



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

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

**THE FINAL EVALUATION REPORT OF THE
KOSOVO PROGRAM FOR GENDER EQUALITY
2020-2024**

DECEMBER 2024



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List of Acronyms

AGE	Agency for Gender Equality
KAS	Kosovo Agency of Statistics
EU	European Union
GRB	Gender Responsive Budgeting
DSFP	Department of Social and Family Policy
EIGE	European Institute for Gender Equality
KSF	Kosovo Security Force
GREVIO	Group of Experts on Action against Violence against Women and Domestic Violence
ILO	International Labour Organization
AGE	Agency for Gender Equality
MLGA	Ministry of Local Government Administration
ALMM	Active Labour Market Measures
MESTI	Ministry of Education, Science, Technology and Innovation
MAFRID	Ministry of Agriculture, Forestry and Rural Development
MRD	Ministry of Regional Development
MCC	Millennium Challenge Corporation
MFLT	Ministry of Finance, Labour and Transfers
KPGE	Kosovo Program for Gender Equality
NRAEWOK	Network of Roma, Ashkali and Egyptian Women's Organizations in Kosovo
VTC	Vocational Training Centres/Employment Agency
MFMC	Main Family Medicine Center
KRC	Kosovo Rehabilitation Center for Torture Victims
CSW	Centre for Social Work
GRK	Government of the Republic of Kosovo
KWN	Kosovo Women's Network
OSH	Occupational Safety and Health
AI	Administrative Instruction
GIA	Gender Impact Assessment
GEO	Gender Equality Officers

This evaluation was conducted by the Agency for Gender Equality within the Office of the Prime Minister of Kosovo, supported by UN Women in Kosovo, as part of the European Union-funded project “Gender Equality Facility” as well as the project “Transformative Financing for Gender Equality in the Eastern Balkans” funded by SIDA

Executive summary

One of the key policies aimed at closing the development gap between men and women is the Kosovo Program for Gender Equality (KPGE), which was drafted under the leadership of the Kosovo Agency for Gender Equality (AGE) and, as such, is the only legally binding public policy that must be drafted and approved by the Government of the Republic of Kosovo. So far, the Agency has drafted and implemented two KPGE programs, the first covering the period from 2008 to 2013, while the second, which is the subject of this evaluation, covers the period 2020-2024.

The mission statement of the KPGE was *“Kosovo aims to ensure that gender equality is at the centre of transformative processes in Kosovo within all structures, institutions, policies, procedures, practices and programmes of the Government, agencies, civil society, the private sector and the donor community”*. This objective aims to be achieved by working in these three directions/three strategic objectives in the three key KPGE pillars: *Creating equal opportunities to contribute to and benefit from economic development, increased inclusion and improvement of social welfare; Promoting gender equality, through quality education and health, inclusiveness and human capacity utilization as factors contributing to sustainable human development and the elimination of gender inequalities and stereotypes; and Promoting the realization of rights in decision-making, peace, security and justice and thereby guaranteeing the achievement of gender equality.*

The overall objective of this evaluation is to determine the extent of progress made between 2020 and the end of April 2024 toward achieving the KPGE vision as outlined above. The scope of this evaluation covers all identified areas of the Program, as well as the achievement of its objectives and expected results, as defined in the KPGE 2020-2024 document. The key evaluation questions are:

- a) whether the KPGE objectives, their logic and coherence were relevant, as well as their intended and actual impact for each objective;
- b) assessing the extent to which the objectives and activities within the KPGE have been achieved and implemented;
- c) *assessing the extent to which financial, human, regulatory, administrative, time and other resources have contributed to or hindered the achievement of results;*
- d) *to what extent and in what way the implementation of the KPGE has improved the situation of women and men in Kosovo, particularly that of women;*
- e) assessing whether the results of the gender-inclusive strategy *are sustainable over time*, meaning whether they have withstood challenges.

The methodology applied for this evaluation is based on the criteria outlined in Administrative Instruction (AI) (GRK) No. 07/2018 and the Manual for Planning and Drafting Strategic Documents and Action Plans. The evaluation has been conducted in

accordance with principles, standards and practices that adhere to the best international standards and practices, as formulated within the framework of the UN-SWAP Evaluation Principles. A wide range of methods has been used to collect information for this evaluation.

For this evaluation, data from the first two monitoring and evaluation reports of the KPGE for the period 2020-2022 were used. For 2023 and the period January-April 2024, data were obtained from reports submitted by central and local level institutions, civil society organizations and international organizations. To measure the achievement of indicators, data were sourced from AGE, ministries, municipalities, the Kosovo Agency of Statistics, the Cadastral Agency, the Central Bank, the Kosovo Police and others. For this evaluation and to understand the impact of grants obtained by AGE during the COVID-19 pandemic, additional information was collected through interviews with active stakeholders in the area of gender equality.

The results presented in this evaluation report are underestimated due to the following key reasons:

- a) while the target indicators in the KPGE refer to the end of 2024, most of the available data for indicators refer to the end of 2023;
- b) despite AGE's efforts, it was not possible to obtain data from all ministries, municipalities, civil society organizations and international partners active in gender equality; the reports received from institutions and organizations were not entirely complete and data on the budget spent for all implemented activities were missing.
- c) Additional limitations in the evaluation include the lack of data for some KPGE indicators and the absence of baseline values for one of the indicators defined in the KPGE.
- d) When reading this evaluation report, it should be noted that the implementation of the KPGE was negatively impacted by the COVID-19 pandemic, which hindered the work of all institutions and shifted the focus toward emergency support, both for public institutions and civil society and international organizations.

Of the total 36 target indicators within the KPGE:

- a) only 8 were achieved (22% of the targets);
- b) 14 were not achieved;
- c) data were not provided for 12 indicators;
- d) for 2 indicators under Objective 3, reporting was not possible: one target was not well-defined and for the other, due to the lack of a baseline value, no target was set.

In percentage terms:

1. under Objective 1, out of 10 targeted goals for 2024, 30% were achieved;
2. under Objective 2, out of 12 targets, 25% were achieved, whereas;
3. under Objective 3, out of 14 targets, only 14% of the indicators were met.

A detailed elaboration will be presented for each Objective separately in this section.

Regarding the implementation of planned activities in the KPGE Action Plan, of the 178 planned activities, work was carried out on 147, meaning that 83% of the activities were addressed (Figure 2). The implementation rate of activities by pillars is as follows:

1. under Pillar 1, work was done on 97% of the planned activities;
- 2) under Pillar 2, 81% of the planned activities were addressed; and
- 3) under Pillar 3, only 61% of the planned activities were completed.

Under the Economic Empowerment and Social Welfare Pillar, the following results were achieved:

- a) the employment rate among women increased from 13.9% (2019) to 19.8% (2023);
- b) the participation of women as business owners increased from 11% (2018) to 18% (2023);
- c) the percentage of women owning houses/apartments increased from 12% (2018) to 19.8% (2023).

A key achievement under this Pillar was the approval of the GRB concept document and the continued work of AGE and the Ministry of Finance, Labour, and Transfers to ensure the implementation of gender-responsive budgeting. Additionally, the establishment of the Gender Impact Assessment (GIA) system resulted in approximately 700 ministry officials being trained and a GIA manual was published in 2019.

Ongoing support for employment growth was provided through: active labour market measures by the Employment Agency; the Superpuna scheme; subsidies and grants in agriculture from the MARD F and municipalities; support measures during the COVID-19 pandemic; and enterprise support programs.

Under the Economic Recovery Package, a budget of €2 Euro was allocated to AGE, of which €1 million supported 115 private and public-private partnership kindergartens led by 108 women, ensuring the employment of 1,145 women. The remaining €1 million supported: 273 small businesses owned by women, 24 NGOs, through which 1,296 women and girls benefited from services.

Targeted measures to alleviate energy poverty and improve energy efficiency were implemented by the Ministry of Economy, including support for 6,353 women, amounting to €1.8 million, support for 24 small and medium-sized businesses owned by women, amounting to 6,373 Euro; support for several NGOs in the areas of ICT and energy efficiency, amounting to 44,715 Euro.

The Kosovo Energy Efficiency Fund supported 157 beneficiary families led by women with a total value of 591,354 Euro.

Under Pillar 2 – Human Development, Gender Roles and Relations, the following results were recorded:

- a) Percentage of children aged 0-4 years in preschool institutions - gross enrollment rate: Achievement of 7.2%, while the target for 2024 was 6%;
- b) There are 17 courses at the University of Prishtina with a gender perspective, while the target was 15 courses;
- c) During the 2020-2023 period, 4,630 girls in STEM fields were supported with scholarships, with a budget of €4.6 million;
- d) In 2024, the HPV vaccine was included in the national vaccination calendar for 15-year-old girls;
- e) The number of visits for pregnant women and infants has increased (68,151 home visits for children aged 0-3 were conducted in 2022-2023);
- f) Financial support from MCYS for girls and women in sports, arts and cultural heritage has increased.

