mukwege Foundation is an international human rights organization, created with the aim to end the use of sexual violence in conflict.

Along with her special advisor, Congolese gynaecologist and women's rights activist Dr. Denis Mukwege, the foundation also supports projects to help survivors around the world. Globally, the Mukwege Foundation, through its offices in The Hague and Geneva, works with governments and international organizations to enforce norms and rules prohibiting sexual violence. Mukwege Foundation is the secretariat for SEMA, the Global Network of Victims and Survivors to End Wartime Sexual Violence.

In the evening, AGE organized a reception in honour of the Ukrainian delegation, which was attended by representatives of the Diplomatic Choir in Kosovo, and local and international partners.

During the stay of the delegation in Kosovo, AGE coordinated all meetings in order to get them acquainted with the work of Kosovo state institutions, civil society organizations and the international community in support of the sexual victims of the war in Kosovo.

The visit of the delegation of activists from Ukraine, representatives of civil society and the Mekwege Foundation, was supported by the Swedish Embassy - Sida and the technical assistance project for AGE - NIRAS-CPM International.



Speech of the Swedish Ambassador to Kosovo, Karin Hernmarck Ahliny, receiving the delegation from Ukraine

*Meeting of the delegation with the former Committee on Human Rights, Gender Equality, Missing Persons and Petitions of the Assembly of Kosovo*



Agency for Gender Equality continued to have meetings with representatives from the Ukrainian Delegation and with former Commission on Human Rights, Gender Equality, Missing Persons and Petitions of the Assembly of Kosovo.

Guests had the opportunity to get closely acquainted with the work and support provided by the Committee for the category of victims of sexual violence during the war in Kosovo.



### *Meeting of the delegation with the Commission for Recognition and Verification of the Status of Sexual Violence Victims during the Kosovo Liberation War*



Delegation from Ukraine had meetings with the Commission for Recognition and Verification of the Status of Sexual Violence Victims during the Kosovo Liberation War, aimed at getting acquainted with the experience and model of Kosovo in the treatment of victims of sexual violence during the war.

Government Commission for Recognition and Verification of the Status of Sexual Violence Victims during the Kosovo Liberation War informed the participants of the process in general, the progress achieved in treating this category and about the challenges that accompany this process.

### *Meeting of the delegation with the Un Women organization*



The delegation was received by Vlora Nushi, Director of UnWomen. They exchanged experiences related to the work and support provided to survivors of sexual violence during the war and treatment in the institutions.



*Meeting of the delegation with the centres of Medica Kosova and Medica Gjakova, in Gjakova*

Meetings continued in the centres of Medica Kosova and Medica Gjakova, in Gjakova. The delegation had the opportunity to get closely acquainted with the work and support that these two organizations provide to survivors of sexual violence during the war.

Representatives of two organizations, Ms. Veprore Shehu and Ms. Mirlinda Sada, spoke about the process of treating survivors of sexual violence, an activity that they have been conducting for years, focusing on the important role that economic empowerment plays through various programs as a way to overcome stigma and ensure the socio-economic rehabilitation.

### *Meeting of the delegation with the British Embassy*



Agency for Gender Equality held a meeting with representatives of the Embassy of the Great Britain, as well as with the delegation from Ukraine, who during this day completed a one week-long visit to Kosovo.

### *AGE held joint meetings with the Kosovo Agency of Statistics*



The Agency for Gender Equality held two meetings with representatives of the Kosovo Agency of Statistics (KAS), starting with the initiation of the calculation of the Gender Equality Index in Kosovo.

This initiative is a continuation of the inter-institutional cooperation between AGE and KAS, which started in January this year and continued with the meetings which were held regarding the submission of data and the exchange of information on the progress of work in general in terms of realizing the partial Gender Equality Index.

The meetings were financed by the Swedish Sida Project, a project to strengthen institutional mechanisms for Gender Equality.



### *AGE continued with trainings on Gender Impact Assessment*

During 2019, the Agency for Gender Equality organized a total of five (5) training sessions regarding the Gender Impact Assessment with focus groups, which included employees in the ministries, who work directly in drafting the concept documents.

Topics discussed during the training included: gender analysis; description of GIA goals; use of analyses conducted for gender importance; definition of options; sensitive gender analysis and weighting of gender impact; and identification and assessment of future impact (economic, social, environmental, cross-sectorial and budgetary impact).

A total of 94 people, namely 32 women and 32 men, participated in the training.

During the training sessions, 14 concept documents were discussed and reviewed.

- Concept Document on Public Procurement
- Concept Document for Population Census
- Concept Document on the Rights, Authorizations and Responsibilities of Health Professionals
- Concept Document on Civil Registration Agency
- Concept Document in the Field of Precious Metal Works
- Concept Document on Strategic Environmental Assessment
- Concept Document on the Regulation of Waste Field
- Concept Document for the National Park “Bjeshkët e Nemuna”
- Concept Document on Contagious Diseases, by the Ministry of Health,
- Concept Document on Systematization of Foreign Workers employed in RKS
- Concept Document on the Social Assistance Scheme in Kosovo by the Ministry of Labour and Social Welfare.
- Concept Document on the Advancement of Legislation in the Field of Occupational Safety and Health by the Ministry of Labour and Social Welfare.
- Concept Document on Copyright and Related Rights, and
- Concept Document on Museums by the Ministry of Culture, Youth and Sports.

Training sessions were delivered by the international experts Anamaria Golemac Powell, Irena Rozajac and Blerinda Idrizi, Project Leader, NIRAS-CPM International Consortium.

Training sessions were financially supported by Sida.



*Affirmative measure continues for free of charge registration of property on behalf of both spouses*

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

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



AGJENCIA KADASTRALE E KOSOVËS  
 KADASTARSKA AGENCIJA KOSOVA  
 KOSOVO CADASTRAL AGENCY

Të nderuar Qytetarë dhe Qytetare të Republikës së Kosovës

PËRFITONI nga Udhëzimi administrativ (QRK) Nr. 02/2019 Masat e Veçanta  
 për regjistrimin e Pronës së Paluajtshme të Përbashkët në emër të dy bashkëshortëve

## “Regjistroni PRONËN FALAS”

Në emër të dy bashkëshortëve në zyrën Kadastrale të Komunës

Afati për regjistrim: Prill 2019 - Prill 2020

Mbështetur nga SIDA



[www.abgj.rks-gov.net](http://www.abgj.rks-gov.net)

The Decision no. 01/99, dated 23.04.2019, of the Government of the Republic of Kosovo approved the continuation of affirmative measure for registration of property on behalf of both spouses within one year Aril 2019-Arill 2020 in order to register their property free of charge throughout the territory of the Republic of Kosovo.

From the entry into force in 2016 to 2019, 5392 spouses have benefited.

In order to inform the public about the continuation of this affirmative measure, AGE prepared several posters, which have been distributed in all municipalities of RKS, billboards as well as a TV video spot, which has been broadcasted on RTK.

Also, it has been published the Administrative Instruction (GRK) No. 02/2019 on Special Measures for Registration on Joint Immovable Property on Behalf of Both Spouses.



*AGE hosted in a meeting the Delegation from the Council of the Republic of Iraq*



The Agency for Gender Equality hosted in a meeting a delegation from the Council of the Republic of Iraq - the Iraqi Parliament, which paid a visit to Kosovo from 11 to 15 December.

Representatives from Iraq met with the Chief Executive Officer of AGE, Edi Gusia, and Head of Division for Cooperation, Shpresa Zariqi, and Acting Head of Reporting and Monitoring Ms. Adelina Kajtazi.

The participants were introduced to the mandate of the AGE, as well as the experiences and model of Kosovo, in recognizing and verifying the status of survivors of sexual violence during the last war in Kosovo.

Also, during the presentation, the work of the Commission in the service of this category was discussed.

The purpose of this study visit was to learn from Kosovo institutions, governmental and non-governmental institutions, about their experience so far, the challenges and lessons learned from the treatment of victims of sexual violence during the war.

Kosovo is the only country in the world that is currently implementing a model of compensation scheme for victims of sexual violence during the war.

The visit was organized as part of the IOM's efforts to support Iraqi institutions in the process of designing and implementing the Compensation Program for Survivors of Sexual Violence committed by the ISIL terrorist group during the Iraq conflict.

The Iraqi parliament is currently considering approving the Draft Law on supporting the Yazidi women

### *AGE hosted in a meeting the Organization -Women's Rights*



A delegation from the Women's Rights Organization visited the Agency for Gender Equality.

The delegation was hosted by the Chief Executive Officer of AGE, Edi Gusia and the Heads of AGE Divisions.

This visit is part of the visits planned by the Women's Rights Organization within the Project "Women for Equality and Peace in North Kosovo".

On this occasion, the multi-ethnic group of women who represent the Women's Rights Organization were informed by the Chief Executive Officer of AGE, Edi Gusia, of the history, work, activities, successes and challenges that are expected in the future during the implementation of the AGE plan and activities.

In this meeting it was agreed to establish cooperation between the AGE and this Organization.

### *AGE hosted in a meeting representatives of the European Commission in Kosovo and representatives from the European Commission in Strasbourg*

The Agency for Gender Equality hosted in a meeting Ms. Isabelle Servoz-Gallucci, Head of Council of Europe Office in Prishtina, and Ms. Larissa Kireeva from the Gender Equality Division at the Council of Europe in Strasbourg.

The purpose of this meeting was the discussion and new presentation of the Council of Europe that will focus on gender-based violence and ways of cooperation with the institutions of the Republic of Kosovo.

On behalf of AGE, Chief Executive Officer, Edi Gusia, briefed the guests on the mandate of the Agency for Gender Equality with the commitment and engagement of AGE, as the drafter of the Law on Protection from Domestic Violence, Standard Operating Procedures for the treatment of cases of Domestic Violence and the Commentary on the Law on Gender Equality.

In terms of preventing and combating the phenomenon of gender-based violence and domestic violence, during 2018 AGE has oriented about 25% of its budget towards the implementation of the

Strategy for Protection from Domestic Violence 2016-2020, where AGE has the responsibility of the Deputy National Coordinator for the Monitoring of the Implementation of the Strategy for Protection against Domestic Violence 2016-2020.

During the meeting, the AGE committed to support the Council of Europe's initiative to assist institutions in advancing access to justice for survivors of violence, sustainable funding of shelters, raising awareness of local government for responsibility and implementing this strategy.

AGE also believes that the economic empowerment of survivors should be considered a priority by local institutions and international partners, treating abusers should be mandatory and assistance should be provided in creating programs that treat abusers.

AGE insists on opening a shelter for men and boys, as well as a joint shelter in Mitrovica.

Attendees agreed to continue and deepen the cooperation during the implementation phase of the Council of Europe project.



## ACTIVITIES FOR IMPLEMENTATION OF STRATEGY FOR PROTECTION AGAINST DOMESTIC VIOLENCE

### *AGE continued the training sessions for the implementation of Standard Operating Procedures*



Agency for Gender Equality / Office of the Prime Minister, based on the work plan for 2019 and the foreseen priorities, such as capacity building, and in order to develop the knowledge and skills of civil servants, in cooperation with institutional actors engaged in the implementation of Standard Operating Procedures in accordance with existing legal frameworks, as well as with Decision No. 069/2019 on the Appointment of the Working Group, prepared the training module for Standard Operating Procedures for Protection against Domestic Violence, by holding a two-day workshop in Struga.

This module has been used throughout the training in 5 regions of Kosovo, Prishtina, Gjilan, Mitrovica, Prizren and Peja and which has served as a working methodology throughout.

In general, the training aimed to develop the knowledge and skills of the actors involved in the implementation of the SOP, to perform their legal responsibilities towards guaranteeing and advancing protection against violence in Kosovo families in accordance with existing legal frameworks in order to improve the state's response to cases of domestic violence.

The objectives of this training are specified as follows:

- Defining domestic violence, according to local and international laws, as well as the roles and responsibilities of actors in protecting against domestic violence
- Understanding the factors that cause domestic violence and types of violence as well as the latest trends.
- Recognize the importance of fulfilling the obligations of the actors responsible for dealing with domestic violence in undertaking legal measures in the implementation of procedures for the identification, referral, protection, rehabilitation and reintegration of victims of domestic violence.
- Recognize the importance of cooperating and coordinating activities between institutional actors to respond to cases of domestic violence.

- Familiarity with the consequences caused by inaction and neglect of cases of domestic violence

These training sessions were attended by officials from the Victims Advocacy and Assistance Office, Kosovo Police, Basic Prosecution, Courts, health workers, social workers and those from CLSW, representatives of shelters who have been invited to participate by AGE and the trainers themselves, as representatives of their institutions.

The total number of participants was 213, of whom 131 were women and 82 men.

### *AGE published the Report on the Assessment of the level of Implementation of the SOP*

The Agency for Gender Equality assessed the level of implementation of the Standard Operating Procedures for Protection against Domestic Violence, in order to provide the necessary information regarding the implementation of SOPs by relevant institutions.

Assessment of implementation also identifies key points that need to be reviewed in order to identify SOP. This assessment is also in line with the requirements of the National Strategy for Protection against Domestic Violence (2016-2020), which specifically requires accurate clarification of the role, duties and responsibilities of each mandated institution to act in providing adequate services to victims of domestic violence.

Assessment of the level of implementation of the SOP also serves to key stakeholders as a guideline in providing assistance and protection to victims of domestic violence.

It can also be used as a guideline for further steps to be taken by the Government of the RKS, in amending and supplementing the procedures in question, in accordance with the highest requirements of the standards of human rights in Kosovo, protected by the Constitution of the Republic of Kosovo.

The purpose of this report, from the conducted research, is precisely to analyse whether the current implementation of the SOP has been adequate and to identify the main challenges and issues that hinder its correct implementation in practice.

Relating the assessment of the SOP, four focus group meetings were held in Prishtina, Gjakova, Prizren and Mitrovica, organized by the AGE.

Drafting of the Standard Operating Procedures Assessment for the Protection against Domestic Violence is funded by the German Agency for International Cooperation GIZ.





## *AGE supports the initiative for the amendment of the Law on Protection against Domestic Violence*



The Agency for Gender Equality, pursuant to its mandate provided for by the Law on Gender Equality, Article 8, and its responsibilities in the capacity of Deputy National Coordinator for Protection against Domestic Violence, has continued its institutional support in providing expertise, support in the process of amending the Law on Protection against Domestic Violence, an initiative of the Parliamentary Committee on Human Rights, Gender Equality, Missing Persons and Petitions of the Assembly of the Republic of Kosovo.

During 2019, the AGE has supported this initiative with expertise in 5 workshops, as well as with expertise through the support project Niras - CPM International, and has financed with its own funds organization of 3 workshops.

The Agency reiterates the need for special treatment, within this law, of gender-based violence, as a precondition for approximation to the specific requirements of the Istanbul Convention. The draft document has not been finalized at the end of the Committees' mandate, and the AGE has introduced this initiative in the Government's legislative strategy for 2020 as an activity that is planned to be finalized.

Amendment of the Law has been initiated in accordance with the new requirements of the new Criminal Code of Kosovo for the Prevention and Protection against Domestic Violence and Gender-Based Violence.

*AGE held training with members of the Association of Women in Kosovo Correctional Service*



The Association of Women in Kosovo Correctional Service deals with strengthening the role and position of women in this Service, with awareness raising on issues related to women, promoting non-discrimination and gender equality, professional development and international promotion of the Association, as well as with lobbying for the advancement of institutional and public awareness regarding the role and importance of participation in decision-making of women in Kosovo Correctional Service.

The overall goal of the Association of Women in Kosovo Correctional Service is engagement in the scope of the Kosovo Correctional Service, in order to be involved in the process of supporting the advancement of gender equality, and to increase the contribution of women of this Service to ensure accountability, protection of human rights, as well as safety issues.

AGE, in cooperation with the Association of Women in Kosovo Correctional Service, held training on "Domestic Violence and Sexual Harassment: The impacts of these negative phenomena on society".

Thirty (30) women have attended this training, and the training was delivered by Mrs. Leonora Selmani, Head of Legislation Department of the AGE.

Training has been financially supported by Sida.

*AGE, in cooperation with UN-Women, organized a workshop with the Association of Women in KCS*

The Agency for Gender Equality, in cooperation with Un-Women, organized two-day training for members of the Association of Women in Kosovo Correctional Service.

This initiative came after support provided by UN-Women towards creation of Association at the end of 2018, where immediately it was identified the need for raising capacities of members in field of legislation that regulates gender and non-discriminating issues.

As a result fifty members of society gathered in Durrës, Albania, to participate in an intensive training regarding the known international standards and legislation that has to deal with gender issues, non-discrimination and social justice.

The training was organized by the Head of Legislation Department, Mrs. Leonora Selmani, who described in details the above legal framework, including principles of gender equality, their property



and right on inheritance, protection against domestic violence and protection against discrimination. Every session was illustrated with practical examples of cases that triggered debate among participants.

The Head of Association, Mrs. Zyrafete Imeraj, stated that this Association aims to empower the position of women in service and knowledge gained during two days that would help in execution of these norms and standards in their work and service.



### **AGE has supported the Government Commission for Recognition and Verification of the Status of Violent Persons during the Kosovo Liberation War**

During 2019, the Agency for Gender Equality, supported the Government Commission for Recognition and Verification of the Status of Persons Violated during the Kosovo Liberation War, by holding a three-day workshop.

The workshop was held in order to establish standards for the evaluation of evidences and the manner of interviewing in order to create credibility during the verification process and to enable the Commission to carry out work quickly and without delay.

During this workshop, the Commission has prepared the work plan for 2019, the budget for the same year and has set the priorities.

With the aim at raising awareness of the public opinion by continuing the work of the Commission, the manner of application for the recognition of the status of victim of sexual violence during the war and to realization this right, but also to create credibility throughout the process, the Agency for Gender Equality has made the second video-spot, funded by Swedish SIDA, which was shown on the Radio Television of Kosovo.

You can find the video spot at the link below:

[https://www.youtube.com/watch?v=czPFQ\\_8F7Gk](https://www.youtube.com/watch?v=czPFQ_8F7Gk)

## ADVOCACY ACTIVITIES

*Marking of November 25<sup>th</sup>, International Day for the Elimination of Violence against Women  
16 Days of Activism*



On the occasion of opening the campaign of 16 Days of Activism, International Day for the Elimination of Violence against Women, the Agency for Gender Equality within the Office of the Prime Minister organized a roundtable discussion, where it was presented the Manual on Gender Equality Impact Assessment, as well as the Assessment of the level of Implementation of the Standard Operating Procedures for Protection against Domestic Violence.

The Chief Executive Officer of the Agency for Gender Equality, Mrs. Edi Gusia, in the opening of the campaign stressed that the “16 Days of Activism it is not a day to celebrate, it is a call to awareness for the whole society to ask, if we have worked enough to protect all these women and girls who were victims of domestic violence, gender-based violence during 2019?

“Unfortunately, during 2019 we had 6 losses of life, as a result of very challenging mentality which minimizes the consequence of violence against woman and reaction continues to be slow to all those who demand assistance and our support”, stressed Mrs. Gusia.

“We, as institutions, have made positive steps towards supplementing the legal framework and institutional mechanisms, which provide protection against domestic violence and gender-based violence” she added.

However, there is a need to work towards offering a quick and more coordinated reaction to call of all those women seeking help to save them from a violent environment or situation.

The engagement to eliminate gender-based violence, domestic violence, as Mrs. Gusia said, should be a centre of our political, education, informing agenda and prevention and reaction against this destroying phenomenon should be a priority in policy drafting, budgeting, as well as cultural reaction.

Property and inheritance issues, which leave girls and women to live in violent family environment, supporting initiatives that create economic independence, social care, accommodation for survivors of every kind of violence, financing the shelters, access to justice, elimination of all bureaucratic and



legal barriers, require engagement of institutions, university, civil society and media in order to prevent the loss of lives and create a possibility for dignified life, where every woman and girl feel protected and safe.

Director for Assistance and Development (Sida) from Swedish Embassy, Ms. Nasrin Pourghazian, on her greeting remarks said that “with AGE we had a very important partnership” and stressed that “in addition to Kosovo, gender-based violence happens also in Sweden and this is not only a national problem, but a global problem. The role of the government is very meaningful and as institutions have positive impact on the improvement of the system”.

Whereas, Reyes Charle Cuellar, Human Rights Advisor in European Union Office in Kosovo during opening remarks stated “Today I am representing the EU Office, which today is discussing the gender equality in Mitrovica North and Prishtina. AGE has a broad mandate and it is engaging seriously in fight against violence towards women, while for EU is a fundamental right in all relations with others who promote and engage for equal rights and their advancement”.

While, David Oberhuber, Chief for International Cooperation-GIZ, was very happy to represent GIZ, and stressed that domestic violence is not present only in Kosovo, but also in Germany and the number of killed women in 2019 was 120.

Today, he said “I am happy that we have an SOP, and we need engagement of all to be more functional”.

The presentation of the Manual on Gender Equality Impact Assessment was delivered by Mrs. Blerinda Idrizi, Head of the Niras/CPM International Project/ a project supported by Sida, while Mrs. Leonora Selmani - Head of Legislation Department presented the Assessment of the level of Implementation of the Standard Operating Procedures for Protection against Domestic Violence, which was enabled through cooperation with International Cooperation GIZ.



The meeting was concluded with a video-spot prepared by AGE about health mechanisms and their responsibilities towards victims of domestic violence.

In the framework of activities of the 16 Days of Activism Campaign, AGE, on 25 November, from 17:00 to 24:00, illuminated the Government building - Office of the Prime Minister, with the symbol of the ribbon in white and orange colour.



Also, the white ribbon has been placed on all official websites of the Ministries and Municipalities, and was made a press release, whereby AGE has called for a quick response of the institutions of the Republic of Kosovo, mandated to provide security, social, economic, health and psychological protection for victims of domestic violence and gender-based violence.

AGE has also delivered a video-spot, which was broadcasted on the Public Radio Television of Kosovo about Health Institutions in identifying and treating cases of domestic violence. Financially supported by UNFPA, this video-spot has been broadcasted on three other private televisions, such as KTV, RTV21 and Klan Kosova.

AGE also prepared promotional materials with the symbol of the white ribbon, such as cloth bags, notebooks, pens, umbrellas, as well as the metal emblems.





Activities of the “16 Days of Activism” Campaign have been financially supported by the Swedish Agency for International Development and Cooperation - Sida.

Find below web-links of the media that have reported on the AGE activities during the “16 Days of Activism” Campaign.

<https://www.koha.net/arberi/195643/neser-fillon-fushata-e-16-diteve-te-aktivizmit-kunder-dhunes-ndaj-gruas/>

<https://www.fakteplus.net/gusia-dhuna-ne-baza-gjinore-la-te-vdekur-5-gra-dhe-nje-femije-gjate-2019-tes/>

<http://www.rtv21.tv/shenohet-dita-nderkombetare-per-eliminimin-e-dhunes-ndaj-gruas-2/>

<https://www.aa.com.tr/sq/ballkani/kosov%C3%AB-sh%C3%ABnohet-dita-nd%C3%ABrkom-b%C3%ABtare-p%C3%ABr-eliminimin-e-dhun%C3%ABs-ndaj-gruas/1654857>

<https://www.kosova.info/gusia-dhuna-ne-baza-gjinore-la-te-vdekur-5-gra-dhe-nje-femije-gjate-2019-tes/>

[https://www.klankosova.tv/katemisionet/lajmet/?emision\\_id=1172764](https://www.klankosova.tv/katemisionet/lajmet/?emision_id=1172764)

<https://www.fakteplus.net/ndertesa-e-qeverise-ndricohet-me-simbolin-e-kordeles-kjo-eshte-arsy-eja/>

<http://www.top-channel.tv/2019/11/25/ndricohet-ndertesa-e-qeverise-ne-diten-nderkombetare-per-eliminimin-e-dhunes-ndaj-gruas/>

<https://www.youtube.com/ëatch?v=uyFhR-t7S0Q>

<https://www.klankosova.tv/ne-diten-kunder-dhunes-ne-baza-gjinore-ndricohet-ndertesa-e-qeverise1/>

<https://www.telegrafi.com/ne-diten-nderkombetare-per-eliminimin-e-dhunes-ndaj-gruas-ndertesa-e-qeverise-ndricohet-simbolin-e-kordeles-se-bardhe-dhe-ngjyre-portokalli/>

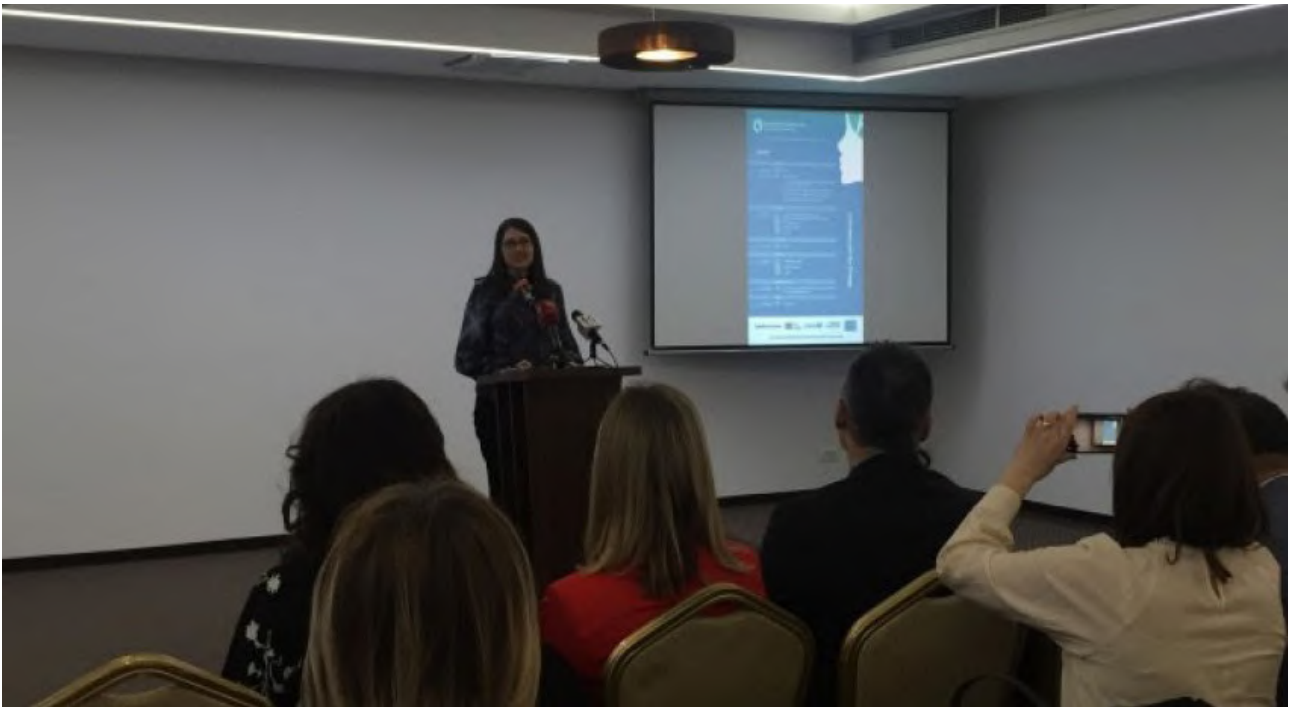
<http://www.ekonomia-ks.com/?page=1,21,383455>

<https://www.kosovapost.net/dita-nderkombetare-per-eliminimin-e-dhunes-ndaj-gruas-ndertesa-e-qeverise-ndricohet-me-simbolin-e-kordeles-se-bardhe-dhe-ngjyre-portokalli/>

<http://www.time.ikub.al/19-11-25-Ndertesa-e-Qeverise-ndricohet-me-simbolin-e-kordeles-per-eliminimin-e-dhunes-ndaj-gruas/Ndertesa-e-Qeverise-ndricohet-me-simbolin-e-kordeles-per-eliminimin-e-dhunes-ndaj-gruas.aspx>

<https://www.literal.media/Solidarizim-per-diten-kunder-dhunes-Qeveria-ndricohet-me-simbolin-e-kordeles/39294>

## Marking of March 8 - International Women's Day



The Agency for Gender Equality/Office of the Prime Minister, in cooperation with the IPKO Foundation, Un Women, UNKT and UNICEF, marked March 8 - International Women's Day, with the organization of a workshop on "Girls in innovation for change", calling for increased participation of girls in science, technology and innovation, based on the global topic of the UN, "Think equal, build smart, innovate for change."

Given the low rate of women's participation in the technology industry in Kosovo (less than 30%), the purpose of this workshop was to emphasize the importance of technological investment in empowering women and girls, as a fundamental factor in breaking the transmission of poverty, violence, exclusion and discrimination between generations, achieving sustainable development opportunities.

Fifty (50) young girls from ten (10) different municipalities of Kosovo participated in this meeting, who had the opportunity to focus on learning as a means of empowerment in male-dominated professions.

The Chief Executive Officer of the Agency for Gender Equality, Edi Gusia, greeted the event with a keynote speech, emphasizing that "we are gathered today to mark March 8, the 108<sup>th</sup> anniversary of this date, which for some of you may seem like a distant story, and thankfully for your generations it is distant, however not as distant as to let this date unmarked, and whether it still needs to be marked."

March 8 is not just a celebration with flowers, but it is a date of remembrance, and appreciation of the sacrifice and hard work of all those women activists around the world, that in the last 108 years have contributed with their activism to the rights we enjoy today as women and girls, that historically women and girls around the world have not enjoyed, and that in many parts of the world still do not enjoy.

Women's freedom is gained when the right to vote and the right to work are recognized, and today's meeting is intended to encourage you in your future orientation as a professional, scientific, innovator.