Access to justice was advanced through various actions and support:

- a) The Istanbul Convention was enshrined into the Constitution of the Republic of Kosovo;
- b) The new Law on Prevention and Protection from Domestic Violence, Violence Against Women and Gender-Based Violence was adopted;
- c) The National Strategy for Protection from Domestic Violence, Violence Against Women and Gender-Based Violence (2022-2026) was adopted;
- d) Law No. 08/L-109 on Crime Victims Compensation was adopted;
- e) Law No. 08/L-035 on Amending and Supplementing Law No. 04/L-017 on Free Legal Aid was amended;

- f) The National Program for the Treatment of Perpetrators of Violence Against Women and the State Protocol for Handling Cases of Sexual Violence have been drafted;
- g) The Operational Budgeting Guide for Shelters in Kosovo and the Design Guidelines have been drafted.

Under Pillar 3 – Women, Peace and Security, the key achievements are:

- a) 45.6% of women's representation in public institutions (ministries and executive agencies at the central level) has been achieved; 32.1% of managerial positions are held by women (36.4% at the lower management level (division/sector heads); 20.4% at the middle management level (department directors); and 23.1% at the senior management level (Secretaries General/ Executive Director));
- b) 40.8% of management and senior management positions at the municipal level (director of directorates) are held by women;
- c) The participation of women on the boards of public enterprises has increased from 10% in 2017 to 43% in 2024;
- d) During the implementation of the Gender Equality Strategy, new modules were developed in the national database for recording domestic violence cases in the Republic of Kosovo;
- e) Employment measures for women victims of violence have been developed;
- f) The mandate of the Government Commission for recognition of the status of victims of sexual violence during the war has been extended, and out of 2,074 applications received, 2,033 (98%) were processed, of which 1,688 were approved;
- g) From 2020 to April 2024, €11.3 million were allocated by the Government of Kosovo for the pensions of survivors of sexual violence during the war, with support provided to the Commission for recognition of the status and 4 NGOs supporting this process. Kosovo is offering a unique model of support for survivors of sexual violence during the war.

The supporting factors for achieving these results are:

- a) Political will; awareness of the importance of implementation;
- b) Provision of technical assistance at the right time – based on the needs of the beneficiaries;
- c) Empowering the role of the Agency for Gender Equality through gained experience, expertise and leadership;
- d) Engagement of NGOs and international partners in various fields to promote gender equality;
- e) Continuous cooperation of AGE y with women's organizations through regular meetings and joint bodies;
- f) Capacity building of AGE at central and local levels; coordination of AGE;
- g) Increased involvement of municipalities in prioritizing the KPGE activities.

Progress has been challenged by the following factors:

- 1. Lack of appointment of Gender Equality Officers in some ministries and municipalities;
- 2. Lack of expertise in gender mainstreaming within gender equality institutions and among international partners;
- 3. Non-implementation of gender mainstreaming tools in policy development and implementation (such as GIA, gender analysis, gender budgeting, gender-based data collection, etc.); and
- 4. Lack of collection and reporting of administrative data; limited access to data; and failure to report by institutions in accordance with methodology and established periodic deadlines.

Regarding the achievement of objectives, the major challenges remain in:

- 1. Increasing women's participation in the labour market;
- 2. Equal access to public funds; increasing the participation of children in early childhood education;
- 3. Reducing gender gaps in occupations;
- 4. Increasing the representation of women in management positions in schools, the Kosovo Assembly, Municipal Assemblies and high-level decision-making positions;
- 5. Increasing the participation of girls and women in the Kosovo Police and Kosovo Security Force;

6. Reducing domestic violence and gender-based violence;

7. Ensuring women's representation in negotiation, peace and reconciliation processes.

The next KPGE should strengthen the analysis not only of the current situation but also of the factors influencing gender inequality. The list of activities for advancement in the area of sport, environment, transport, culture and other areas should be expanded.

In the next KPGE, indicators should be ensured for each area to measure progress and the indicators should meet the criteria of being measurable, achievable and specific.

It is essential to keep up with continues activities to strengthen capacity for gender impact assessment in the next KPGE.

During the process of drafting the new KPGE, the Assembly of the Republic of Kosovo should be included in the analysis of the situation and indicators and activities should be included and defined for the Assembly of the Republic of Kosovo.

1. Introduction

The Kosovo Program for Gender Equality has been drafted under the leadership of the Kosovo Agency for Gender Equality (AGE), with broad participation from national and international partners. It is the only public policy that is mandatory under the Law on Gender Equality and requires reporting to the Assembly of the Republic of Kosovo, with the reports being made public. Since its establishment, the Agency has implemented and reported on two Programs: one for the period 2008-2013, presenting two periodic reports for the years 2020-2021-2022, and the final report, which is the subject of this evaluation, covering the period 2020-2024. The Program for the period 2020-2024 includes 9 Specific Objectives within the following three programmatic areas:

1. Economic Empowerment and Social Welfare aiming at “Creating equal opportunities to contribute to and benefit from economic development, increased inclusion and improvement of social welfare”;
2. Human Development, Gender Roles and Relations aiming at “Promoting gender equality through quality education and health, inclusiveness and human capacity utilization as factors contributing to sustainable human development and the elimination of gender inequalities and stereotypes”;
3. Women's Rights, Access to Justice and Security aiming at “Promoting the realization of rights in decision-making, peace, security and justice and thereby guaranteeing the achievement of gender equality”;

The Law on Gender Equality of Kosovo requires monitoring, evaluation and periodic reporting on the implementation of Kosovo’s public policies from a gender equality perspective. AGE is the key actor in coordinating the implementation of these actions and disseminating the findings to all state institutions, partners and society in general, aiming to advance gender equality in Kosovo and address the challenges related to gender equality. Therefore, the KPGE evaluation aims to assess the progress made during the period from January 2020 to the end of April 2024 in the area of gender equality and generate knowledge on the barriers that have hindered progress on gender equality in Kosovo.

Additionally, this evaluation is an important activity for learning from the involved parties, who will inform the development of the new KPGE document.

The evaluation was conducted in accordance with Administrative Instruction (AI) (GRK) No. 07/2018 and the Manual for Planning and Drafting Strategic Documents and Action Plans, which adhere to principles, standards and practices in line with the best international standards, as formulated within the framework of the Evaluation Principles of the OECD. The reporting period covers January 2020 to May 2024, meaning it does not cover the last 8 months of the KPGE life cycle. Given that the AGE was in the process of initiating work on drafting

the new KPGE, it was decided that the reporting would be completed by April 2024, in order to utilize the reporting data for the new strategic document. Due to delays in reporting from some institutions and local and international partners, the finalization phase of the report was postponed. It is acknowledged that there are activities that were not included because they were still in progress. Nevertheless, the recommendation of this endeavor should be the establishment of a more efficient monitoring system and better coordination between the parties involved. It is important to note that AGE produced three evaluation reports for this strategic document – the KPGE 2020-2024.

This report is structured as follows: Chapter 2 highlights the applied methodology followed by the presentation of the evaluation limitations, which are outlined in Section 2.1.

The key findings are presented in Chapter 3, which consists of the assessment of relevance, effectiveness efficiency, impact and sustainability of the impact.

The report concludes with a summary of the key findings and draws lessons to inform the development of a future Kosovo Program for Gender Equality.

2. Purpose and methodology of the evaluation

The Kosovo Program for Gender Equality 2020-2024¹ was drafted under the leadership of the Agency for Gender Equality of Kosovo (AGE). The obligation to develop the Kosovo Program for Gender Equality (KPGE) is set out in Law No. 05/L-020 on Gender Equality. Article 11 obliges the Agency for Gender Equality to coordinate the preparation of the Program, monitor its implementation, and report annually to the Government on its implementation. This article also stipulates that the Government shall review and approve the Kosovo Program for Gender Equality and reports annually to the Assembly on its implementation, and such reports shall be made public.

Kosovo Program for Gender Equality 2020-2024 aims to ensure that gender equality is at the centre of transformative processes in Kosovo within all structures, institutions, policies, procedures, practices and programs of the Government, agencies, civil society, the private sector and the donor community. This objective aims to be achieved by working in these three directions/three Strategic Objectives in the three key KPGE pillars:

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

Scope and focus

The overall objective of this evaluation is to determine the extent of progress made between 2020 and the end of April 2024 toward achieving the KPGE vision as outlined above. The scope of this evaluation covers all identified areas of the Program, as well as the achievement of its objectives and expected results, as defined in the KPGE 2020-2024 document. This evaluation report is supported by UN Women in Kosovo, as part of the European Union-funded project “Gender Equality Facility” as well as the project “Transformative Financing for Gender Equality in the Western Balkans” funded by SIDA. The evaluation also aims to inform AGE of the development of the new KPGE for the period 2025-2035

¹ <https://abgj.rks-gov.net/assets/cms/uploads/files/Programi%20i%20Kosov%C3%ABs%20p%C3%ABr%20Barazi%20Gjinore%202020-2024%20-%20SHQIP%20-%20FINAL.pdf>

Within the 3 pillars of the KPGE 2020-2024, the defined objectives are as follows:

PILLAR 1: ECONOMIC EMPOWERMENT AND SOCIAL WELFARE

1. Increasing the employment of women and girls; and
2. Ensuring/advancing equal access to rights, freedoms, decision-making, resources and services.

PILLAR 2: HUMAN DEVELOPMENT AND GENDER ROLES AND RELATIONS

1. Gender equality is addressed as a condition for quality, inclusive education;
2. Creating an enabling environment for the realization of rights, capacities and human potentials; and
3. Inclusive access to quality healthcare and health education for the population on gender equality, family planning and reproductive health.

PILLAR 3: WOMEN'S RIGHTS, ACCESS TO JUSTICE AND SECURITY

1. Empowering institutional mechanisms and raising social awareness for access to justice;
2. Increasing participation and equal representation in the decision-making process in accordance with the requirements of the Law on Gender Equality;
3. Creating a safe and non-discriminatory environment for women and men in the security sector; and
4. Enhancing the participation of women in negotiation, peace and reconciliation processes, as well as in diplomatic representations and missions abroad.

This evaluation follows principles, standards and practices, complying with the international standards and best practices formulated in the Evaluation Principles of the Organization for Economic Cooperation and Development (OECD). The key evaluation questions are:

Assessment of relevance Whether the KPGE objectives, their logic and coherence were relevant, as well as their intended and actual impact for each objective,

Evaluation of effectiveness Assessing the extent to which the objectives and activities within the KPGE have been achieved and implemented;

Assessment of efficiency Assessing the extent to which financial, human, regulatory, administrative, time and other resources have contributed to or hindered the achievement of results;

Impact assessment To what extent and in what way the implementation of the KPGE has improved the situation of women and men in Kosovo, particularly that of women;

Assessment of sustainability Review of the sustainability of gender issues as cross-sectoral issues in the public policies of the Government of Kosovo, i.e., evaluating whether the results of the inclusive gender strategy “withstand” over time. The evaluation will also focus on identifying inputs during the implementation period of the KPGE, specifically identifying new legislation, national strategies and additional mechanisms.

In line with the methodology applied in the evaluation of the first KPGE, the additional criteria that have been evaluated are as follows:

Evaluation methodology

The methodology applied for this evaluation is based on the criteria outlined in Administrative Instruction (AI) (GoK) No. 07/2018 and the Manual for Planning and Drafting Strategic Documents and Action Plans. The overall evaluation is in line with the Administrative Instruction. The nature of national, cross-sectoral and horizontal policy initiatives, such as the Kosovo Program for Gender Equality, requires the use of various methods and tools to assess its strategic and operational implementation at both central and local government levels, as well as its impact on the lives of women and men in Kosovo.

Secondary data sources

For this evaluation, data from the first two monitoring and evaluation reports of the KPGE for the period 2020-2022 were used. For 2023 and the period January-April 2024, data were obtained from reports submitted by central and local level institutions, civil society organizations and international organizations. To assess the sustainability and development of affirmative measures, strategic documents and action plans developed during the period from January 2020 to April 2024 have been analyzed. To measure the achievement of indicators, data were sourced from AGE, ministries, municipalities, the Kosovo Agency of Statistics, the Cadastral Agency, the Central Bank, the Kosovo Police and others. The information on activities undertaken by AGE and GEOs of ministries and municipalities was also obtained from the AGE Bulletin and from the regular periodic reports provided for this evaluation by the AGE. This valuation is based on data obtained from local institutions as follows:

1. Agency for Gender Equality/Office of the Prime Minister;
2. Kosovo Agency of Statistics;
3. Central Bank of Kosovo;
4. Ministry of Finance, Labour and Transfers, including the Employment Agency;
5. Ministry of Local Government Administration;

6. Ministry of Education, Science, Technology and Innovation;
7. Ministry of Agriculture, Forestry and Rural Development;
8. Ministry of Economy;
9. Ministry of Environment, Spatial Planning and Infrastructure;
10. Ministry of Culture, Youth and Sports;
11. Ministry of Defence;
12. Ministry of Internal Affairs;
13. Ministry of Regional Development;
14. Ministry of Justice;
15. Ministry of Communities and Returns;
16. Kosovo Police; and
17. Credit Guarantee Fund.

In 2020 and 2021, the Ministry of Industry, Entrepreneurship and Trade did not report, while for 2023 and the period January-April 2024, the following ministries did not report in the requested form: Ministry of Industry, Entrepreneurship and Trade; Ministry of Health; Ministry of Finance, Labour and Transfers; Ministry of Culture, Youth and Sports; Ministry of Foreign Affairs.

Failure to appoint GEOs in some ministries and municipalities has significantly affected the implementation of activities, data collection and reporting. It is worth mentioning that throughout the entire KPGE cycle, ministries such as MCYS failed to recruit GEOs; MFA failed to appoint a permanent GEO position; while with the merging of ministries and the retirement of the GEO of MFLT, the GEO was transferred from their position. Despite the requirements of the Law on Gender Equality (LBGJ) that all central and local institutions should appoint the relevant officials for gender equality, this issue remains challenging.

Regarding the municipal level, the evidence for reporting from municipalities for the three periods of data collection for the KPGE monitoring and evaluation was received from the municipalities listed in the table below;

Table 1: Evidence of municipal reporting for the period 2020-April 2024

No.	Municipalities that have reported for 2023 and the first 4 months of 2024	Municipalities that have reported for 2022	Municipalities that have reported for 2020 and 2021
1	Deçan	Deçan	
2	Dragash	Dragash	Dragash
3	Drenas	Drenas	Drenas
4	Fushe Kosova	Fushe Kosova	Fushe Kosova
5	Gjakova	Gjakova	Gjakova
6	Gjilan	Gjilan	Gjilan
7	Hani i Elezit		
8	Istog	Istog	Istog
9		Junik	
10	Kaçanik	Kaçanik	Kaçanik
11	Klina	Klina	Klina
12	Lipjan		Lipjan
13	Malisheva	Malisheva	Malisheva
14		South Mitrovica	South Mitrovica
15		Obiliq	
16		Podujeva	Podujeva
17	Prishtina	Prishtina	Prishtina
18	Prizren	Prizren	
19	Rahovec		
20	Shtime		Shtime
21	Skenderaj	Skenderaj	Skenderaj
22	Suhareka	Suhareka	Suhareka
23	Year	Year	
24	Vushtrri	Vushtrri	Vushtrri
Total	20 municipalities	20 municipalities	17 municipalities

Municipalities that have not reported for any of the KPGE monitoring and evaluation reports for 2020-2024 are:

- | | |
|--------------------|------------------|
| 1. Ferizaj | 8. Novoberda |
| 2. Graçanica | 9. Partesh |
| 3. Kamenica | 10. Peja |
| 4. Klllokot | 11. Ranillug |
| 5. Leposavic | 12. Shterpce |
| 6. Mamusha | 13. Zubin Potoku |
| 7. North Mitrovica | 14. Zveçan |

The civil society organizations and others that reported for the 2020 and 2021: Kosovo Women's Network; and Network of Roma, Ashkali and Egyptian Women's Organizations in Kosovo. For the year 2022, reports were submitted by the Kosovo Women's Network and the Women for Women Organization. For the period of 2023 and January-April 2024, reporting requests were directed to the following civil society organizations: Kosovo Women's Network; Women for Women; Network of Roma, Ashkali and Egyptian Women's Organizations of Kosovo; Kosovar Center for Gender Studies; Riinvest Institute; Kosovo Rehabilitation Center for Survivors of Torture (KRCT); Medica Gjakova NGO; Medica Kosova NGO Sheera NGO, whereas some reports were received only from Women for Women. Network of Roma, Ashkali and Egyptian Women's Organizations.

For 2020 and 2021, the following international organizations reported: UN Women; UNDP; UNFPA; Millennium Challenge Corporation (MCC); SUNREED Agriculture Project, funded by the Swedish Embassy in Prishtina/Swedish International Development Cooperation Agency (SIDA); EU Office; OSCE.

For 2022, the following reported: Council of Europe, NDI, UN Women, UNDP, UNFPA, EU Office and OSCE.

For the period of 2023 and January-April 2024, reporting requests were submitted to the following international organizations: UN Women, UNDP, MCC, UNFPA, OSCE, EU Office in Prishtina, Council of Europe and GIZ, while only NDI, OSCE, UN Women and EU Office submitted reports.

Secondary data sources

In addition to secondary data, interviews were conducted with several key stakeholders active in the area of gender equality for this assessment. To collect information on the impact of grants awarded by AGE during the COVID-19 pandemic, interviews were conducted with three civil society organizations (the Kosovo Women's Network, the Women for Women Organization, and the Kosovo Center for Gender Studies) as well as the director of the Bardha Kindergarten.

The interview with the Kosovo Women's Network focused on assessing the relevance, effectiveness, efficiency, impact and sustainability of KPGE influence.

For the same purposes, interviews were also conducted with international organizations: UN Women and UNFPA.

Since AGE supported academia in integrating the gender perspective into studies, an objective targeted within KPGE, an interview was also conducted with the Vice-Rector of the University of Prishtina "Hasan Prishtina". An interview was also conducted with the Project Manager of "Institutional Strengthening of the Agency for Gender Equality and Gender Mechanisms in Kosovo" project, funded by the Government of Sweden, the Swedish International Development Cooperation Agency and implemented by the consortium: Niras & CPM International.