By following your dreams for the professions that you want to pursue in the future, you contribute to the future of our country. In an effort to make your dreams come true, you fulfil your rights, as rights and freedoms are not granted, but they need to work with seriousness, dedication and passion. And when we talk about work, dedication and passion, science is built on these principles, and these principles should guide you in selecting your future professions.

Education and employment creates free and progressive individuals, and this will keep girls up to date with developmental trends, healthy living, and a future free of violence and abuse. Therefore, primary attention should be paid to quality education and the values we promote, educational, cultural, social values, and this does not depend only on school programs, programs for economic empowerment, but there are many factors that are interrelated and influential, and the media is one of the key factors (especially given the importance they play in young people's lives) through the stereotypes they create, and the gaps they reflect if they do not promote gender equality, diversity, and if they have discriminatory approaches, as well as promoting, conditionally saying, the wrong "success" models to young girls.

It is time to create a new mentality in our culture, offering more space for values, equal opportunities, and involving as many boys as possible in the gender equality education process, and at the same time promoting to girls the competitive spirit, and value-based advancement. Legislation is the first step that guarantees equal treatment, but competition based on values and qualities' motivating young girls to be more active and participate with higher intensity in science and development processes of society is our common goal.

Meanwhile, the Minister of Innovation and Entrepreneurship, Besim Beqaj, stressed the support of Kosovo institutions for the empowerment of women and girls in the field of innovation, as equal contributors to change in society.

The UN Development Coordinator, Ulrika Richardson, stated that: "During my life in Sweden I have witnessed social change, innovation and technology, which were accelerated by the involvement of women and girls. I see the same energy here, in building of Kosovar society, making qualitative change towards achieving equal representation of women and girls in areas where they were - and still are - under-represented; such as: education, work, politics, innovation, and, of course, technology!"

Meanwhile, Abetare Gojani, program director at the Ipko Foundation, a foundation that has inspired more than a thousand girls to join the field of information technology, stressed: "We at IPKO Foundation base our actions on the belief that when you empower women, you empower society as a whole."

This activity was financially supported by Sida.



<http://www.ekonomia-ks.com/sq/teknologji/ne-diten-e-grave-behet-thirrje-per-me-shume-vajza-ne-shkence-dhe-teknologji>

<http://kosova.info/shenohet-dita-nderkombetare-e-grave-me-thirrjen-per-me-shume-vajza-ne-shkence-dhe-teknologji/>

<https://ekonomiaonline.com/nacionale/shenohet-dita-nderkombetare-e-grave-me-thirrjen-per-me-shume-vajza-ne-shkence-dhe-teknologji/>

<http://www.kosovapress.com/sq/lajme/grate-te-orientohen-me-shume-drejt-shkences-dhe-inovacionit-201377/>

<https://www.botasot.info/aktuale-lajme/1044696/grate-te-orientohen-me-shume-drejt-shkences-dhe-inovacionit/>

<https://gazetablic.com/gusia-grate-dhe-vajzat-duhet-ti-ndjekin-endrrat-e-tyre-per-te-ardhmen-e-vendit/>

<https://freenews.tv/grate-te-orientohen-me-shume-drejt-shkences-dhe-inovacionit/>

The Agency for Gender Equality, within marking March 8 - International Women's Day, prepared 24 billboards and 300 leaflets with information about the prevention of sexual harassment in the workplace. The billboards were placed in different cities of Kosovo, as well as the leaflets were distributed during the activities carried out by AGE.





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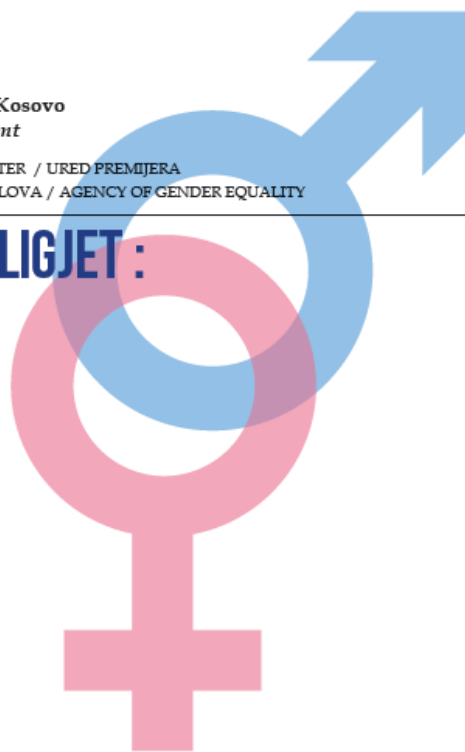
ZYRA E KRYEMINISTRIT / OFFICE OF THE PRIME MINISTER / URED PREMIJERA  
 AGENCIJA PËR BARAZI GJINORE / AGENCIJA ZA RAVNOPRAVNOST POLOVA / AGENCY OF GENDER EQUALITY

## NGACMIMI SEKSUAL NDALOHET ME LIGJET :

**KODI PENAL I REPUBLIKËS SË KOSOVËS NR. 04/L-082**  
**LIGJI NR. 05/L-021 PËR MBROJTJE NGA DISKRIMINIMI**  
**LIGJI NR. 05/L-020 PËR BARAZI GJINORE**

Ngacmim seksual konsiderohet atëherë kur një sjellje e padëshirueshme përfshinë shkeljen e dinjitetit të personit dhe krijimin e një ambienti frikësues, armiqësor, degradues, nënçmues apo fyes. Nëse ju jeni viktimë e ngacmimit seksual, lajmëroni nga cmuesin /en se sjellja e tillë është e padëshirueshme dhe duhet të ndalet menjëherë. Raportoni incidentin me sa më shumë detaje, duke përfshirë emrin e ngacmuesit /es, datën, kohën dhe veprimin e kryer dhe gjuhën e përdorur. Kujdesuni që këto raportime të jenë edhe me shkrim dhe gjithmonë sigurohuni që të keni kopje të korrespondencave tuaja. Nëse jeni të ngacnuar seksualisht lajmëro rastin në linjën ndihmëse falas 24/h në Vala dhe Ipko, në numrin: 08001112 dhe merr shërbime të këshillimit se si të veprohet me tutje. Sigurohuni që zëri juaj të dëgjohej dhe të drejtat tuaja të respektohen.

Në shënim të 8 Marsit, Dita Ndërkombëtare e Gruas



[www.abgj.rks-gov.net](http://www.abgj.rks-gov.net)

Lajmëro rastin: **08001112**

### Video spots created by the Agency for Gender Equality





*Sequence from the video spots crated for the registration of the property on behalf of both spouses, broadcasted on RTK*

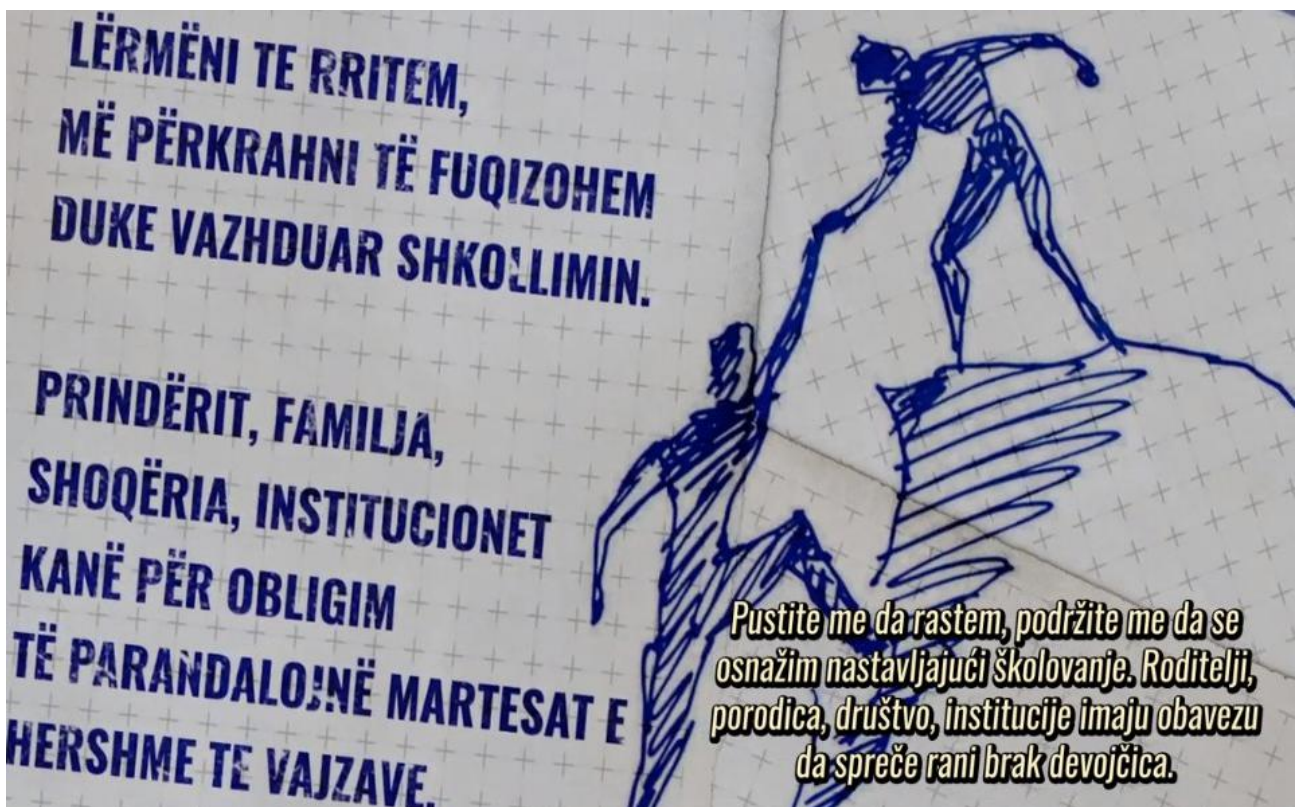
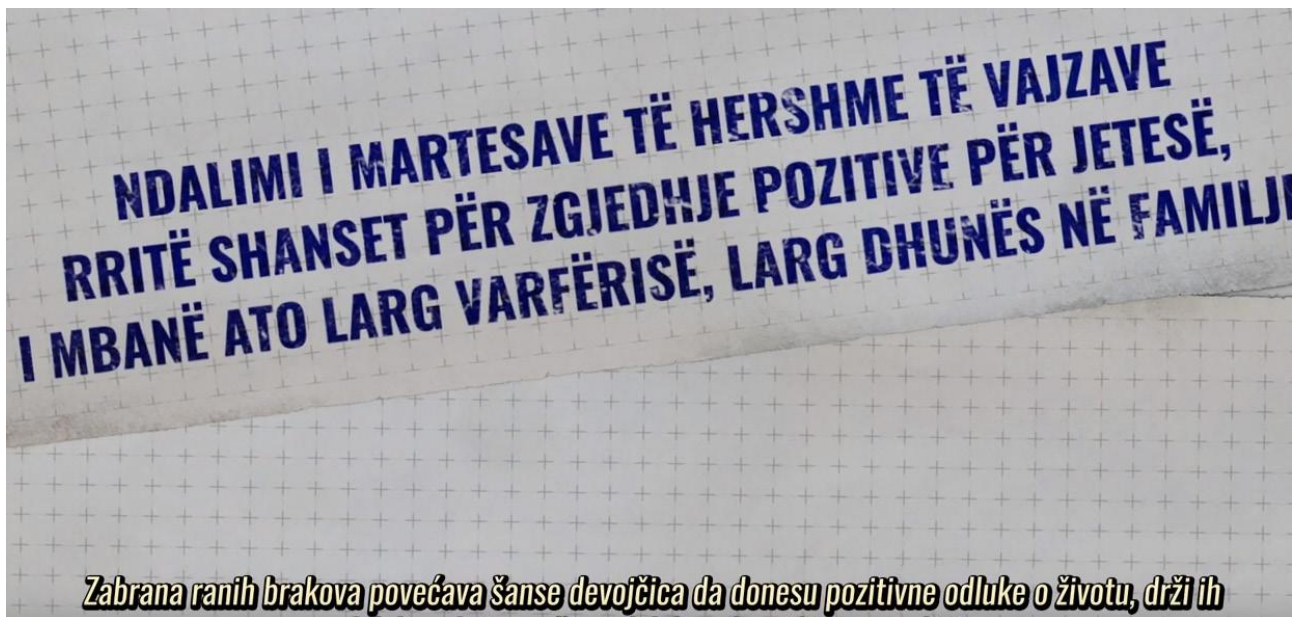
- 1) Agjencia për Barazi Gjinore ri kujton qytetarët/et e RKS se Komisioni Qeveritar për Njohjen dhe Verifikimin e Statusit të Personave të Dhunuar gjatë Luftës Çlirimtare të Kosovës, është duke punuar me përkushtim për procesin e njohjes dhe verifikimit të statusit të viktimeve të dhunës seksuale gjatë luftës, për të ju njohur të drejtat e juaja.



- 2) Statusi viktimë e dhunës seksuale i njihet personit që i ka mbijetuar abuzimit seksual dhe dhunimit gjatë periudhës 27.02.1998 - 20.06.1999.

*Sequence from the video spot created for Recognition and Verification of the Status of Victims of Sexual Violence during the last war, where so far with a credible process 648 survivors have been granted status. The video was broadcasted on RTK*





Sequence from the video spot created for the prevention of Early Marriages, where during 2016 there were 63 cases, in 2017 - 60 cases, 2018 - 49 cases, and in 2019, 34 cases.

This video has also been translated into Romany language, and broadcasted on RTK's Yekhip show.



## Institucionet shëndetësore, profesionistet shëndetësorë ne nivel vendi janë te obliguar :

- Te identifikojnë viktimën e dhunës ne baza gjinore, dhunës ne familje, kur kërkohet ndihma mjekësore nga viktimat potenciale
- Te ofrojë ndihmë mjekësore me prioritet, pa pagesë
- Te njoftoj policinë për viktimën e identifikuar. Mos paraqitja e rastit ne polici paraqet vepër penale
- Përgatiti raporti me shkrim, të plotëson formularin mjekësor
- Te aplikoj protokollin e veçantë mjekësor dhe te regjistroj viktimën në te
- Ruajtja e konfidencialitetit të dosjes mjekësore konform ligjeve

Çuvania nverllivostli lekarskoo dostiea u sklardu sa zakonima.

*Sequence from the video spot created for the obligations of health workers towards the phenomenon of domestic violence and gender-based violence, broadcasted on RTK, as well as in support of UNFPA. This video has been broadcasted on three other private television stations, RTV21, KTV and Klan Kosova.*



Politički subjektu trebaju se angazovati u potpunost za

*Sequence from the video created for equal gender involvement in the electoral process, broadcasted on RTK. Also with the support of Un Women, it has been broadcasted on KTV, Klan Kosova and T7.*

*All video spots were financially supported by Sida*

### **Support of NGOs that promote Gender Equality**

In order to implement the Law on Gender Equality, the Kosovo Program on Gender Equality, and other important documents that promote equal opportunities, as well as the Administrative Instruction No. 01/02/2012 on Subsidizing Projects from the Gender Equality Field, as well as its mandate, AGE has selected projects that promote gender equality, women's participation in decision-making, and their economic empowerment.

Natural persons who carry out activities for the implementation of general gender equality norms and legal persons who are active in the field of gender equality are entitled to financial support for the projects.

In total, twenty (20) projects have been selected for meeting requirements and specifications foreseen by the Administrative Instruction 01/2012.

#### **Find below beneficiary natural persons:**

- Project : "Order Cakes at Flutra - Custom Cakes" represented by Fluturije Baliu, Ferizaj
- Project: "Mushroom Cultivation" represented by Mevlude Ramadani , Prishtina
- Project: "Tailoring Equipment" represented by Adelina Gashi Lapushnik, Drenas
- Project: "Vocational Training and Self-Employment", represented by Albina Istogu , Drenas
- Project: "Development of family business, and production of organic honey and other bee by-products", represented by Marigona Qorra, Decan
- Project: "Construction and renovation of the room of honey, purchase of beehives + bees," represented by Fitnete Bunjaku, Samadregj, Vushtrri
- Project: "Capacity building of the plot with medicinal plants, installing fences and irrigation system " represented by Emine Avdyli , Shashkoc

#### **Find below beneficiary NGOs:**

- Centre for the Promotion of Women's Rights, Drenas, Project: "Economic empowerment of survivors of sexual violence during the war",
- "Uela" Association, Project: "Combining tradition with modernity and supporting single mothers for employment"
- "Drugëza" NGO, Project: "Cultural heritage displayed through traditional clothing and crafts"
- "Melisa" NGO, Project: " Empowering Women through beekeeping"
- "Joras Design" NGO, Project: "Training/ Education and Integration of RAE Women in Kosovo Society",
- "Centre for Education and development" NGO, Project: "Prevention of domestic violence against women "
- "Sound of Kosova" NGO, Project: "Women for empowering women through the promotion and preservation of Turkish culture"
- Centre for Protection of Women and Children/QMGF, Project: "Raising awareness of citizens and institutions against gender-based violence"
- B.C. 'Kastrioti (women) Ferizaj, Project: "Developing and improving the position of women in sports/basketball".
- Humanitarian Association of Parents of Persons with Mental Disabilities "Hader", Project : "Tailoring course and handicrafts with sewing machine"
- "Lulishtja Dita" NGO, Project: "Promoting the rights of women in the RAE community and strengthening their role in confronting domestic violence"
- Network of Roma, Ashkali and Egyptian Women's Organizations of Kosovo, Project: "A different point of view at social reality"
- "Inspiracija" NGO, Project: "Preserving the old tradition and crafts"

Press releases**PRESS RELEASE****25 November 2019****Agency for Gender Equality calls citizens to join the “16 Days of Activism” Campaign!**

The “16 Days of Activism” Campaign is a worldwide campaign organized annually which starts on November 25<sup>th</sup>, known as the International Day for the Elimination of Violence against Women, and ends on December 10<sup>th</sup>, known as the International Human Rights Day.

Each year, this campaign calls for global action worldwide to raise awareness on the prevention and elimination of violence against women and girls. The campaign’s symbol is the white ribbon and the official colour is orange, with the theme “End Violence against Women” aiming to ensure a better future where life and the right to live freely are respected, away from any form of violence, be that physical, psychological, emotional or economic, infringing human rights - the rights of women and girls worldwide.

On the occasion of *November 25<sup>th</sup>, the International Day for the Elimination of Violence against Women*, the Agency for Gender Equality draws the attention of all state institutions and society at large to the necessity of responding in a timely manner and according to institutional responsibilities to the phenomenon of violence against women and girls.

Violence against women continues to be an alarming phenomenon in Kosovo this year given the fact that five women have been murdered by their close relatives in 2019, whose lives are an unforgivable loss for our society.

Protection of the lives and dignity of women and girls is an indicator of the rule of law. It is the obligation of every citizen of the Republic of Kosovo to report cases of domestic and gender-based violence to the responsible institutions when experiencing or witnessing such a situation. It is everyone’s duty to protect lives and prevent gender-based violence in order to create a safe environment as a precondition for peace, where girls and women feel free and protected.

AGE calls for a swift response from the mandated institutions of the Republic of Kosovo to provide security and social, economic, health and psychological protection to victims of domestic and gender-based violence. We call for increasing the level of cooperation between institutions and civil society organizations and sensitizing the media, as only through joint efforts we can end gender-based violence in order to create a safe society that protects lives and guarantees the safety of its citizens.

AGE supports the global campaign on prevention of sexual rape and sexual harassment as a worldwide negative phenomenon that causes loss of life and severely affects the dignity of girls and women worldwide. Sexual violence is intolerable.

This year, AGE marks the launch of the “16 Days of Activism” Campaign on November 25<sup>th</sup> by organizing a discussion roundtable to present the “Manual on Gender Impact Assessment” and the “Report on the Level of Implementation of Standard Procedures for Action against Domestic Violence”, as well as to broadcast a television spot that reiterates the role of health care staff in identifying cases of violence and providing professional health care services to respect the lives of victims and protect their dignity.

In addition, the Government Building - Office of the Prime Minister will be illuminated with the orange colour and the white ribbon, the campaign’s symbol, from 17:00 to 24:00.

**Press release - The Law on Gender Equality shall be adhered to in terms of equal representation of 50% during the 6 October 2019 parliamentary elections**

The Agency for Gender Equality (AGE) of the Republic of Kosovo reminds political entities, competing in the electoral campaign for the October 2019 parliamentary elections, to adhere to and



enforce the Law on Gender Equality in Kosovo, namely Article 6, paragraph (8) on equal gender representation in all legislative bodies with 50% (per cent) representation for each gender.

The Agency also reminds political entities that equal gender representation in the country's political and legislative decision-making is a direct reflection and implementation and embodiment of the Kosovo Constitution according to which: "The Republic of Kosovo ensures gender equality as a fundamental value for the democratic development of the society, providing equal opportunities for both women and men participation in the political, economic, social, cultural and other areas of societal life."

Gender equality, reflected through equal participation of 50% for each gender, is a fundamental value in building a democratic society. The principle of 50% should constitute the electoral lists for equal representation while respecting the affirmative measure, political party programs with concrete proposals for participation, equal and qualitative representation and development between genders, socio-economic empowerment of women, and promotion of participation in voting for women and men in Kosovo. In order to achieve genuine gender equality and to enjoy full human rights, change must be concrete, rapid, decisive, visible and inclusive, so we must all contribute to mark the progress required by Kosovo's legal framework and the European future we are aiming for.

The principle of equal representation of 50% for each gender should also be reflected in the election supervisory bodies - Municipal Election Commissions and Polling Station Councils.

Moreover, political entities should be fully engaged in providing financial support for the campaign of women candidates equally to men candidates, in compliance with the Law on Gender Equality, Law on Financing Political Parties and Law on Elections in the Republic of Kosovo.

The Agency for Gender Equality reminds political entities to avoid the sexist and violent language as well as gender stereotypes during the electoral campaign in the language used in meetings with the electorate, electoral programs and promises, promotional materials of political entities.

The Agency for Gender Equality calls on the media to provide equal space for women candidates to reveal their program. Representation in media is of special importance in the electoral campaign, and it must be accessible and transparent to all candidates regardless of gender.

Building a society with democratic values that works for social harmony through promotion of values and principles of gender equality contributes to peace and can be achieved only through consensus, dialogue, respect for diversity of opinions, ideological, gender, ethnic and cultural background, as well as respect for individual rights and freedoms.

We also recall that, based on Law on Gender Equality Article 5, paragraph 2: Any provision which is in contradiction to the principle of equal treatment under this Law shall be repealed.

## COOPERATION WITH RELEVANT INSTITUTIONS

*Representatives of the Agency for Gender Equality visited training and doctrine command in Ferizaj*







At the invitation of the Officer for Gender Equality in the Ministry of Defense, within the 16 Days of Activism, representatives of the Agency for Gender Equality paid a working visit to the Barracks “Skënderbeu” of the training and doctrine command of the Kosovo Security Force, in Ferizaj.

During the visit to the “Skënderbeu” Barracks, the AGE staff was hosted by the Commander of the TDC Brigadier General, Irfete Spahiu and the staff of the TDC, where they had the opportunity to be informed about the mission of the KSF, in respecting women’s rights in the KSF, providing a suitable environment and a system of values where women and non-majority communities are treated with dignity and have equal opportunities.

Training and Doctrine Command organizes and directs the continuous preparation, training and qualification of KSF staff.

Meetings continued at training and accommodation facilities, as well as at TDC units and courses offered.

***Chief Executive Officer of AGE participated and made a presentation in the Conference Economic Empowerment of Women, their role and impact in the Community***

On the occasion of marking the 16<sup>th</sup> Anniversary of the Soroptimist International Club, a conference with the topic “Economic Empowerment of Women, their role and impact in the community” was organized.

The Chief Executive of Agency for Gender Equality Edi Gusia, during the meeting, emphasized that “Creating gender equality it means setting social, cultural, political and economic priorities which put the human being in the center regardless of gender, ethnicity, age, sexual or religious orientation, but to include everyone equally which means to create basic conditions starting from the provision of the space to articulate the requests all the way to equal access in terms of development to everyone”. The first Soroptimist Club in Kosovo was established on 15 November 2003. Soroptimist International is an organization which assists acts and executes projects in accordance with international programs which are included in the fields such as- Human Rights (Advancing the statute of women), Education and Culture- Economic and Social Development, Environment, Health, Understanding, Welfare and friendship.



*AGE Representatives participated and made a presentation in the Conference under the topic “The process of recognition and verification of the statute of raped persons during the war: Progress and challenges”*



The conference was organized by Government Commission on the recognition and verification of the status of raped persons (Survivors of Sexual Violence) during the Kosovo Liberation War in cooperation with the Justice Department of US Embassy in Kosovo. This conference was organized on the occasion of marking the 19<sup>th</sup> anniversary of UN Resolution 1325 on Women, Peace and Security and through two discussion panels, it aimed to address the progress of recognition and verification of the status of raped persons (Survivors of Sexual Violence) during the war.

Part of the discussion were the practices and standards build in Kosovo, challenges of the verification and recognition process, the importance and institutional cooperation with civil society, the needs for joint efforts in combating the stigma and other issues related to sexual violence as a tool of war.

*The Network of Women in Higher Education and Science with the support of the AGE have held a one-day workshop to plan the activities for the year 2020*



The Network of Women in Higher Education and Science with the support of the Agency for Gender Equality and UN Women have organized a one day workshop to plan the NWHES activities for 2020.

The aim of the Network of Women in Higher Education and Science is to promote and support girls and women in academic, science and leadership advancement, in promoting the science work, research and leadership with the aim to achieve their full potential and a successful career to support girls and women in development of their academic and scientific career through professional development of network activities and promoting the cooperation, to promote the role of girls and academic women in science and education by setting a direct connection between women in science, education and organizations dealing with advancement of gender equality and policymakers in all institutional levels.

The participants of the Workshop were from: Initiating Group of NWHES, Agency for Gender Equality, Representatives from Rectors Conference, UN Women Kosovo, Women from Academia and Higher Education, as well as representatives from HERAS Project.

The aim of this workshop was to draft and harmonize the activities of the network for the year 2020, and it was financially supported by Sida.

### *A roundtable of discussion was held on - Gender representation in a local level two years after local elections*



The roundtable discussion was held on “Gender representation in a local level two years after local elections” which was organized by Ministry of Local Government Administration and in cooperation with the OSCE.

The meeting was attended by the participants of local government, other government institutions, local non-governmental sector as well as representatives of international organizations.

During the roundtable, the Minister of the MLGA Adriana Hodžić emphasised that: In past two years, progress was marked in the inclusion of women in local institutions, but the fact is that this principle has not reached its required level yet. According to her, it is necessary to fully implement all laws and institutional mechanism to combat discrimination and marginalization of women in all spheres of life and processes that are occurring in our society.

The Chief Executive of the Agency for Gender Equality, Edi Gusia, was also part of the panel, which highlighted that our joint meetings like this one today are a call for all institutions to join the mission



that society, public and private institutions to put more efforts towards the empowerment of girls and women and to bring their voice in decision making, to increase the democratic governance and the social right in Kosovo.

Gender Equality and women empowerment are necessary for achieving the country's sustainable development by placing the needs of women and girls in the center of awareness in the process of the implementation of public policies in coherent manner, with sufficient financial and human resources, and continuous monitoring of the implementation of gender indicators and with the will to review the decisions of inclusion of women and other marginalized groups, to bring them within the agenda for development and welfare.

Also, MLGA awarded certificates for gender representation in local level, for the Mayor of Drenas, Mr. Ramiz Lladrovci and also for the Mayor of Kamenica, Mr. Qëndron Kastrati, who based on the performance of gender indicators were assessed with the best performance.

*AGE made a presentation during the roundtable under the topic "Gender Integration at the Local Level"*



A roundtable with the topic Gender integration at local level was organized under the USAID Program for Local Effective Governance Activity (LEGA) for ensuring gender integration in local governance.

The aim of the gender equality policies is protecting, addressing and setting the gender equality as a fundamental value for the democratic development of the Kosovar Society. Gender Equality policies provide equal opportunities for women and men to partake in political, economic, social, cultural and other fields.

On this occasion, LEGA in cooperation with representatives of Kosovo institutions have discussed about supporting the Municipalities for strengthening the gender institutional mechanisms and the improvement of gender equality policies and inclusion of women in decision-making processes in local level.

Participants in the panel were; Head of the LEGA Project, Chief Executive of AGE, Edi Gusia, GEO in the Municipality of Obiliq, representatives from MLGA and UN Women.

During the roundtable, the Chief Executive of AGE, Edi Gusia, presented the activities that the AGE has undertaken for improving the position of women in the country, specifically the Regulation approved by the Government of RKS, which is in force for description of duties of the GEOs, and placement of Gender Equality Officials in all Line Ministries and Municipalities, and other public institutions as part of the structures positioned in the higher levels of accountability, whereby at the Ministry level, the GEO shall report to the Permanent Secretary, whereas at the Municipal Level – it reports to the Mayor.



Kosovo has preceded the process of creating sustainable gender equality structures. This Regulation is a Guideline for including the GEOs and Gender Mechanisms on policy-drafting, implementation and monitoring processes. It is an instrument to convey gender equality in processes, system of public administration structures and it facilitates the development and the implementation of the national agenda for gender equality in at the country level.

Practices so far have shown that the exclusion of gender mechanisms from policy-drafting processes undermines the gender integration quality in development policies and legislation, thus affecting the efficiency and effectiveness of policies in general, and the lack of adequate access of all citizens towards these policies and benefits that they produce and which inadvertently deepen the gender and social inequalities.