Finally, to assess the key questions of this evaluation and to gain further insight into the challenges in implementing KPGE, an interview was also conducted with the Acting Chief Executive Officer of AGE.

2.1. Evaluation limitations

The results presented in this evaluation report are underestimated due to the following key reasons:

- ✓ While the target indicators in the KPGE refer to the end of 2024, most of the available data for indicators refer to the end of 2023;
- ✓ Lack of reporting from all ministries for all years of monitoring and evaluation;
- ✓ Not all municipalities reported, nor did some international multilateral and bilateral partners, as well as a number of civil society organizations;
- ✓ Lack of reporting of results in accordance with the indicators defined in the KPGE Action Plan; and
- ✓ Reports received from institutions and organizations were not entirely complete and data on the budget spent for all implemented activities were missing.

Additional evaluation limitations resulted from:

- ✓ Lack of data for some of the KPGE indicators; and
- ✓ Lack of a baseline value for one of the indicators defined in KPGE.

When reading this evaluation report, it should be noted that the implementation of the KPGE was negatively impacted by the COVID-19 pandemic, which hindered the work of all institutions and shifted the focus toward emergency support, both for public institutions and civil society and international organizations.

3. Key findings

3.1. Importance and coherence of KPGE objectives

The focus of this section is to assess the importance of KPGE and evaluate whether its sub-objectives and activities have been aligned with the defined objectives and the overall goal of KPGE. The mission statement of the KPGE was *Kosovo aims to ensure that gender equality is at the centre of transformative processes in Kosovo within all structures, institutions, policies, procedures, practices and programmes of the Government, agencies, civil society, the private sector and the donor community*. This objective aims to be achieved by working in these three directions/three strategic objectives in the three key KPGE pillars: 1) Creating equal opportunities to contribute to and benefit from economic development, increased inclusion and improvement of social welfare; 2) Promoting gender equality, through quality education and health, inclusiveness and human capacity utilization as factors contributing to sustainable human development and the elimination of gender inequalities and stereotypes; and 3) Promoting the realization of rights in decision-making, peace, security and justice and thereby guaranteeing the achievement of gender equality.

Were KPGE objectives important?

KPGE is a legal obligation under the Law on Gender Equality and directly contributes to the implementation of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Istanbul Convention, both enshrined in the Constitution of the Republic of Kosovo. Through its objectives and activities in the third pillar, KPGE dedicated this section to the implementation of principles and obligations derived from and aligned with United Nations Security Council Resolution 1325 on Women, Peace and Security, with all activities in this pillar referred to the principles and requirements of 1325 “*Women, Peace and Security*.”

Based on interviews conducted as part of this evaluation, the general consensus is that the KPGE 2020–2024 was highly significant. The inclusive approach taken during the development of KPGE and its Action Plan was highlighted as a key factor in ensuring alignment with contemporary needs and challenges. It was emphasized that KPGE covered key issues, sectors and challenges in the areas of employment, social welfare, education, healthcare, equal gender participation in legislative and executive bodies and security.

KPGE was also a highly important document because it provided an in-depth analysis not only of the current situation but also of the factors contributing to gender inequalities across various sectors and aspects.

As a result, KPGE served as a valuable source of information for relevant stakeholders in identifying interventions and designing programs and measures to address gender inequalities.

Based on both the initial KPGE evaluations and this final evaluation, it is evident that there was more limited inclusion of activities in the areas of arts, culture, media, energy, transport, environmental protection and digitalization. Additionally, fewer activities were identified in relation to the prevention and protection from domestic and gender-based violence. However, this was largely because, at the time of KPGE drafting, the National Strategy for Protection from Domestic Violence for the period 2016–2020 was already in effect.

During interviews, it was emphasized that KPGE did not include engagement with the Assembly of Kosovo, an institution with a fundamental legislative and oversight role in advancing gender equality.

Furthermore, it was highlighted that the program did not sufficiently analyze or include activities addressing the needs of women belonging to minority groups including: LGBTQ+ individuals, women and girls from Roma, Ashkali and Egyptian communities, middle-aged women, and women and girls with special needs. It was also noted that health-related aspects for boys and men were insufficiently addressed (particularly the need for HPV vaccination for boys).

Additionally, it was pointed out that KPGE lacked gender-related issues concerning the Kosovo-Serbia dialogue, leading to gender concerns being left out of focus.

Were the activities and results in compliance with the overall mission and the achievement of the KPGE objectives?

Activities and results included in the KPGE are aligned with the overall mission and contribute to achieving the KPGE objectives. Within the first thematic area, 'Economic Empowerment and Social Welfare', the Strategic Objective aims at *"Creating equal opportunities to contribute to and benefit from economic development, increased inclusion and improvement of social welfare"*. This includes activities focused on poverty reduction, increasing employment, enhancing skills in line with labour market needs, improving education to meet labour market demands, promoting entrepreneurship among women, supporting the organization of women in cooperatives, and providing other support instruments for women in agriculture. This pillar also includes activities for capacity building and the development of tools for implementing gender-responsive budgeting at both central and local levels. These measures contribute to equal participation in public funds and the addressing of gender-specific needs and demands.

Additionally, this objective included activities addressing contemporary challenges, such as 'Make available a free telephone helpline and promote electronic platforms with professional staff for young people (bullying, sexual harassment, bulimia, anorexia, sexual identity, narcotic substances, etc.)'. Specific activities were also planned for vulnerable groups, including middle-aged women, women with low levels of education, women from rural areas, two activities for women from the LGBT community and one activity for persons with disabilities.

It is important to highlight that several activities within this pillar were drawn from other sectoral strategies, including the Sectoral Strategy of MLSW 2018–2021; the Strategy for the Inclusion of Roma and Ashkali Communities in Kosovo Society 2017–2022; and the Strategic Education Plan in Kosovo 2017–2022.

Strategic Objective 2 aims at 'Promoting gender equality through quality education and health, inclusiveness and human capacity utilization as factors contributing to sustainable human development and the elimination of gender inequalities and stereotypes'.

This objective includes activities in the areas of education, sports, culture, health and media. This area also includes several activities planned in the Strategic Education Plan in Kosovo 2017–2022; in the Sectoral Strategy of MPMS 2018–2021 with a focus on education; and in the health sector, activities planned in the Strategic Plan for Maternal, Child and Reproductive Health 2020–2022 were integrated.

Activities were included for the integration of gender studies into course syllabi and the development of gender studies courses in higher education; the integration of a gender perspective and the elimination of gender stereotypes in school textbooks and curricula at the primary and secondary levels. Activities aimed at increasing the participation of children in early childhood education, increasing the participation of girls and women in underrepresented areas of education.

Professional training program for journalists in the area of combating violent extremism. Data integration in Health Information System (HIS) for women, mother and child health. Trainings on professional capacity building for promoting and educating on health, including reproductive health and specific health needs of women and men; integrating the HPV vaccine into the essential medicines list. Raising awareness among the population on reproductive and sexual health, as well as other activities.

As mentioned earlier, the area of culture and sports was not sufficiently included. In the media sector, the development of a professional training program for journalists on gender equality and combating violent extremism was planned.

Drafting of new complementary policies: for gender equality representation in media organizations and editorial policies; development of a training module for media on basic gender concepts, LGBTI, violence and gender-based security; risk of arms trafficking; special needs; creation of a monitoring and reporting system on the portrayal of women (gender representations) in the media; and media training and awareness for informing citizens on health issues (reproductive health, breastfeeding, healthy nutrition, sexual education); as well as the rights and responsibilities for ethical and professional reporting on health matters.

In the sports sector, only these two activities were planned: financial support for professional advancement, infrastructure and public awareness to increase the participation of girls and

women in sports; and gender-sensitive budget analysis in the areas of education, science, sports, energy, culture, youth, diaspora, health, return and communities.

Strategic Objective 3 aims at '*Promoting the realization of rights in decision-making, peace, security and justice and thereby guaranteeing the achievement of gender equality*'. The focus of this pillar was on implementing the principles and objectives of Resolution 1325 on Women, Peace and Security, including building capacity in the area of security, protection, women's representation in diplomatic missions and confronting the past as a prerequisite for ensuring sustainable peace.

In this pillar, activities were planned for the prevention and protection against domestic violence and gender-based violence, achieving equal participation and improving working conditions for women in politics, decision-making, and in the security sector (Kosovo Security Force, Kosovo Police).

This pillar also included activities for the engagement of women in negotiation, peace and reconciliation processes, as well as creating a database for women participants in emergency or humanitarian activities both inside and outside the country. At the time when KPGE was drafted, Kosovo was implementing the National Strategy and Action Plan for Protection from Domestic Violence (2016-2021) and most of the activities included in the KPGE came from this Strategy. KPGE also included activities to analyze the situation of imprisoned women in the correctional service, including access to rights, rehabilitation and reintegration, as well as policies related to sentencing for women convicted of domestic violence. The focus of the KPGE Action Plan was also on providing training on the rights of imprisoned women, including access to rights, rehabilitation and reintegration.

Another activity in this area was the strengthening of the capacities of the Government Commission for Survivors of Sexual Violence During the War and organizations involved in the process of applying for recognition of status, as well as the creation of specific programs for accessing justice for survivors of sexual violence during the war.