*AGE representatives were part of the conference with the topic "Let's turn up the power for more gender equality" which was held in Brussels*



The years of crisis, the increasing influence of radical right-side voices and the sense of “gender fatigue” that has affected the EU governments “- commitment to gender equality, the new EIGE research showing that Member States are allocating less attention to the institutional structures that have helped to limit the gap between women and men, “Progress for gender equality cannot be taken for granted,” said Virginija Langbakk, EIGE’s Director.

“Governments need to turn up the power and provide adequate resources for gender mechanisms that advise gender equality.”

While all Member States have gender equality government bodies, some members have reduced their position in the government hierarchy and reduced their powers.

Trends in the past decade have resulted that gender equality independent bodies to merge with anti-discrimination organizations.

The commitment to gender inclusion has weakened since 2012, with a one fourth of Member States performing in many fields. While Member States have methods and tools to collect the disaggregated data, the production and distribution of the data that is missing in some countries. This can be difficult to adequately assess for the gender equality situation.

“If we want to see progress, gender equality must be woven into each stage of all policy processes, from the collection of sex-disaggregated data to the gender-sensitive evaluation of government action. That is the aim of gender mainstreaming, to which the EU Member States have been committed since 1995 when they adopted the Beijing Platform for Action at the UN World Conference on Women,” said Barbara Limanowska, EIGE’s Gender Mainstreaming Programme Coordinator.

The forthcoming report ‘Institutional Mechanisms for Gender Equality and Gender Mainstreaming’ compares data from 2018 with data gathered in 2012 to assess trends in governmental commitments to gender equality.

*AGE Representatives Participate in the Conference on Gender Equality Index 2019, held in Brussels*

Under the organization of the European Institute for Gender Equality, a conference was held to present the Gender Equality Index 2019, which was attended by nearly 300 decision-makers and practitioners to discuss the findings of this index and new results on gender equality in the EU, as well as to review areas for improvement in the current political context.

A new feature of this year's Gender Equality Index is a particular focus on the work and life balance. The conference will explore different ways for women and men to balance their work and personal commitments. Aspects such as parental leave, flexible work arrangements and public infrastructure will be reviewed and discussed by panel speakers.

Whereas, on the second day, the AGE participated in the 10<sup>th</sup> coordination meeting of the EU candidate countries and potential candidate countries.

The purpose of the meeting was to bring together stakeholders from the region to discuss ways to cooperate and improve gender equality at the national and regional levels, identifying priorities and discuss the developments on the National Gender Equality Index, as well as the Role and perspective of the civil society, discrimination and gender-based work in the Western Balkans.

<https://eige.europa.eu/gender-equality-index/2019-conference>



**AGE attended the regional intergovernmental consultative meeting to review the Beijing platform (B + 25), held in Skopje**



On the occasion of the marking of the 25<sup>th</sup> anniversary of the adoption of the Beijing Declaration and the Platform for Action, organized in Skopje by UNCEF, and at the invitation of UN WOMEN, the Agency for Gender Equality participated in the intergovernmental regional consultative meeting to review the Beijing platform ( B + 25).

AGE presented the achievements towards the implementation of public policies such as the Action Plan for the Implementation of Resolution 1325 and the steps taken towards the assessment of the implementation of the Kosovo Gender Equality Program 2009-2013 and the drafting of the 2019 KGEP- 2022.

**The Chief Executive of AGE, Edi Gusia, made a presentation at the Regional Forum for the Istanbul Convention, in Tirana**





At the invitation of UN Women, the Agency for Gender Equality participated in the second regional forum “Promotion and Implementation of the Istanbul Convention in the Western Balkans and Turkey” held in Tirana, Albania. Representatives from the AGE presented about the achievements in terms of the implementation of the Istanbul Convention, legislation and coordination mechanisms at central and local level.

The challenges and recommendations for the future in terms of implementation of this Convention were also discussed.

The Regional Forum for the Promotion of the Implementation of the Istanbul Convention in the Western Balkans and Turkey has continued its work from 9-10 October 2019 in order to share best practices and ensure the cooperation of all actors to meet the recommendations of the GREVIO, for an integrated response on combating violence against women and the alleviation of gender inequality at the regional, national and local levels.

*AGE participated in the two-day forum, where it was discussed on ending the gender-biased sex selection, held in Istanbul*



At the invitation of the United Nations Population Fund (UNFPA) and the International Center for Children (ICC), representatives of the Agency for Gender Equality participated in a two-day forum on “Son Preference and Undervaluing Girls”, where one platform was provided for the exchange of knowledge on son preferences and the gender-biased sex selection and to encourage the South-South exchange and cooperation between the affected countries.

*The AGE participated in the ninth meeting of pre-accession member states held in Turkey*



Representatives of the Agency for Gender Equality at the invitation of the European Institute for Gender Equality participated in the ninth meeting of actors from the region, to discuss ways of co-operation and improve gender equality at national and regional level, as well as to identify priorities and to discuss the work plan for 2019.

ABGJ presented the activities for 2018 and for priorities for the year 2019, During this period AGE held the workshops for the drafting of NPGE, which is already now on finalization, it also held trainings for Gender Impact Assessment, it published Ex Post of LGE, training for SAP, and has continued with affirmative measure for the registration of immovable property on behalf of both spouses also for the year 2019.



*The Chief Executive of AGE, Edi Gusia, participated in the conference on the topic “We are not weapons of war”, held in Luxembourg*



The Chief Executive of the Agency for Gender Equality, Edi Gusia, participated in the International Conference initiated by HRH the Grand Duchess Maria Teresa of Luxembourg, and in partnership with the Dr. Denis Mukwege Foundation “We are not weapons of war.” The conference was supported by the Government of Luxembourg in cooperation with the Women’s Forum for Economy and Society which was held on March 26-27, 2019 in Luxembourg.

HRH The Grand Duchess Maria Teresa has organized this conference with the aim of addressing, isolation and stigmatization of the survivors of sexual violence in armed conflict.

Mukwege is a world-fame gynecological surgeon, as well as the founder and medical director of Panzi Hospital in Bukavu, Democratic Republic of Congo. He is known as the world’s leading expert on “repairing” internal physical damage

caused by rape. Together with his team, he treated more than 50,000 victims east of the Congo. In 2018 he received the Nobel Prize for Peace, along with an activist jazidi and survivor of rape Nadia Murad, for his efforts to put an end to the use of sexual violence as a weapon of war and in armed conflict.





## ACTIVITIES OF THE GENDER EQUALITY OFFICIALS IN MINISTRIES AND MUNICIPALITIES

**The Gender Equality Official in the Ministry of Defense**, reported on the importance and conditions that this ministry provides in respecting and advancement of human rights and gender equality. The legal infrastructure of the MoD / KSF guarantees equal opportunities regardless of gender and ethnicity, to put into service their individual potentials in the development of the KSF, as well as equal benefit from the achievements of this development. With the recommendation of the Unit for Human Rights and Gender Equality, the proposal has been approved that the program of the Center for Basic Training to lecture on gender equality and its perspective, which aims to raise awareness of members of the KSF on gender equality, elimination of gender discrimination, negative stereotypes, inequality and prejudice. The CBT program provides lectures on Basic Training for the active and reserve Component, whereas the School for Non-Commissioned Officers, in its three development programs for KSF Non-Commissioned Officers, carries out 10 teaching hours of training on human rights, gender equality and sexual harassment.

The GEO, in order to increase transparency, equal and non-discriminatory opportunities during year 2019, has observed the recruitment process, selection of new KSF recruits. Regarding this process, it has been reported on the progress of the process with findings and recommendations.

During 2019, 102 women members were recruited in the active component of the KSF, while 569 men members were recruited in the active component of the Force.

In order to continuously improve the inclusion of females and their career advancement, OGE in line with the Law on Gender Equality, has recommended that under equal conditions, the less represented gender be given priority. These recommendations were repeated during the quality participation of the observer in the Bilateral Training Boards as well as in the periodic reports.

During 2019, a total of 240 members (military and civilian) attended bilateral trainings, of which 21 women (8.75%) and 219 men (91.25%)

During this year, a total of 106 military women and a total of 704 (military) men were promoted.

Regarding the current statistics in the Ministry of Defense and in the KSF is as follows:

The total number of women and men in the MoD (Military and Civil), 53 Military in MoD (Three (3), Women and 50 Men), 106 Civilians in MoD (30 Women and 76 Men).

The number and percentage of women in MoD (civilian) 30 Women (civilian) are currently in the MoD or 28.30%, while men MoD (civilian) 76 Men (civilian) are currently in MoD or 71.70%.

The total number of women in uniform in MoD / KSF - in MoD / KSF in uniform is 300 women (military) or 10.80% of the total number.

Number and percentage of men in uniform in the MoD / KSF -Currently in the MoD / KSF in uniform serve 2477 men (military) or 89.20% of the total force.

The number and percentage of women in the MoD, in leadership positions (for Civilian), 10 women serve in leading positions in the MoD, or 20.83% of the total number of leadership positions in the MoD. The number and percentage of men in the MoD, in leadership positions (for Civilian) 38 men civil servants (three of them (3) are in the acting position), serve in leadership positions in the MoD or 79.17% of the total number of leadership positions in MoD.

Number of women in the KSF, according to ranks - As mentioned above, currently in the MoD / KSF serve 300 military women in certain ranks as follows: Brigadier General (OF6) - one (1), Lieutenant Colonel (OF4) - four (4), Major (OF3) - six (6), Captain (OF2) - six (6), Lieutenant (OF1) - three (3), Second-Lieutenant (OF1\*) - two (2), Sergeant Major (OR9) - one (1), First Sergeant / Master Sergeant - five (5), Sergeant First Class- seven (7), Staff Sergeant - four (4), Sergeant - 25, Corporal / Specialist - 103, Private First Class - 31, and Soldier - 102.



Activity carried out by the MKSF

**The Gender Equality Official in the Ministry of Health** during 2019 carried out monitoring visits as provided by the work plan in public health institutions of primary, secondary and tertiary health care in order to get closely informed, in compliance with applicable law. Informing the health professionals on the provision of health services to the victims of domestic violence, and distribution of materials in accordance with the legislation.

Regarding the decision-making positions base on gender in the Ministry of Health, it is as follows: The total number of decision-making positions of the MoH staff is 155, which includes: 96 Administration, 7 Primary Care Division, 29 Pharmaceutical Inspectorates Health Inspectorates, 23 Cabinets; Decision-making positions, women / men: 14 Directors, and 2 women Directors.

The beneficiaries of the trainings during 2019 are 64 women and 48 men; Beneficiaries of new jobs during 2019: 11 women, 7 Men;

During 2019, monitoring visits were conducted in public health institutions of primary, secondary and tertiary care, in the municipalities of Vushtrri, Mitrovica, Gjakova, Peja, Ferizaj, Gjilan and Prishtina.

For domestic violence, according to the standard operating procedures and the Guideline on gender-based violence for health care providers, trainings and roundtables were initiated and conducted with health professionals in seven regions of the Republic of Kosovo for medical staff, including regional hospitals, UCKK-emergency, gynecological and psychiatric clinics, MFMC, and Mental Health Centers, attended by 210 health professionals; topic of the training: identification, treatment, referral by health professionals of the gender-based violence, domestic violence.

Trainings were conducted with NGOs: four-day training with 27 participants each with UNFPA-MoH-AMC, a total of 108 health professionals from the region of the Republic of Kosovo.

Four-day training, 46 participants with UNDP-WHO-MoH, with health professionals and midwives of home visits from the region of the Republic of Kosovo on the topic: Gender socialization and gender dynamics, and the role of the health system in responding to gender-based violence, certified by the Kosovo Doctors Chamber.



Activity carried out by the Ministry of Health



**The Gender Equality Official in the Ministry of Trade and Industry**, during 2019 she carried out her work according to the assigned tasks on counseling and monitoring of human rights issues and gender equality according to LGE. The GEO participated as a member in the verification committee in some of the job openings by the Ministry. As part of the celebration of March 8, a meeting was organized with the women employees of the Ministry, where the meeting was attended also by members of the political staff of this ministry, where they also discussed their demands, ideas about the work and the advancement of women in the institutions.

Compared to the first half of 2019, the number of women officials in the MTI has increased by 2%, this is considered as a progress the increase of the number of women in the Ministry for this year 2019.

Currently, the total number of employees in the MTI is 240. Out of which, 154 or 64% are women and 86 or 36% are men.

The MTI, respectively the Kosovo Investment and Enterprise Support Agency (KIESA) organized fairs "Women in Business and Traditional Crafts" in the municipality of Gjilan, which were attended by 32 businesses and associations of women entrepreneurs from different communities of Kosovo.

Business Park in Drenas has nine percent (9%) of women as entrepreneurs.

*The Voucher Consultancy Scheme*, The voucher aims at providing subsidized consultancy to SME, in order to increase the overall performance of SMEs. The voucher for consultancy supports the development of the enterprise by providing subsidized consultancy services, where at the beginning they issue to all applicants - women entrepreneurs 10 more points, as well as all business requests that are presented to us which aim at employing women, those receive 10 more points. It is worth mentioning that this year, through the World Bank, some enterprises are being supported in terms of consultancy and certification.

*Grants to MSME* - Aim at increasing the production capacity. The aim is to reduce trade deficits and improve the production capacity of Micro, Small and Medium Enterprises (MSMEs), increase of investments, export, and competitiveness and creation of new jobs.

Subsidizing with financial resources in support to SMEs for purchasing of new production machinery during 2019 is as follows: NTP "Shehu" Delfina Shehu, NTG "Blendi" Fatime Rama, Rami Plast Hava Hajdari. The support was also extended to Women's Association "Women of Krusha" for participating in fairs organized abroad, which was held in Switzerland.



Activity carried out by MTI



**The Gender Equality Official at the Ministry of Education, Science and Technology**, based on the annual planning, during the year has carried out a numerous activities in respect to the gender equality in the field of education and training. In the marking of the 11 October, the International Day of the Girl Child, the following activities were held: notifying the MED that one class hour to be devoted with a lecture regarding the importance of 11 October, the MEST through outsourced experts has held two information sessions in the municipality of Deçan with two primary and lower secondary schools "Isa Boletini" and "Sylejman Vokshi". The number of participants was 108 pupils from eighth and ninth grade. The purpose of this day is to raise awareness for girls to be career-driven not only in professions that are traditionally identified as girls' professions but also for so-called professions typical for men. As part of the marking of the Week for the Rights of Victims of Crime, the following activities were carried out: In marking of this week, the MEDs were notified that their schools must conduct activities which show the importance that marking of this week has. MEST through outsourced experts has held two information sessions in the municipality of Prizren with teachers of the primary and lower secondary school "Lekë Dukagjini" (35 participants), and in the Municipality of Malisheva in the primary and lower secondary school "P.N.Luarasi" with pupils from ninth grade which was attended by 19 pupils. During the session at the primary and lower secondary school "Lekë Dukagjini" in addition to the representative of MEST, present were also representatives of parents, pedagogists, psychologists, teachers lecturing Civic Education, and Albanian language, Figurative Art, Music, History and class teachers. In marking of the 16 Days of Activism, MEST has planned the activities that have been held in two primary and lower secondary schools "Hasan Prishtina" and "Sali Bytyqi" in the municipality of Malisheva. Participants were pupils from ninth grade and teachers from the respective schools, who were introduced to the Standard Operation Procedures for Protection from Domestic Violence as well as the legal framework that promotes gender equality.



Activity carried out by MTI

**The Gender Equality Official in the Ministry of Local Government Administration** has carried out numerous activities during 2019, paying special attention to activities in the field of gender equality, prevention of human trafficking, professional capacity building in full compliance with local and international strategic documents. The MLGA according to the Local Self-Government Strategy 2016-2026, as well as the Annual Work Plan for the year 2019, has envisaged to carry out five objectives, one of which is the Promotion of Human Rights and Capacity Building, in which gender equality is part as well.

As a support to the sectorial policies with priority for the country and as an affirmative measure, for the first time this Ministry has created a special incentive fund for gender equality in order to encourage municipalities to achieve gender equality as an underrepresented category in the public sector. Thus, based on the results of the municipal performance in the implementation of the Law on Gender Equality, 200.000. (two hundred thousand Euros) were allocated for the beneficiary municipalities. Therefore, this year for good performance in achieving gender equality in decision-making positions and implementation of the Law on Gender Equality, 4 municipalities were rewarded: the Municipality of Kamenica, Drenas, North Mitrovica and the Municipality of Klokot.

The MLGA in cooperation with the OSCE, have organized a roundtable discussion on gender representation at the local level two years after the local elections. Minister Hodžić presented the data for the past two years that progress has been noted in the inclusion of women in local institutions, but she stressed that this principle has not reached the appropriate level. So, it is necessary to fully implement all the laws provided by the institutional mechanisms in the fight against discrimination and marginalization of women in all fields of life and the processes that take place in Kosovar society.

All 38 municipalities of the RKS are led by men. Out of 38 Chairpersons of Municipal Assemblies, 32 are men and 6 are women. While the directors of the directorates in the municipalities in total are 352 directors, out of which 85 are led by women, 267 are led by men, the data for 37 municipalities (data for the municipality of Zubin Potok is missing). This shows that this year there are changes, from 18% as the representation which was in 2018, now it is 22.16%, which means that after the measures taken by the MLGA there is an advancement of women in the decision-making position from last year by 3.43%. Out of a total of 38 vice chairpersons, 2 are women (Suhareka and Zubin Potok) while 36 are men.

The municipalities of Drenas, Kamenica, Klokot, North Mitrovica, Prishtina, Junik, Obiliq are a better example in complying with the Law on Gender Equality, as they have appointed 50% of women in decision-making positions, while in municipalities with more population and bigger administration the Law on Gender Equality is not obeyed, in such Municipalities as Gjakova, Prizren, Podujeva, South Mitrovica, Fushe Kosova, Malisheva, Graçanica, Suhareka, Vushtrri. While municipalities that have 0% are the municipalities of Shtërpe, Ranillug, Mamusha and Dragash.

The MLGA in cooperation with the AGE have sent official letters to all municipalities of the RKS requesting that *“Municipal bodies are obliged to adopt and implement special measures to achieve representation of the less represented gender, until the achievement of equal representation of women and men”*. Following the request for compliance with constitutional and legal standards for equal gender representation, respectively the creation of spaces and conditions for increasing the number of women’s representation in executive bodies and municipal assembly bodies, the MLGA made sure that through the legal mechanism of administrative review, the legality of any decision of the municipalities not to be confirmed if it does not constitute proper representation for both gender in the Standing Committees of the municipal assemblies, that of Policies and Finances and the Committee on Communities. In this process, MLGA has returned all those decisions that did not fulfill this standard, and requested a review of the relevant decision and its amendment in such a way as to ensure proper representation in these committees for both genders.

The total number of civil servants in the MLGA is 126, out of which 63 are women and 63 are men. At the managerial level, in addition to the Secretary General, two women were appointed in the position as directors out of five (5) Departments, while the other three (3) Departments are led by men. Also, at the level of Head of divisions, out of 19 Divisions in total in MLGA, ten (10) of them are led by women and nine (9) by men. The MLGA has focused on the implementation of the law on gender equality and equal representation in civil service positions. The gender representation in the MLGA has reached 50% at all levels.



Activity carried out by MTI



**The Gender Equality Official at the Ministry of Infrastructure and Transport** has carried out activities in accordance with the envisaged plan and strategy for the year 2019. GEO has monitored and has been a member of commissions for various decisions to achieve the best possible standards that promote gender equality in MIT. On the occasion of marking March 8, a one-day training was organized on the topic: *“Overall Gender Budgeting”*, which was attended by officials of the Ministry of Infrastructure and Transport. According to the report sent by the GEO to the MIT, there are a total of 135 vehicle technical control centers in Kosovo, out of which 129 are owned by men and 6 are owned by women.

The total number in terms of driving license from the theoretical part of “B” category, divided by gender for the period of the year 2019, in total there are 62,453 tested candidates, out of which 18,841 or 56% men passed the test, while 14,387 or 44% women past the test.

The report of Vehicle Department in the MIT for 2019 shows the total number of driving schools licensed by MIT, which are owned by women and men, the number of driving category examiners, theoretical examiners, driving instructor/s, professional lecturers in driving schools.

2019	Total	Men	% M	Women	% F
Driving school	265	206	77.74	59	22.26
Theoretical examiner	48	43	89.58	5	10.42
Category examiner	4	3	75.00	1	25.00
Driving instructor	261	197	75.48	64	24.52
Professional lecturer at DS	136	120	88.24	16	11.76

The MIT has a total of 11 women in management positions; while in terms of employees there are a total of 288 employees, out of which 74 or 26% are women, while 214 or 74% are men.



Activity carried out by MIT

**The Gender Equality Official at the Ministry of Environment and Spatial Planning** has reported on the activities undertaken for the year 2019. The GEO activities have been undertaken in collaboration with consultants from Sida project and the staff of the MESP, making sure that human rights and gender equality are included in every phase of the planning process, approval, implementation, policies and programs as well as the budget of this ministry. In addition, two workshops and meetings were organized for drafting the document Strategic Directions and Gender Equality Action Plans at MESP, attended by 20 officials from the ministry, out of which 14 women and 6 men.

In honor of 8<sup>th</sup> of March, a roundtable discussion was organized on the topic “Integration and Gender Budgeting in drafting and implementing the policies of the ministry. Whereas, during the campaign of 16 Days of Activism, the training was held on, “Gender-based violence and the impact of gender on the environment”. 17 people participants in this two-day training, 12 women and 5 men. This activity was supported by Sida.

In the framework of the project “Kosovo Environmental Program 2016-2020” which is implemented in MESP in partnership with FCG, NCG and EPTISA and supported by Sida, a questionnaire was conducted for the staff of the ministry on “Training needs assessment on gender in MESP” based on the ninth component of the project where gender equality is included. Also, GEO organized a training “Differences / Sex and Gender, Gender Roles, Norms, Gender Stereotypes”

The GEO has also been part of the group in drafting concept documents undertaken by the MESP.



Activity carried out by MESP



During 2019, the **Gender Equality Official at the Kosovo Cadastral Agency** monitored the cadastral offices for the implementation of the Administrative Instruction No. 02/2019 on Special Measures for the Registration of Joint Immovable Property on behalf of both Spouses, which aims to exempt from the initial tax the spouses who register joint property (Article 5 of Administrative Instruction No. 02/2019 on service fees for registration of immovable property rights) in municipal cadastral offices;

Gender-based owner statistics at the national level are 441,125 (80, 58%) men and 95,457 (17, 44%) women. Since the entry into force of the affirmative measure 2016-2019, 5392 spouses have benefited.

Regarding the employees in the KCA, there are a total of 52 employees, out of which 33 are men and 19 are women. While at the management level there are 6 men and 5 women, by taking this figure into consideration, it can be seen that the KCA has achieved to have gender equality at the management level.

Otherwise, in the framework of marking the 16 Days of Activism campaign, the GEO has prepared a brochure for informing the citizens about the registration of property on behalf of both spouses.



Activity carried out by KCA

**The Gender Equality Official in the Ministry of Economic Development**, reported on the statistics regarding gender representation in MED, including the agencies that are within this ministry. Currently, MED has 150 civil servants, out of which 60 are women and 90 are men. As for the political staff in MED, the total number is 27, out of which 9 are women and 18 are men. The gender structure in the Energy Efficiency Agency is 4 women and 3 men. Kosovo Efficiency Agency during 2019 has contributed to the advancement of women in Kosovo within the Project Millennium Kosovo MCC for energy efficiency. The KAEE has been the key institution in drafting the terms of reference, where it has been proposed that in the energy sector the capacity for women must be enhanced. On this occasion, 28 women have received scholarships to study in the USA in the energy sector.

On the other hand, GEO is also part of the Women's Association in the Energy Sector, which was launched in 2017 with the support of the USAID project, REPOWER-KOSOVO, and is the first and sole civil society organization in Kosovo focusing on gender in the energy sector. The partner institutions that supported the initiative include: the Kosovo Energy Corporation (KEK), the Energy Regulatory Office (ERO), Transmission System and Market Operator (KOSTT) and the Ministry of Economic Development (MED). Up to date, AWESK has about 140 members, trained and educated professionals with a broad range of profiles, including: women engineers, legal experts, administrators and HR, IT, marketing and PR staff and academics from engineering and social sciences.



The purpose of establishing the AWESK is to advance gender diversity through mentoring, networking, skills development and career self-management. It aims to help institutions identify concrete and implementable actions that will empower women in the energy industry for the value and professional development.

**The Gender Equality Officer in the Ministry of Culture, Youth and Sports**, on the occasion of marking the International Women's Day, she participated in the foundation of the cooperation initiative for various projects between women in Kosovo and Britain. After the discussions on achievements but also on many challenges for women in Kosovo, in education, employment, in decision-making, etc., the initiative for a formal organization of women in Diaspora in Great Britain was born. "This activity was realized in cooperation with the Kosovo Embassy to the UK.

During the discussion about the contribution of Albanian women in Diaspora, part of the discussion was also the GEO, where she said that, we must be more committed than before in education, promotion and citizens' awareness raising - in order to promote a sense of cultural identity and as a source of inspiration and innovation. As an important part of the preservation process, at the same time a special challenge for Kosovo remains the education of new generations on cultural heritage and citizens' awareness rising, as well as promoting and increasing the visibility of the potential of cultural heritage values at national and international level.

The GEO during 2019 also published an article in the newspaper Kosova Sot, about maternity leave, entitled "Mothers are forced to choose between work and child."



Activity carried out by MCYS

**The Gender Equality Officer at the Student Center**, based on her duties and responsibilities, during the year she held discussions with the staff of the student center for the implementation of the LGE. Also during the year she has made visits to dormitories, where out of 8 dormitories, a total of 5 of them are women and 3 are men.

The data regarding the staff in SC are as follows: 239 in total, out of which 75 women and 164 men, in decision-making positions are 3 women and 14 men, whereas the number of students is 1504 men, and 2362 women.

**The Gender Equality Officer in the Municipality of Dragash** has undertaken activities based on the objectives planned during the year, for implementation, monitoring and reporting on the implementation of local and international legislation on the promotion and dissemination of values in the field of human rights, especially the rights of woman. On the occasion of marking March 8 - Women's Day, a debate was organized which was attended by all women employed as: women in administration, MFMC, Education, in the Assembly and families of martyrs, and in addition to the Mayor, the Director of Education and Director of Health, the guest was also the Chairwoman of the Preliminary Commission on Human Rights and Gender Equality, Ms. Duda Balje, where the need for the functioning of the kindergarten was discussed (it is the only municipality without a public kindergarten), functionalizing the gynaecology ward, the engagement of a woman doctor in the MFMC in Dragash, and engagement of women in decision-making which still remains a taboo issue in the Municipality of Dragash.

In cooperation with the Police, information sessions were held with all pupils of IX-th grade in the municipality about sexual abuse of children. Meetings were held with women on the LGE and Domestic Violence, which was attended by 20 different women housewives, women workers from different sectors - the meeting was supported by UN WOMEN. During the 16 Days of Activism campaign against domestic violence, a debate was held with representatives from the Municipal management structures and various institutions and members of the mechanism, also after the debate we conducted a march, in Dragash Square with the motto "Healthy family - Healthy society. The debate and the march were conducted in the presence of the local media, Radio Sharri, TV-Opoja as well as the public television, RTK, march was attended by nearly 1000 citizens, pupils, teachers, institution representatives, member of M.C. and other citizens.

Also, several meetings were held together with KDI in different villages, making efforts for women and girls to be present at the meeting on the municipal budgeting. In the marking of the Women's Entrepreneurship Day, which was organized on November 15 with some women farmers of the municipality of Dragash and Vitia, supported by agricultural farming program of UNDP and ADA.



The activity carried out by the Municipality of Dragash

**The Gender Equality Officer at the Municipality of Drenas**, based on her duties and responsibilities during 2019, has carried out a series of activities for the promotion and advancement of gender equality in the country. On the occasion of continuation of the affirmative measure for the registration of property on behalf of both spouses, the GEO has distributed posters at the entrance of the municipality, in order for the citizens to be informed. During 2019, in the Directorate for Geodesy, Cadastre and Property, as a result of the continuation of the affirmative measure, 32 requests for property registration on behalf of both spouses were submitted, whereas during 2019, there are 99 cases in total where women in different forms were included in relation to property be that in transfer, property registration on behalf of women, inheritance, etc.

GEO in cooperation with CPWR, and its Director, Kadire Tahiraj, and MFMC, radiologist Shkelzen Gashi, an information session was held about breast cancer. In this information session, in addition to Officers from the Municipality, civil society also participated. The number of participants was 47 women.

As part of the campaign on 25 November, for the International Day for the Elimination of Violence against Women, several posters and leaflets were produced which were distributed to the municipal institutions as well as to citizens with the message of preventing domestic violence, as well as with information on legislation regulating domestic violence, and information about the institutions where they can seek help if they are victims of domestic violence. A meeting was also held at the Centre for Social Work, related to the assistance they provide to victims of domestic violence, and the difficulties and challenges they face during their work in treating victims.

GEO held a meeting with the OSCE team regarding the questionnaire “Monitoring of the Law on Gender Equality”. During this meeting it was also discussed about the Strategies and Action Plans implemented by the Municipality in promoting Gender Equality, ensuring gender integration in policies, responsible gender budgeting, gender composition of the Municipal Assembly, gender composition of the Community Committee, etc..

During 2019, the Municipal Education Directorate has awarded 40 scholarships for high school students and another 160 scholarships for students of universities, out of which 127 scholarships for women and 33 for men. Beneficiary students of the municipal scholarships for the 2019/2020 academic year have signed contracts for receiving scholarships awarded by the Municipality in the amount of € 500 per student.

Directorate for Economic Development, in cooperation with RDA, has held the “Empowering young people and women in soft skills and managerial skills” training. In this training, the participants are professionally trained about soft and managerial skills. The training was attended by the Mayor of the municipality, the Director for Economic Development, Women from the Centre for the Promotion of Women’s Rights, young people from the Youth Centre, the Employment Office and citizens. The beneficiaries of this training were 27 people, of which 17 were women and 10 were men.