From the analysis of the KPGE indicators, it was observed that these indicators were not clearly defined:

- ✓ **Strategic Objective 1**, among other things, aimed to ensure that by 2024, 40% of new public policies would integrate a gender perspective. Although it was a valid indicator in the KPGE, it was not clarified exactly what was meant by the integration of a gender perspective into public policies (whether the AGE had commented and/or integrated comments; whether strategic documents had indicators, activities, etc., specifically with a gender perspective). As a result, data was not provided for this indicator. AGE emphasized that a monitoring mechanism should be established by ensuring specific opinions that input for gender integration were taken into consideration by institutions. In addition to the AGE's opinions, all stakeholders involved in drafting

legislation and public policies are responsible for ensuring gender mainstreaming in accordance with the AGE's requirements.

- ✓ **Under Strategic Objective 2**, the aim was set to “establish and make operational the monitoring media system for the image of women” by 2024, but there was no clarification on who should initiate, develop and maintain this system. This system was not developed, and from discussions and received data, it was not understood what was intended and how. Another indicator that was not sufficiently clear was the one aiming at “*Advancing education and decision-making on sexual and reproductive health for girls, boys, women and men (%)*”, but there was no baseline value or necessary clarifications on how progress toward the target would be measured. For this indicator, MESTI reported that 100% of education on sexual and reproductive health is part of the curriculum, but in the absence of a clear definition of the indicator, it is unknown whether the target has actually been achieved and in full.
- ✓ **Under Strategic Objective 3**, there are three indicators that were not well defined, which prevented the measurement of progress: 1) the indicator “percentage of domestic violence cases handled by the judiciary” was not clarified on how it would be calculated or where this data would be found, so it remains an indicator that has not been reported on regarding whether the target was reached; 2) the indicator “development of a punitive policy for the adequate implementation of sanctions for perpetrators of gender-based violence, including appropriate sentences for cases of trafficking in human beings” did not have clarifications on what the monitoring mechanism would be for ensuring the adequate implementation of sanctions; the indicator “percentage of girls and women who have experienced physical and psychological violence” lacked both baseline and target values, which obstructed the measurement of progress.

3.1.1. Inputs during the KPGE implementation period

During the KPGE implementation period, several public policy frameworks, as well as national legislation and strategies, were developed and the capacities of existing mechanisms were strengthened, contributing to progress in achieving the defined KPGE objectives. A brief description of the new legislation, strategies and mechanisms is presented below.

Pillar 1: Access to public funds

- ✓ A Concept Document on Gender Responsive Budgeting was approved by the Government in 2022;
- ✓ A feasibility study for gender-responsive budgeting was conducted;
- ✓ A Working Group was established for the development of the legal framework for gender-responsive budgeting; the working methodology and an informational package for the Working Group were prepared. Three workshops were held with the working groups.

Pillar 1: Access to property

- ✓ Year by year, following the AGE's proposal, the Government of the Republic of Kosovo continued the affirmative measure for the registration of joint property in the name of both spouses free of charge, specifically through the Administrative Instruction on Special Measures for the Registration of Joint Immovable Property in the Name of Both Spouses. In 2024, a total of 17,592 properties were registered in the name of both spouses, compared to 105 in 2016 when the implementation of this Administrative Instruction began.

Pillar 2: Healthcare sector

- ✓ Since 2024, the vaccine against HPV virus, which causes cervical cancer, has been added to the vaccination calendar and is currently being administered to girls up to the age of 15.
- ✓ The number of visits for pregnant women and infants has increased: from January 2023 to the end of April 2024, a total of 36,336 home visits were conducted for children aged 0-3 years; 5,668 visits for pregnant women were carried out; 3,247 children received a home visit within the first 3 days after birth; and 1,880 visits for children from the Roma, Ashkali and Egyptian communities were made.

Pillar 2: Education

- ✓ The Education Strategy 2022-2026 was drafted;
- ✓ Law on Early Childhood Education was adopted;
- ✓ An Inter-Institutional Group has been established to prevent early marriages in the Roma, Ashkali and Egyptian communities;
- ✓ MESTI approved the Teacher's Handbook: Sexual Education and Reproductive Health: Puberty, love, and relationships².

Pillar 3: Access to justice and services

- ✓ In 2020, the Kosovo Assembly approved the enshrinement of the Istanbul Convention in the Constitution of the Republic of Kosovo;
- ✓ Law on Prevention and Protection from Domestic Violence, Violence against Women and Gender Based Violence was adopted;

- ✓ The National Strategy for Protection from Domestic Violence and Gender-Based Violence was drafted and approved in accordance with international standards and the Istanbul Convention;
- ✓ In 2022, Law No. 08/L-109 on Crime Victim Compensation was adopted;
- ✓ On 13 March 2022, Law No. 08/L-035 on Amending and Supplementing Law No. 04/L-017 on Free Legal Aid entered into force, and based on this law, Special Categories of beneficiaries of free legal aid are added, to whom free legal aid is provided regardless of the criteria required in Articles 8 and 9 of the basic law.
- ✓ The National Program for the Treatment of Perpetrators of Violence against Women was drafted and approved;
- ✓ The State Protocol on handling cases of sexual violence in the Republic of Kosovo was launched;
- ✓ The report on the Operational Budgeting of Shelters in Kosovo and the Design Guide have been drafted and published by AGE. This guide is directed towards improving the quality of shelter services by identifying their needs for a more qualitative response to the needs of victims, in line with the requirements of the Istanbul Convention. At the same time, it assists shelters in submitting their requests with well-estimated budgetary costs³;
- ✓ Law No. 08/L-035 on Amending and Supplementing Law No. 04/L-017 on Free Legal Aid was adopted. This amendment enables the provision of free legal aid, regardless of economic and social status for victims of domestic violence, witnesses of violence, victims of gender-based violence and victims of any form of sexual violence, including sexual harassment;
- ✓ A Guide for the Operationalization of Local Mechanisms against Domestic Violence and Gender-Based Violence is being drafted;
- ✓ The National Coordinator for Protection from Domestic Violence, Violence against Women and Gender-Based Violence has been appointed;
- ✓ The Inter-Ministerial Coordination Group has been activated, addressing domestic violence issues regularly;
- ✓ The new Inter-Ministerial Coordination Group against domestic violence, violence against women and gender-based violence has been appointed;

³<https://abgi.rks-gov.net/assets/cms/uploads/files/A4ALB%20>

- ✓ A Memorandum of Cooperation has been signed with Religious Communities in the Republic of Kosovo;
- ✓ The Work Plan 2024 of the National Coordinator for Protection from Domestic Violence, Violence against Women and Gender-Based Violence has been drafted and approved;
- ✓ New modules have been produced in the national database for the documentation of domestic violence cases in the Republic of Kosovo;
- ✓ An Employment Measure for women victims of violence has been launched;

Pillar 3: Equal gender participation

- ✓ AGE supported the establishment of the Women's Network in public administration in cooperation with the Embassy of the United Kingdom, with the aim of empowering the role of women in public administration and encouraging them to apply for decision-making positions;
- ✓ During the reporting period, national and international (central and local level) institutions and organizations organized awareness-raising activities and leadership training to promote women's engagement in politics and decision-making;
- ✓ For 1 year, the State Admission Committee was led by a woman and for 1 year, 2 out of the 5 members were women.

Pillar 3: Women, peace and security

During the implementation period of KPGE, the mandate of the Government Commission for the Verification and Recognition of the Status of Victims of Sexual Violence during the War continued. From the beginning of the process in February 2018 until 30 April 2024, the Commission received a total of 2,074 applications for recognition of the status of victims of sexual violence during the war, of which 2,033 applications were processed. Continuously, AGE and some of its international partners, such as UN WOMEN, have supported the work of the Commission by providing training for the Commission, as well as supporting women's organizations that have worked directly with the survivors.

The President of the Republic of Kosovo has placed the Women, Peace and Security Agenda at the heart of her efforts to strengthen the security sector and develop sustainable public policies aimed at advancing gender equality. In the course of this engagement, in 2022, as part of the Republic of Kosovo's pledges within the President Biden's Democracy Summit and with the initiative of President Osmani, the first edition of the International Forum on Women, Peace and Security was organized, with the main topic on "*Building alliances for sustainable peace*". The primary aim of the Forum is to empower the role of women in peace and security

processes and to advance gender equality overall. The first edition of the Forum brought together participants from 33 different countries, placing Kosovo on the global map of international events. It has now become a traditional platform, serving as a meeting place for world leaders, international organizations, civil society organizations, field experts, academics and others. As a result of discussions held at the Forum, 13 actions were identified that could be collectively undertaken by various global actors, along with 25 conclusions addressing the challenges and opportunities for the future of the Women, Peace and Security Agenda.

In April 2024, the second edition of the Forum took place, focusing on two central topics: the prevention of sexual violence in conflict and ensuring safety for women and girls with a view to challenges caused by climate change. The key objective of this edition was to address historical threats to women's security, alongside new security challenges, with the ultimate goal of uniting forces to further advance the Women, Peace and Security Agenda. With over dozens of discussions and side events, the second edition brought together over 2,000 participants from more than 40 countries in Prishtina.