Directorate for Agriculture, Forestry and Rural Development has supported the farmers of the municipality with 100 multi-cultivators/simulators, where 11 beneficiaries are women farmers, whereas 93 farmers have been supported with greenhouses, of which 24 beneficiaries were women and 69 were men.

During 2019, the Directorate for Culture, Youth and Sports has supported with subsidies the NGO “Bli-ri” for the implementation of activities, where the women beneficiary has carried out a two-day fair for the promotion of traditional products. The purpose of this fair has been the economic empowerment of women in businesses, traditional handicrafts, processing of fruits and vegetables, cultivation of honey, and wood processing.

The Municipality of Drenas is one of the municipalities with equal gender representation, where out of 12 directorates, 6 are led by women, and the vast majority of municipal administration staff are women.



Activity carried out by the Municipality of Drenas



**The Gender Equality Officer in the Municipality of Viti**, during 2019, has carried out numerous activities regarding the empowerment and role of woman. Two trainings were held with municipal Officers, NGOs, assembly advisors on the implementation of applicable laws in function of gender equality, where beneficiaries of these trainings are 30 participants (municipal Officers from different sectors and municipal advisors). In cooperation with KDI, a roundtable was organized for the participation of women in public meetings, which was attended by 25 people, some of whom were from directorates, municipal advisors, members of civil society, youth organizations.

GEO has conducted gender analysis and preparation of gender budgeting in the following economic categories: salaries and wages, subsidies and capital investments, where new recommendations have been given to eliminate gender inequalities in these three economic categories, recommendations which are incorporated in the budget of 2020.

Also, the leaflet "Know the Rights" has been prepared and distributed, where information on the rights to inheritance and property has been given, in accordance with the laws in force.

In cooperation with the Kosovo Police, the Centre for Social Work and the Action Team for Community Safety, lectures were held in schools in the Municipality of Viti on the prevention of sexual harassment, misuse of social networks, trafficking in human beings, prevention of domestic violence, where the beneficiaries of these lectures were 1400 pupils of lower secondary schools of the Municipality of Viti.

The marking of the Women's Entrepreneurship Week was held through a roundtable discussion with municipal institutions, active women's businesses operating in the Municipality of Viti, and it was organized in cooperation with UNDP, which aimed at finding modalities for creating facilitation for the development of business led by women. During this period, two fairs were held with the motto "Let's get acquainted with the traditional values", where women entrepreneurs have had the opportunity to exhibit the products of their businesses in these fairs.

Among other activities, is also the "Week for Equality" campaign where in the framework of this campaign, various activities are organized in all schools of the Municipality of Viti, such as exhibitions, lectures, teacher-student conversation, and other activities. In cooperation with the organization "Women for Women" and the American Embassy, a meeting was organized where the 1 (one) year project "Vocational training for employment" was launched with a focus on victims of violence, which was attended by 50 women.

In the Municipality of Viti, the Coordination Mechanism against Domestic Violence has been established, which aims to prevent domestic violence, protect and reintegrate victims of domestic violence, where 15 relevant institutions dealing with this issue are an integral part of this mechanism. The 16 Days of Activism campaign has been performed with numerous activities such as: lectures in schools with pupils, distribution of leaflets and posters in various locations.

**During the year, the Gender Equality Officer in the Municipality of Malisheva** held meetings, lectures and numerous activities as regards the implementation of the work plan. At the beginning of the year, a meeting was held with the women's group, the community for gender equality and active NGOs in municipality, where the main objectives for work planning for 2019 were presented. The week of March was with various activities, visits to the families of martyrs (nine families), the opening of the exhibition with prominent Albanian women over the years, a visit to the association for promoting women's rights in Drenas and awarding of certificates of gratitude for successful women, including, contribution to education and emancipation, families of martyrs, post mortum, contribution give during the war, and business.

Meetings were also held with the women's group and the Committee on Gender Equality to discuss the establishment of Coordination Mechanisms against Domestic Violence, and this was followed by several recommendations. It is worth mentioning that a Memorandum of Understanding has been signed for the establishment of Coordination Mechanisms against Domestic Violence in the Municipality of Malisheva (in cooperation with the OSCE). Following the establishment of the CMADV, this mechanism has held a meeting with the Director of the shelter "Safe house" for assistance and support from the municipality, cooperation between institutions that deal with cases of domestic violence.

In cooperation with Community Safety Action Teams, we organized a roundtable discussion on domestic violence and the inclusion of all schools with lectures on the same topic, which ended in October. In cooperation with CPWR - Drenas, we organized the roundtable - survivors of sexual violence - in Malisheva, and recommended that such meetings be held in some rural areas of our municipality.

Regarding the 16 Days of Activism, three lectures were carried out in two secondary schools and one in primary school, in cooperation with the Police, where after the lecture the pupils had the opportunity to answer some questions in questionnaires, in which case their answers result that they are informed about domestic violence, and that they know where to address it if violence is present.

In addition, a roundtable was held on domestic violence, i.e. the elimination of violence against women, the actors of the coordination mechanism were present, where the role of the Police, OGE, CSW, shelter in relation to victims of violence was presented, and among other things, objectives set out within the mechanism: in prevention and awareness raising, protection and coordination, rehabilitation and reintegration, were discussed.

### **Gender-based statistical data**

Out of 11 directors appointed, one is a women director (DCYS) and 3 women are sector managers. Out of 41 schools and satellite schools, 9 are women principals. A total of 140 businesses are registered - 22 women and 118 men. There are a total of 720 in social assistance.

146 women and 146 men are employed in the Municipal Administration, 345 women and 586 men in employed in Education institutions, and 59 women and 61 men in Health institutions.



Activity carried out by the Municipality of Malisheva

**The Gender Equality Officer in the Municipality of Gjakova**, based on the work plan, full promotion of human rights, gender equality, protection of the rights of children and communities, it has carried out several activities during 2019.

At the initiative of OGE, and with the support of the Municipality of Gjakova and the support of the UN Women Office in Kosovo, a Regional Conference was organized on the topic: "Challenges and achievements of Albanian women in the post-war period". The conference was attended by Albania, Montenegro, Macedonia, and the Preshevo Valley. The works for the Regional Conference of Women were organized in four panels, with various topics pertaining to the challenges and achievements of Albanian women in the 20-year period after the last war in Kosovo.

OGE has held 6 meetings with the Group of Women MPs, and 10 meetings with local NGOs in order to support and advance women in all spheres, both in social and political. Organizing a roundtable for the promotion of gender equality at the local level on the topic "Gender equality at the municipal level - overall gender budgeting". This activity was carried out in order to discuss and coordinate activities in the field of gender equality, in the local governance. Five (5) meetings were organized with the members of the mechanism against domestic violence. The purpose of the meetings was, reporting of the relevant institutions on the coordination and processing of cases of domestic violence. Referring to the data from the Gjakova Police Station, for the period January-June, the number of cases of domestic violence is increasing compared to last year. The number of reported cases of domestic violence is 65 cases.

Regarding the affirmative measure for registration of property on behalf of both spouses, in the Municipality of Gjakova until the first half of 2019, there are 355 property registered in total.

As part of the marking of the international campaign against breast cancer, OGE in cooperation with the Directorate of Health and Social Welfare has organized a one-month campaign on women's health - reproduction education, in all centers of Family Medicine. Whereas, on the occasion of marking the month of anti-trafficking, several activities have been organized, where one of them is the organized roundtable with the topic "Prevention of trafficking in human beings". The purpose of this roundtable was to promote dialogue between relevant actors and civil society on the negative phenomenon of trafficking in human beings and the engagement of relevant institutions, and students' awareness raising about the consequences and risks of trafficking in human beings.

Present were representatives from the Prosecution Office, Victims Advocate, the Gender Equality Officer, the Director of the Centre for Social Work, the Police Commander, the Director of the Education Directorate, school representatives, teachers, students and parents, as well as representatives of NGOs.

In the opening of the 16 Days of Activism campaign it was marched with the motto "Generation of Equality Stands against Sexual Violence". The march started from the current building of the Municipality of Gjakova (former Bankos) and continued to the "Small Bazaar". Also, the building of the Municipality was lighted in orange colour, and several meetings were held with the Coordination Mechanism against Domestic Violence, with the Directorates for General Administration, the Principals of Primary and Secondary Schools, the Offices for Communities, the Directorates for Health, the Centre for Social Work, the Basic Court, the State Prosecutors, the Police, the Victims' Advocates, the Regional Hospital "Isa Grezda", the Office for Free Legal Aid.

18 awareness rising meetings have been organized in the city and in rural areas, in order to raise public awareness, based on the planning made in the Strategic Plan of the Municipality, as well as informative meetings with school students.

Referring to statistical data from the police station in Gjakova, 125 cases of gender-based violence were reported for the period January-December 2019.



Activity carried out by the Municipality of Gjakova



**The Gender Equality Officer in the Municipality of Fushë Kosova**, in order to promote gender equality, has conducted several activities with different interest groups, such as meetings with civil society organizations, the youth community, women community, etc. During this time, in collaboration with the IOM organization, she has organized a two-day training with a group of mothers, in order for them to get acquainted with the topic: “Child development and risk factors that may affect the occurrence of violent extremism and radicalism”.

Promoting the traditional values of food products, on the occasion of the March holidays, three-day fairs were organized with women to promote food products and handicrafts. In the framework of the March activities, all primary and secondary schools of the municipality discussed about the International Women’s Day – 8 March, describing and advancing this activity as the Gender Equality Week, in order to promote the Law on Gender Equality/ Article 21- Education of Gender Equality. There was also a roundtable held in cooperation with the Group of Women MPs on the topic - Position of women in our Municipality. As another component and priority has been the strengthening of the role of women in society, in order to increase women’s participation in public meetings and decision-making processes, which has also been the project that is organized with women, girls of all communities to encourage them to participate in public meetings as much as possible in order for their requests to be taken into consideration be that on investment projects or other issues, and this has been the goal of the project that was implemented in June – July.

The promotional campaign for the legislation in force was the campaign for the Law on Inheritance and the Law on Gender Equality, which was implemented in September, where 200 leaflets were distributed about women’s rights in inheritance, 200 leaflets about the Law on Gender Equality. A two-day fair was organized with traditional food prepared by women on the occasion of Diaspora days, in cooperation with the women’s organization “Flori”.

In order to raise women’s awareness about breast cancer, trainings were organized with women during the month of October, where 200 leaflets and 10 posters were distributed.



Activity carried out by the Municipality of Fushë Kosova

**The Gender Equality Officer in the Municipality of Skenderaj**, based on the work plans in cooperation with the Women MPs, held regular meetings in order to harmonize the activities related to gender equality and strengthen the role of women. On the occasion of 8 March and in cooperation with the Kosovo Rehabilitation Centre for Torture Victims (KRCT), the following meeting was organized: Addressing the stigma for survivors of sexual violence during the war in Kosovo. Participants in the meeting were 31 F and 8 M. OGE in cooperation with members of the Municipal Assembly visited the “Raba Voca” Shelter in Mitrovica where they were informed about the challenges and problems faced by this shelter. From this meeting, the Municipality has supported the shelter “Raba Voca” in Mitrovica with financial means in the amount of (€ 2500). In the house of culture “Hasan Prishtina” in Skenderaj, the play “Stigma - seek your right” was held, which was organized in cooperation with the non-governmental organization Artpolis - Centre for Art and Community and which was aimed to raise awareness on stigmatization, human rights, addressing various social issues and problems. Participants in this play were students of secondary schools - higher education, youth, civil society, women and men.

In cooperation with the OSCE, a workshop on Women’s Access to Property and Inheritance Rights was organized for Non-Governmental Organizations and women from rural areas, and women’s rights to property, challenges related to implementation of the law and existing social and cultural norms that impede equal access to property and inheritance rights were discussed. 37 women and 6 men participated.

The Municipality of Skenderaj in cooperation with businesses have awarded 164 scholarships for students, where 99 girls and 65 boys have benefited. Out of 57 job vacancies announced by the Directorate of Education, 40 were filled by women. On the opening day, a white ribbon was placed by all municipal Officers, which shows their commitment of not staying silent when it comes to the problem of violence against women. Brochures were distributed and posters were placed which conveyed the message that violence against women is a violation of human rights. In addition to that, lectures on “Gender-Based Violence” were held in two schools with the pupils of 9<sup>th</sup> grade.

According to the records obtained from the Police Station in Skenderaj, it turns out that the number of reported cases of Domestic Violence is 26 cases.



Activity carried out by the Municipality of Skenderaj



**The Gender Equality Officer in the Municipality of Rahovec**, based on few objectives that he has planned for the realization of activities throughout the year, it has monitored and reported on the implementation of local and international legislation in the municipal institutions.

On the occasion of 8 March, International Women's Day, together with a group of women employed in institutions and families of martyrs he paid a visit to the Women's Factory in the village of Kru-sha e Madhe in Rahovec. Several activities were carried out with the aim to promoting women's inheritance and property, with some women, girls and high school students in collaboration with the OSCE.

OGE has held several meetings and various roundtables in order to empower women, move forward and operationalize the kindergarten, such as the meeting with the Mayor and the MPs of the Municipality as well as with different municipal actors. As a result, the works for the construction of the kindergarten in the village of Ratkoc, Xerxe, Krushe e Madhe have started.

During the month of October, in order to raise awareness on breast cancer, a lecture was held for women and girls of the Municipality in cooperation with the Formal Women's Group, Director of Health, NGO Hareja, in the premises of the Hareja Center.

**The Gender Equality Officer in the Municipality of Lipjan**, in cooperation with the association "Parajsa" has supported 60 families, with food and hygiene packages. In cooperation with the Youth Centre Lipjan has organized a roundtable on "Youth mobilization to combat violent extremism" within the project -Role of local institutions in preventing radicalism and extremism among young people.

Working meetings were held with the Centre for Social Work on activities related to awareness-raising, prevention of domestic violence and provision of services and housing for victims. OGE has held lectures with students in seven schools in the Municipality of Lipjan, to prevent domestic violence, which lectures were funded by the OSCE. Lectures on the prevention of trafficking in human beings were also held with students.

As part of the 8 March - International Women's Day campaign, meetings were held to raise awareness on women's property rights, where the screening of the movie "It's not your property" took place.



Activity carried out by the Municipality of Lipjan



During 2019, the **Gender Equality Officer in the Municipality of Hani i Elezit** has held meetings and collaborations with relevant institutions such as: Agency for Gender Equality, OSCE, Kosovo Women's Network, Women MPs of the Municipal Assembly of Hani i Elezit, Women MPs of the Assembly of Kosovo, LYAC, Educational Institutions, NGOs, etc.