As a result of continued engagement, the Office of the President of the Republic of Kosovo was selected as a partner for the establishment of the Regional Excellence Center, wherein the Republic of Kosovo was chosen to be one of three host countries alongside Colombia and the Philippines. The official signing ceremony of the Memorandum of Cooperation for the establishment of the Regional Excellence Center in Kosovo was held during the second edition of the Forum and the Center was launched on 17 September 2024. The key objective of the Regional Excellence Center in Kosovo is to provide a deeper understanding of the Women, Peace and Security Agenda and its implementation, aiming to empower women at all levels of peace and security processes, especially in leadership and decision-making roles.

Conferences and information and awareness-raising activities:

During the period 2020 and April 2024, AGE organized or co-organized the following conferences:

2020

- ✓ AGE, in cooperation with the Prime Minister of the Republic of Kosovo, Albin Kurti, marked 8 March, the International Women's Day, by launching the Amendment of the Legal Framework on Protection from Domestic Violence, as well as presenting the final draft of Kosovo Program for Gender Equality.
- ✓ AGE, in cooperation with the Kosovar Center for Gender Studies, organized a high-level consultative meeting on the topic "Economic empowerment as a prerequisite for preventing domestic violence and gender-based violence". During this meeting, two historically significant events for gender equality were commemorated - the 25th anniversary of the Beijing Platform for Action and the 20th anniversary of Resolution 1325 - "Women, Peace and Security".

2021

- ✓ 16 Days of Activism: AGE under the auspices of Prime Minister Kurti, in cooperation with the Ministry of Justice, implemented the 16 Days of Activism Campaign and marked 25 November, the International Day for the Elimination of Violence against Women.
- ✓ AGE, in cooperation with the Kosovar Center for Gender Studies, held a high-level conference with institutional stakeholders, experts and civil society representatives on “Institutional response to violence against women in the (post) COVID-19 period”;

2022

- ✓ AGE marked 8 March, International Women’s Day, on the topic *“Breaking stereotypes, aiming for inclusiveness”* aiming at increasing women’s participation in decision-making processes at the legislative, executive, diplomatic mission and civil service as well as academic levels.
- ✓ AGE, in cooperation with KGSC, held the traditional high-level consultative meeting on the topic *“Women’s Participation in the Labour Market”*. Recommendations for relevant areas to increase women’s participation in decision-making in public administration and the labour market were published.

2023

- ✓ AGE marked International Women’s Day, March 8, with a dedication in memory of creative women, artists, university professors and journalists who broke barriers in the areas they worked in and built the history of our country with a female face and who are no longer alive. On this occasion, 3 discussion panels were organized with creative women, university professors and journalists. The conference was attended by 90 participants. On this occasion, the Government Building was illuminated with a dedication in memory of creative women. AGE budget;
- ✓ AGE in cooperation with the Kosovar Center for Gender Studies (KCGS), in November, organized the sixth regular annual high-level consultative meeting with institutional stakeholder experts and civil society representatives. The meeting focused on Kosovo’s commitment to the European Integration process from a gender perspective.

2024:

- ✓ AGE marked 8 March, the International Women’s Day, under the slogan **“Together for Equality,”** calling for unity in defending the rights of women and girls everywhere. In line with the global topic “Investing in women accelerates progress”, the conference

discussed the necessary approaches to increase impact, and strengthen the role of women in the socio-economic development processes and agendas of the country, for a sustainable and equal social transformation. Around 75 participants attended the conference.

- ✓ AGE, in cooperation with the University of Prishtina/Faculty of Economics and with the support of UN Women, organized the conference: “Closing the gender gap”. The conference brought together scholars, policymakers, activists and individuals passionate about gender equality to engage in dialogue, share knowledge and discuss best international and local practices for creating a more inclusive and equal environment.
- ✓ AGE continued its commitment to gender integration in education through cooperation with NDI in organizing two summer schools on “Gender, Economy and Policies”, with a five-day program that certified nearly 60 students aged 18 to 29.

During this reporting period, AGE produced and showcased awareness-raising media products, including video spots on the following themes (listed alphabetically):

1. *Together for equality;*
2. *Inheritance rights and the institutions responsible for initiating inheritance procedures;*
3. *Creative Women Who Changed History;*
4. *Identification and consequences of psychological violence, marking the 10th anniversary of the Istanbul Convention;*
5. *Identification of psychological violence;*
6. *Breast cancer;*
7. *Kosovo Honors the Memory of Deceased Women Victims of Domestic Violence;*
8. *Prevention of discrimination;*
9. *Prevention of selective abortion;*
10. *Prevention of violence in adolescent couples;*
11. *Prevention of sexual harassment in the workplace;*
12. *Prevention of gender stereotypes in textbooks;*
13. *Reporting sexual assaults – The importance of collecting evidence; and*
14. *Administrative Instruction on Registration of Joint Immovable Property on Behalf of Both Spouses.*

Public institutions and local and international organizations organized regular annual campaigns on the following topic:

- ✓ *16 Days of Activism against Domestic Violence, held annually from 25 November to 16 December, has been a regular event in the calendar of all Kosovo institutions since 2009;*
- ✓ *International Women's Day, celebrated on 8 March;*
- ✓ *Regional Conference on Domestic Violence, Conference "United against violence – enough".*
- ✓ *The regular conference organized by NDI, "Women's Week", which in 2024 was also supported by AGE;*
- ✓ *Every October, Kosovo marks Breast Cancer Awareness Month;*
- ✓ *European HIV/AIDS testing week;*
- ✓ *Awareness activities on property and inheritance rights;*
- ✓ *In several municipalities, the International Day of Rural Women was organized.*

Due to the high number of femicide cases during the reporting period, civil society organized protests and various activities to express concern and demand government and societal response against this destructive phenomenon that takes the lives of women.

Targeted measures

During the implementation of the KPGE, the gender perspective has been integrated within the *Economic Recovery Fund 2020*, as well as the *Economic Recovery Package of June 2021*. This places RKS among the countries that have successfully managed to respond to the Covid-19 situation through gender mainstreaming employing gender-sensitive measures and budget funds dedicated to this purpose. This is one of the successful Gender Responsive Budgeting practices.

During the pandemic, the *Quarantine Shelter* was established which provided a safe environment for new, high-security cases, and met care needs including (safe housing, safe health services, psychological services, food and hygiene).

In 2020, a special fund of €1 million was allocated to AGE, which supported: 115 private kindergartens and public-private partnership kindergartens (led by 108 women and 7 men); 6,638 children, including 3,249 girls and 3,389 boys, enrolled in these kindergartens; 1,145 women employed in the 115 supported kindergartens.

In 2021, the AGE fund, estimated at €1 million, supported 273 small businesses owned by women, with a total amount of 207,284 Euro and 24 NGOs with a total amount of 647,000 Euro. Through the funding of these 24 NGOs, 1,296 women and girls were supported, including: 296 women and girls received services such as legal counseling, economic empowerment services

and initiatives; 185 women and girls (individuals) received grants for business expansion; 48 NGOs received (sub) grants; 803 women and girls were trained on start-up businesses, online product sales, product marketing, brand creation and setting up websites for selling individual business products.

Additionally, within the Credit Guarantee Fund, a *specific support window was opened for businesses owned by women*. Credit guarantees up to 80% of the collateral as an important support for women-owned businesses, which, due to the lack of ownership (collateral), face difficulties in accessing finance. At the end of 2021, the Credit Guarantee Fund supported 269 women-owned businesses with guarantees worth €8.6 million, while the value of the credit reached €11.7 million.

In 2022, the Credit Guarantee Fund supported 269 women-owned businesses with guarantees amounting to €5.7 million and in 2023, 340 loans were granted to women-owned businesses with a guaranteed value of €8.4 million.

In 2021, the Ministry of Trade and Industry allocated a special fund of 470,000 Euro to support women-owned businesses, with 32 grants distributed to businesses owned by women.

During the implementation of KPGE, the Government took measures under the *Economic Recovery Package*, which incorporated a gender perspective. Based on data from MFLT, the following supportive measures were implemented:

- ✓ *Child Allowance* – Over 403,000 beneficiaries, with the important note that these allowances are transferred to the mother's bank account.
- ✓ *Maternity Allowance* – Over 50,000 women beneficiaries.
- ✓ *Measure 1.3 – Support for Employment of Women* – This measure supported the employment of women through wage subsidies of up to 50% of the gross wage. This measure was implemented in 2 phases, resulting in over 6,000 women being employed;
- ✓ *Measure 2.1.2 – Support for Women-Owned Businesses* – This sub-measure aimed to support businesses owned by women. The support was provided by covering 20% of the principal loan for capacity-building, regardless of the sector in which the business operates. A total of 44 businesses benefited from this measure, with a subsidy value of 801,000 Euro and a total loan value of €4.2 million.
- ✓ *Superpuna* – An employment platform created by the Government of Kosovo, which aims to guarantee a job for every young person aged 18 to 29, through intermediation between employers and job seekers. Following successful intermediation, the Government subsidizes the employee's monthly salary with 264 Euro for 6 months. To

date, over 12,000 young people have benefited from this scheme, half of whom are young women and girls.

- ✓ ***Kosovo Generation Unlimited*** – This platform connects companies, organizations and institutions with interns. Besides practical work, young people through this scheme also have access to free mentoring and training. So far, around 1,100 interns have been engaged, with over 700 being girls.
- ✓ Targeted measures to alleviate energy poverty and improve energy efficiency were implemented by the Ministry of Economy, including support for 6,353 women, amounting to €1.8 million, support for 24 small and medium-sized businesses owned by women, amounting to 6,373 Euro; support for several NGOs in the areas of ICT and energy efficiency, amounting at 44,715 Euro. The Kosovo Energy Efficiency Fund supported 157 beneficiary families led by women with a total value of 591,354 Euro.

Detailed data on these activities are listed in Annex 1 of this report.

Capacity building

- ✓ Around 700 public officials have been trained in gender impact assessment in public policies;
- ✓ Every year, AGE conducted training cycles for the Standard Operating Procedures for Protection from Domestic Violence tailored for the needs of the Kosovo Police (detailed data for each year are presented in the respective sections of this report);
- ✓ AGE has also provided training for the prevention and handling of cases of sexual harassment in the workplace with officials from both central and local levels. A total of 375 participants were certified in the prevention and handling of cases of sexual harassment in the workplace at both the central and local levels; and
- ✓ AGE held 2 training sessions, with 37 participants, aimed at increasing the participation of women in public administration.

National strategic documents approved during the implementation of KPGE

During the period from 2020 to April 2024, a number of strategic documents were developed. A brief summary of the goals of these strategic documents and an overview of the integration of a gender perspective in these documents is provided below.

The National Strategy on Protection against Domestic Violence and Violence Against Women 2022 – 2026⁴, approved in 2022, provides that by 2026, the Government of Kosovo, together with responsible institutions and supporting parties, will take responsibility for the prioritized handling of all cases of domestic violence and violence against women; ensure sufficient human, financial and infrastructural resources to fight domestic violence and violence against women; provide access to high-quality integrated services; guarantee justice for victims and survivors; ensure the reintegration and empowerment of victims/survivors of domestic violence and violence against women; punish, resocialize and rehabilitate perpetrators of violence; raise awareness across society against domestic violence and violence against women. The four strategic objectives are:

1. Preventing and identifying violence through education and awareness;
2. Advancing and aligning public policies with international standards;
3. Institutional strengthening for protection and treatment of victims;
4. Provision of general services and specialized support services to victims.

The Energy Strategy of the Republic of Kosovo 2022-2031⁵ envisions a sustainable energy sector, integrated into the Pan-European market, ensuring security of electricity supply and affordability for citizens. This vision aims to be realized through planned actions within the following strategic objectives:

1. Improvement of system reliability;
2. Decarbonization and promotion of renewable energy;
3. Increase in energy efficiency;
4. Strengthening regional cooperation and market functioning; and
5. Protection and empowerment of consumers.

⁴ <https://kryeministri.rks-gov.net/wp-content/uploads/2022/05/ALB-Strategjia-Kombe%CC%88tare-pe%CC%88r-Mbrojtje-nga-Dhuna-ne%CC%88-Familje-dhe-Dhuna-ndaj-Grave-2022-%E2%80%93-2026.pdf>

⁵ <https://me.rks-gov.net/wp-content/uploads/2023/04/Shqip-Strategjia-e-Energjise-e-Republikes-se-Kosoves-2022-2031.pdf>

Specific Objective 4.3 aims to enhance capacity in energy-related areas and include women to enable their equal participation in education and training programs (potentially including scholarship schemes) and support their inclusion in energy sector companies and institutions. The Ministry of Economy has also approved the Implementation Program for Kosovo Energy Strategy for the period 2022-2025⁶, in which activities for preparing gender-inclusive infrastructure and policy planning are planned.

The **Employment Strategy 2024-2028** aims to ensure decent and inclusive employment for all through the achievement of the following objectives: 1) developing the skills and competencies of the workforce and reducing skills mismatches; 2) increasing the participation in the labour market of other groups at risk of exclusion (women, young people, people with disabilities, ethnic communities); and 3) improving working conditions and good job opportunities. The strategy aims to narrow the gender gap in employment to less than 20 percentage points by 2027.

The Education Strategy 2022-2026⁷ and the Action Plan 2022-2026⁸ aim to achieve the following objectives:

- 1) increasing inclusion and equal access to early childhood education;
- 2) improving the quality of pre-university education through the consolidation of quality assurance mechanisms and the provision of high-quality teaching;
- 3) harmonizing education and vocational training with the dynamic developments in technology and the labor market, in support of lifelong learning;
- 4) enhancing the quality, integrity and competitiveness of higher education;
- 5) utilizing digital technology to improve services and quality in education, in line with the trends of digital transformation.

The gender perspective has been integrated into the situation analysis and the majority of impact and outcome indicators are gender-disaggregated. Specifically, the Strategy aims to increase the inclusion of children in early childhood education (age group 0 to 5); eliminate gender stereotypes in accordance with the methodological guide developed by AGE for Preventing Gender Stereotypes and Promoting Gender Equality in textbooks and educational materials; address gender segregation in occupations; ensure gender-balanced representation in the recruitment of new education inspectors; take affirmative action to increase the number of women and girls in managerial positions in pre-university education; and increase opportunities for student internships, with a particular focus on girls and women.

⁶ https://me.rks-gov.net/wp-content/uploads/2023/10/PZSEK-2022-2025_SHQ.pdf

⁷ <https://MASHT.rks-gov.net/strategjia-e-arsimit2022-2026/>

⁸ <https://MASHT.rks-gov.net/wp-content/uploads/2022/10/04-Plani-i-Veprimit-te-Strategjise-per-Arsim-2022-2026-ALB-WEB-1.pdf>

In March 2023, the Government approved the **Strategy and the National Development Plan 2030**⁹ with four main objectives:

- 1) Sustainable economic development;
- 2) Equal human development;
- 3) Security and rule of law; and
- 4) Good governance.

Within the Strategy and National Plan, the aim is to increase women's participation in the labour market; involve girls and women in sports activities; increase women's participation in security institutions; increase women's access to property; ensure gender-balanced representation of women and men in public institutions and comply with the obligation for gender-responsive budgeting; ensure women's access to justice; and support women-owned businesses in digitalization.

Industrial Development and Business Support Strategy 2030¹⁰ aims that by 2030, Kosovo's industry will transform into a more globally integrated industry capable of producing high-value-added products and providing decent employment. The strategic objectives of the Strategy are:

- 1) Expansion (extension) of Industrial Production;
- 2) Reduction of the industrial trade deficit;
- 3) Generation of better and more inclusive employment;
- 4) Facilitation of the Green Industry;
- 5) Maximization of domestic value growth.

As specific objectives, the Strategy aims at the integration of women and youth into the labour market. A special credit scheme for skills development is planned and designed for individuals aged 18 to 35 interested in acquiring the necessary skills and knowledge for the industry, with women applicants being given priority.

⁹ <https://kryeministri.rks-gov.net/wp-content/uploads/2023/03/06032023-Strategjia-dhe-Plani-Kombetare-per-Zhvillim-2030.pdf>

¹⁰ <https://mint.rks-gov.net/desk/inc/media/606F831F-95B2-4CCA-8BBF-C70C5E60A7F1.pdf>

In 2024, the Government of Kosovo approved the **Transitional Justice Strategy of the Republic of Kosovo 2024-2034**¹¹ with the vision of creating a strategic platform aimed at realizing the right of victims and society to the truth, reparation, justice and guarantees against reoffending. The Strategy aims to achieve the following strategic objectives:

- 1) The right to the truth – Documenting and publishing the facts and circumstances of crimes committed during the war;
- 2) The right to justice – Access to justice and combating impunity for war crimes and crimes against humanity committed by the state of Serbia, as an issue of justice for victims;
- 3) Support for victims – Equal access to the necessary support for victims of crimes committed during the war through local and central institutions;
- 4) Guarantees against reoffending – Eliminating the possibilities for the recurrence of serious human rights violations through institutional reform.

Action Plan on the Rights of Persons with Disabilities in the Republic of Kosovo 2021-2023¹² includes actions for the realization of strategic objectives as follows:

- 1) Improving the healthcare services for persons with disabilities;
- 2) Establishing a functional and genuine system for social welfare and security, as well as providing equal employment opportunities for persons with disabilities;
- 3) Creating conditions for full inclusion in education and for the professional support of persons with disabilities;
- 4) Creating a legal infrastructure for respecting and fulfilling the rights of persons with disabilities;
- 5) Creating equal conditions in access, information, communication, participation and the creation of a unified data system persons with disabilities. The document does not integrate the gender perspective.

¹¹ <https://kryeministri.rks-gov.net/wp-content/uploads/2024/06/STRATEGJIA-PER-DREJTESI-TRANZICIONALE-E-REPUBLIKES-SE-KOSOVES-2024-2034.pdf>

¹² <https://kryeministri.rks-gov.net/ep-content/uploads/2023/06/Plani-i-Veprimit-PAK-Pjesa-1-Shqip.docx>

Program on Protection and Promotion of Human Rights and Freedoms 2021-2025¹³ aims to achieve the following strategic objectives:

- 1) Improving governance, transparency, institutional coordination and accountability within public institutions to further implement human rights;
- 2) Protecting and promoting human rights;
- 3) Ensuring a healthy life and promoting well-being for all;
- 4) Facilitating Access to the Justice System.