The development of programs and work plan within the OGE activities has made it possible to ensure that a good part of the municipal staff can be an active part of the activities of this office, including the instances of the Municipal Assembly but also those of the Police as well as Non-Governmental Organizations which at this time have been identified and mobilized for cooperation. It is worth mentioning that the cooperation with the Municipal Directorate for Economic Development and the Directorate of Agriculture has influenced the opening and regeneration of jobs for women, given that any selection of beneficiaries of grants and support for business openings will include female beneficiaries. In addition to that, work has been done on the sensitization of families in order to register properties on behalf of both spouses. During this year, there have been several activities and collaborations with NGOs - in holding roundtables, distributing leaflets in order to sensitize citizens in the implementation of the Law on Gender Equality, which has focused on the registration of properties on behalf of both spouses. 16 Days of Activism against Domestic Violence were also marked where 4 lectures were held with primary and lower secondary school students.

Also, there has been a good cooperation with the Directorate of Health and Social Welfare and MFMC, where together they have held a roundtable on women's awareness on breast cancer, and MFMC has made numerous home visits for mothers and children.

The Municipal Directorates in Hani i Elezit, in every action they have taken, have aimed to achieve both the goal and gender equality, such as during its activities, the Directorate of Education and Directorate of Youth, Culture and Sports, have also planned to organize activities that include women, not only men, where during the construction of a sports hall, it has been taken into account for the hall to serve to both genders.

The Municipality of Hani i Elezit have had cooperation with various donors and NGOs, where it has built 5 houses for families in need and two of them have been built for single mothers-parents.



Activity carried out by the Municipality of Hani i Elezit

**The Gender Equality Officer in the Municipality of Prizren**, has carried out activities that correspond to the actions taken through meetings, trainings and concrete initiatives. As the chairperson of the working group established for cooperation and implementation of the project for Social Rights, in cooperation with the organization Giz-So Ri, regular monthly meetings and round tables were held, mainly with women from the Roma, Ashkali, and Egyptian communities and members of the group to discuss the services that the Municipality provides in the field of Social Rights and Gender Equality.

OGE has been part of the training on the treatment of women victims of domestic violence held by the Centre for housing of women, which was also attended by members of the Coordination Mechanism for Protection from Domestic Violence. Also at the invitation of the OSCE, OGE participated in the roundtable organized with the women of Zhupa, where it presented the work and activities it undertakes.

As part of the CMADV, several meetings were held to discuss the current state of domestic violence phenomenon. The existence of violence and the greater report of cases of violence are evident, but it has been established that the treatment of cases by institutions is conducted by prioritizing.

Together with the Head of the Children's Assembly within the NGO Nevo Koncepti, several meetings and consultations were held on the preparation of the roundtable on "Treatment of cases of violence against children" which was held on 25.06.2019, attended by members of Municipal Coordination Mechanism against Domestic Violence, Municipal Children's Assembly, Director of Administration, NGOs and various media. The purpose of the roundtable was to initiate appropriate municipal policies and establish favourable conditions for healthy and comprehensive development of children in protected and safe environments. All this is related to the institutional treatment of cases of violence against children with special emphasis on psychological violence in schools and families.

Also, joint meetings were held with the Informal Group of Women MPs of the Municipality of Prizren in order to discuss the encouraging of women's commitment in general to various women's issues and their addressing. The discussion focused mainly on the implementation of Gender Budgeting in the Municipal Institution, then on the situation of women in businesses and their subsidizing, ownership and promotion of women's property issues and as a special topic were the existence and problems with public kindergartens.

During the year, she has participated and presented in various activities, such as lectures at the NGO Orkide, recommendations on psychological violence in schools for NGO Nevo Koncepti, visit to the shelter in Novo Brdo, presentation in the workshop organized by NDI etc. In cooperation with the Children's Assembly, a roundtable was organized on the topic of Domestic Violence and Trafficking, child protection. This roundtable was held with the Municipal Mechanism against Domestic Violence and children MPs.

In November, with the coordinator of the Municipal Children's Assembly, the procedure for publishing an annual calendar through children's works and educational messages with gender-influenced content began, as a product of the Assembly which will be distributed to the Mayor, Municipal Directors, MPs and other important actors for the protection of children's rights.

**The Gender Equality Officer in the Municipality of Peja**, marked the year 2019 with the implementation of activities in promotion and improvement of the position of women in the society. On 8 March, International Women's Day, a march was organized to commemorate multidimensional efforts for freedom and equality, the right to vote, women workers' protests around the democratic world against gender discrimination, abuse, the rights of immigrant women and the decision-making effort. The march was characterized by peace balloons carrying many messages for an equal and peaceful world by many women and girls who believe in the power to lead change. The march also promoted women entrepreneurs by lobbying for gender equality in employment and salaries and has expressed gratitude to teachers with messages such as: "The dream begins with a teacher", as well as "Two are employees of a state, a mother and a teacher". The special feature of the story about the march for equality in Peja is the mobilization of women and girls everywhere in support of the cause for the protection of Lumbardhi, since the flow of Lumbardhi is the life of the citizens of Peja, the future of many new generations and the richest potential in economic development and nature-friendly tourism. Also, in cooperation with the OSCE, a roundtable discussion was organized on the prevention of violence, especially against women with special needs. Meetings were also held with the Italian KFOR and civil society, meetings with the working group on the work plan for the protection of children and families from abuse, organized by Save the Children and Syri Vision.

The 16 Days of Activism campaign was organized with a march in the city centre with a message opposing violence against women. After the march, a roundtable was held with all the institutional stakeholders who deal with the elimination of violence against women, where students presented paintings with messages against violence. At the end of the campaign, in cooperation with the Police and school Principals, leaflets were distributed to students and citizens with the motto "Peace in family, peace in society".



Activity carried out by the Municipality of Peja



**The Gender Equality Officer in the Municipality of Kamenica**, reported based on the planned activities in the work plan. In cooperation with the NGO Norma, within the project “Awareness-raising and activation of citizens in decision-making processes” funded by the EU, a one-day workshop was held for public participation in decision-making and their commitment to policy making. It is worth mentioning that in this workshop, we have asked all participants (members of GGK, civil society) to make a contribution which can serve the well-being of women in the municipality of Kamenica. An exhibition of fine arts on the special topic of Women’s Education and Professionalism was organized in the Municipality of Kamenica. GEO together with CSW have selected five women headed households to provide them with food packages. The Local Youth Action Council, together with OGE and GGK (KWG), has placed posters on the streets of Kamenica, with a message about raising awareness of gender equality. OGE together with representatives of the municipality, met with representatives of the Women’s Political Academy and representatives of NDI. The main purpose of this meeting was to establish a coordination mechanism for institutional support for the shelter, victims of domestic violence in Novo Brdo. Provision of support to women from the Serb-Bosniak community as well as to empower women and to increase their participation in decision-making. It is worth to note that the Women’s Political Academy (APG) is a program of the National Democratic Institute (NDI), supported by the United States International Development Agency (USAID). In order to mark the International Day for the Elimination of Violence against Women, Municipality of Kamenica has joined the global campaign “16 Days of Activism on Violence against Women”. The Municipality of Kamenica, OGE and GGK visited the Police Station in Kamenica.

OGE has also organized meetings with women in primary schools in the villages of Lower and Upper Karaceva, Rogana, and Kamenica, where presentation was delivered regarding statistics on violence in Kamenica for the last three years.

**The Gender Equality Officer in the Municipality of Obiliq**, has carried out activities in fulfilment of the objectives and work plan. In the context of debates with citizens on the drafting of the capital strategy 2019-2022, with the support of USAID, debates have been organized with women from all local NGOs and women from different localities. The meeting was attended by 70 women and 5 men. In cooperation with the coordinator of MCSC, a meeting was organized with the women of rural areas, on the topic “Peace and Safety of Women in Society”, project which lasted 3 months and was supported by IOM, which was attended by 60 women and 3 men. On the occasion of the International Women’s Day, a solemn session was organized. In cooperation with the OSCE, a roundtable was organized between the Municipalities of Obiliq and Lipjan to promote Gender Equality at the local level. Regular meetings have been held with the Coordination Mechanism for Protection against Domestic Violence regarding the handling of cases of domestic violence. Meeting with a group of single mothers, where the meeting was intended for us to learn about their daily concerns and needs.

In cooperation with KDI, a meeting was organized with the women of rural areas, a project that was aimed to identify the issues and daily needs in the Community. Meetings were held in the following locations: Lower Mazgit, Upper Mazgit, Millosevo, Raskova, Bakshi, Sibofc, Dardhishta, Breznica, Kozaric, with the participation of 280 women.

Also, meetings were held with KFOR representatives, with the Balkan Sunflowers organization, and roundtable with the women’s group NGO Youth Centre, with the topic “Involvement of women in village councils”, a two-day roundtable with Women’s Group for drafting the Action Plan of the Women’s Group for 2020, with support of the OSCE, meetings with Roma community girls, meetings with USAID and the Women’s Caucus in the Assembly.

As part of the celebration of the 16th Days of Activism in support of the OSCE, lectures were delivered to students from two secondary schools in Obiliq with the motto “Respect your family, for you to be respected”, which was attended by 45 girls and 25 boys. During the year, OGE monitored the sessions of the Assembly, the Committees for Finance and for Communities. Regarding the cases of domestic violence in the municipality of Obiliq, 12 of them are women and 4 are men.



Activity conducted by the Municipality of Obiliq

Based on her duties and responsibilities, as well as in accordance with the requirements emerged from the Municipality, **the Gender Equality Officer in the Municipality of Gjilan** has carried out several activities during 2019. As a member of the working group of the SoR project supported by Giz “Social Services for Vulnerable Groups” the GEO participated in a two-day workshop in the city of Vlora. This project was aimed at raising the awareness of citizens for the benefit of social services provided by the municipality on the one hand, and to increase the cooperation between municipal officers in addressing issues related to vulnerable groups. This project addressed also the families in need for social services, i.e. women headed households, where after carrying out field visits, it became possible to identify such families and hence the rent for 2019 was paid for 5 women headed families and who are in difficult economic conditions, as well as it became possible to attend a cook’s course at VTC.

OGE marked March 8<sup>th</sup> by visiting the Kosovo Police, in cooperation with the Chairperson of the Municipal Assembly, Director of Culture as well as the Municipal Assembly staff. The visit was carried out in order learn on the conditions and role of women at this institution. There was also a roundtable on “the importance of women’s activism in society”. The roundtable aimed to focus on the importance of women’s activism in society in all areas through the present active women of the municipality, to empower women in general through stakeholders who provide support and work on the advancement and empowerment of women as a prerequisite for achieving sustainable development of Gender Equality and for the empowerment of women, in particular girls.

GEO visited the Centre for Protection of Women and Children “Liria”, to see on the spot the conditions provided by this centre and the services provided to women and children sheltered therein.

In cooperation with the Commission for the establishment of local councils, consultative meetings were organized with municipal women counsellors, Gender Equality Committee and active women of the municipality, in order to lobby and at the same time to seek 50%-50% gender composition in local councils, so that municipal laws and regulations on the establishment of local councils be implemented properly.

OGE, in cooperation with the Directorate of Finance, Chairperson of the Assembly and Gender Equality Committee, organized the 2020 Budget Hearing and Early Projections 2021, by inviting women, youth and communities to participate and provide their proposals and requests to be involved in budget planning and assist the municipality in designing the budget in the best way possible.

As part of the 16 Days Activism campaign, GEO prepared certain promotional materials, such as a Banner with the motto “Implementing norms- changing mind-set”, leaflets and T-shirts with messages against domestic violence. Also, during this period, together with CMADV members, lectures were delivered in three villages of the Municipality of Gjilan: Doberqan, Zheger and Malisheve, on “the role of the Coordination Mechanism Against Domestic Violence and the importance of reporting cases of domestic violence”.

5 meetings of CMADV coordinated by OGE were held during a 1-year period. Based on the information provided by all institutions, it is estimated that there is a slight increase in the reporting of domestic violence cases, as an indicator of the increase of citizen awareness in reporting violence-based cases.

The gender representation in public institutions in the Municipality of Gjilan is as follows: there is a total of 2671 employees, of whom 1420 are men and 1251 are women.



Activity carried out by the Municipality of Gjilan



**The Gender Equality Officer in the Municipality of Prishtina**, in cooperation with the Giz Organization organized various activities for marginalized groups in this municipality, adhering to the work plan foreseen for 2019.

During the year, regular monthly meetings were held as well as field visits regarding child protection against drug abuse, children in street situations (with special emphasis on women with infants and persons with disabilities).

As part of CMADV, regular meetings were held, where cases of domestic violence, trafficking and sexual harassment were addressed, with representation from the CSW, Kosovo Police, Victims' Advocates, shelters, and free legal aid CLARD.

As coordinator of the project for Social Rights for Vulnerable Groups - SoRi, in cooperation with GIZ, GEO developed meetings with representatives from Albania (Kukes, Elbasan and Librazhd) to share experiences related to the implementation of the Sustainable Development Goals as a part of the project "Monitoring and promoting equal distribution of social rights for vulnerable groups at national and local level". In cooperation with INPO Organization and with the support of the German organization GIZ, two theatrical performances were delivered at the Dodona Theatre, Prishtina, entitled "Empty Bags (Çantat e zbrazëta)" and "My Voice (Zëri Im)". Through the theatrical performance, an awareness-raising message was conveyed to young people regarding respect of each and every person's rights for a better life and for the right to education without being discriminated against and prejudiced in the society due to their economic, material and gender status, etc.

In cooperation with the Consultative Committee for Persons with Disabilities, joint meetings were organized with the Consultative Committee from the Municipality of Kacanik.

The purpose of this meeting was to exchange experiences between the two municipalities and future cooperation opportunities, focusing on the topic "Women with Disabilities" and "Stop Trafficking in Human Beings"

On the occasion of launching the campaign against trafficking in human beings, in cooperation with the Director of Education, an awareness-raising campaign was organized from 18 October to 17 November 2019 in all schools of the Municipality of Prishtina to inform students about this negative phenomenon and on the risks caused by trafficking in human beings and active participation of all in preventing and combating this phenomenon in order to achieve a long-term effect on raising public awareness and reporting cases.

As a part of organizing the campaign "16 Days of Activism Campaign to End Violence against Women" (white ribbon bow symbol), in cooperation with the Kosovo Police, informative lectures were delivered to high schools of the Municipality of Prishtina and at the end, a joint meeting with the Municipal Coordination Group against Domestic Violence was held.

This activity, focused on the younger generations, was aimed at raising awareness of injustices against women in society, increasing outreach, establishing links between institutions, raising awareness of young people about the consequences of violence, encouraging them to report violence, preventing and mitigating this phenomenon, and gaining knowledge about human rights.



Activity carried out by the Municipality of Prishtina

## Mandate of the Agency for Gender Equality

The mandate as well as duties and responsibilities of the Agency for Gender Equality are defined in Law No. 05/L-020 on Gender Equality. The Agency for Gender Equality is an important body for the functioning of democratic institutions and has a mandate to draft, implement, propose, coordinate and monitor local and international public policies on gender equality and is held responsible for promoting, protecting and advancing the equal participation of women and men in all political, economic, social, cultural life areas in Kosovo

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