The situation analysis of the Program presents data disaggregated by gender and has set two specific objectives:

- 1) Easing barriers for the protection of crime victims, especially survivors of gender-based violence, including domestic violence;
- 2) Implementing property and inheritance rights of women and property rights of communities.

Strategy for the Advancement of the Rights of the Roma and Ashkali Communities in the Republic of Kosovo 2022-2026 and the Action Plan 2022-2024¹⁴ has five strategic objectives:

- 1) effectively increasing the provision of opportunities, equal access and progress in quality inclusive education for Roma and Ashkali communities;
- 2) increasing equal access to sustainable employment, as well as reducing poverty of Roma and Ashkali communities;
- 3) improving the health of members of Roma and Ashkali communities and increasing equal access to quality healthcare services;
- 4) increasing equal access to sustainable housing, essential services and public infrastructure for Roma and Ashkali communities; and
- 5) preventing and combating discrimination, racism, hate speech, hate crimes, segregation, prejudice, stereotypes and bullying.

¹³ <https://kryeministri.rks-gov.net/wp-content/uploads/2022/05/SHQIP-PROGRAMI-PER-MBROJTJEN-E-TE-DREJTAVE-TE-NJERIUT-2021-2023.pdf>

¹⁴ <https://kryeministri.rks-gov.net/wp-content/uploads/2023/05/Strategjia-per-avansimin-e-te-drejtave-te-komuniteteve-rom-dhe-ashkali-ne-Republiken-e-Kosoves-2022-2026-dhe-Plani-i-veprimit-2022-2024.pdf>

The situation analysis includes a gender perspective and is a specific gender indicator aiming to reduce the gender gap in basic skills (literacy and numeracy) between girls and boys aged 7–14 belonging to the Roma and Ashkali communities of Kosovo. Among the activities, only two activities have a specific gender focus, related to organizing awareness campaigns on domestic violence and anti-discrimination.

National Strategy against Trafficking in Human Beings in Kosovo 2022-2026¹⁵ has set five strategic objectives: strengthening institutional mechanisms to combat trafficking in human beings; preventing the phenomenon of trafficking in human beings; improving the identification, protection and reintegration of victims and alleged victims of trafficking; investigating, prosecuting and punishing cases of trafficking in human beings; and strengthening regional and international cooperation. With the exception of data on the gender structure of victims, the Strategy has not integrated a gender perspective into the analysis, objectives, indicators or activities.

Rule of Law Strategy 2021-2026¹⁶ aims to restore citizens' trust in justice, the judicial and prosecutorial system. The strategic objectives of the Strategy are:

- 1) Strengthening the Judicial and Prosecutorial System;
- 2) Strengthening the Criminal Justice System;
- 3) Strengthening ¹⁷Access to Justice;
- 4) Strengthening the fight against corruption.

The situation analysis includes a gender perspective in some of the pillars but only one activity aims to combat gender-based violence and greater financial support for shelters for victims of gender-based violence.

The Public Finance Management Strategy of the Republic of Kosovo 2022-2026¹⁸ aims at:

- 1) Ensuring sustainable fiscal discipline;
- 2) Further increasing allocative efficiency;
- 3) Further improving operational efficiency;
- 4) Human capital and ICT infrastructure strengthened to support a digital and transparent PFM system in Kosovo. The Strategy has not integrate the gender perspective.

¹⁵ <https://kryeministri.rks-gov.net/wp-content/uploads/2023/05/Strategjia-TQNJ-2022-2026.pdf>

¹⁶ <https://kryeministri.rks-gov.net/ep-content/uploads/2023/04/Strategjia-per-Sundimin-e-Ligjit.pdf>

¹⁷ <https://kryeministri.rks-gov.net/ep-content/uploads/2023/03/Strategjia-e-Menaxhimit-te-Financave-Publike.pdf>

¹⁸ <https://kryeministri.rks-gov.net/ep-content/uploads/2023/03/Strategjia-e-Menaxhimit-te-Financave-Publike.pdf>

The vision of the Agriculture and Rural Development Strategy 2022-2028¹⁹ is the development of a competitive and innovative agri-rural sector based on modern knowledge, technology and standards, offering high-quality products in the domestic market, the region and the EU, as well as sustainable development of natural resources and the environment, providing economic activities and employment opportunities, social inclusion and quality of life for residents in rural areas. The strategic objectives are

- 1) Increasing the competitiveness of the agri-food sector and improving the efficiency and sustainability of farm production;
- 2) Sustainable management of natural resources;
- 3) Supporting businesses in rural areas, increasing employment and improving social infrastructure;
- 4) Comprehensive institutional and sectoral Reform to provide efficient public services.

The situation analysis includes a gender perspective and has set a specific objective aiming to promote gender equality, including women's participation in agriculture and the social inclusion of vulnerable communities and groups. However, it is cautious about women's land ownership, which does not align with the intended objective.

Public Administration Reform Strategy 2022-2027²⁰ aims for an efficient and effective public administration that serves the public interest, meets the needs of citizens and businesses, and successfully completes the EU membership process, supporting democracy and the rule of law. The Strategy has defined the following strategic objectives:

- 1) results-oriented policy planning and coordination;
- 2) provision of high-quality services;
- 3) professional public service and effective human resource management;
- 4) increasing the level of accountability and transparency in public administration. The strategy has not integrated the gender perspective into the situation analysis nor into the strategic objectives and activities.

Kosovo Security Strategy 2022 - 2027²¹, committed to peaceful resolution of disputes while promoting peace, stability and mutual cooperation with other countries. Vital security interests include: the protection of sovereignty and territorial integrity; the preservation of constitutional order and public safety; human security and social development; and integration into Euro-Atlantic structures and other international mechanisms. The Strategy

¹⁹ <https://kryeministri.rks-gov.net/ep-content/uploads/2023/01/STRATEGJIA-PER-BUJQESI-DHE-ZHVILLIM-RURAL.pdf>

²⁰ <https://kryeministri.rks-gov.net/ep-content/uploads/2023/01/STRATEGJIA-E-REFORMES-SE-ADMINISTRATES-PUBLIKE-2022-2027.pdf>

²¹ <https://kryeministri.rks-gov.net/wp-content/uploads/2022/10/1-Strategjia-e-Sigurise-e-Kosoves-ALB.pdf>

has not integrated a gender perspective in the situation analysis nor in the objectives and strategic activities.

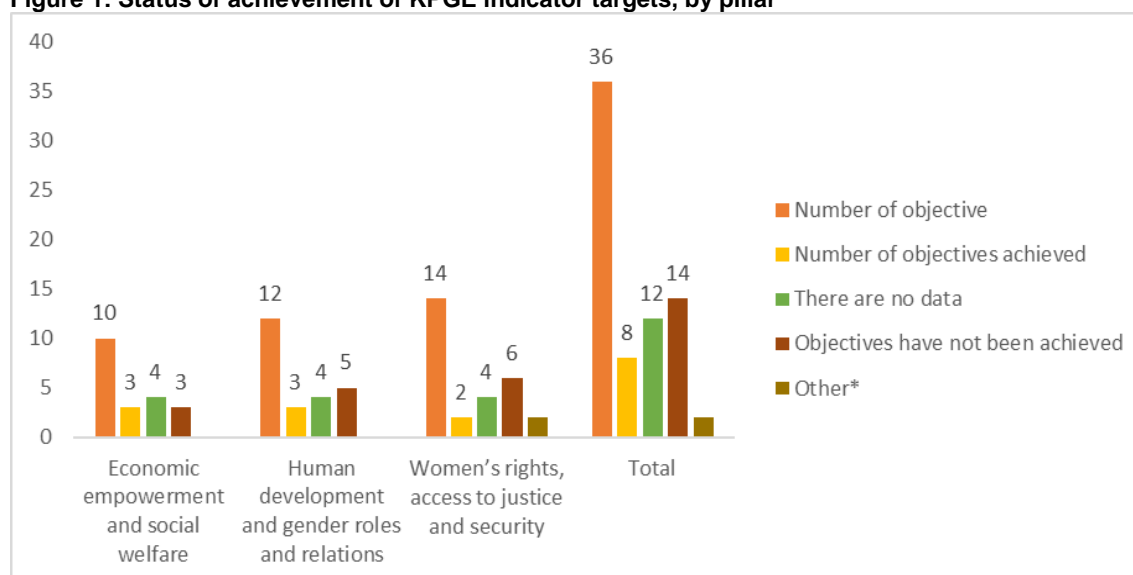
As a summary, it can be emphasized that there is room for improving the integration of the gender perspective in strategic documents, by including gender integration in the situation analysis, defining indicators and implementing measures.

3.2. Effectiveness of KPGE

This section evaluates the extent to which the objectives and activities outlined in the KPGE Action Plan have been achieved and implemented. The interviews highlighted that during the implementation of the KPGE, there was a political will to advance gender equality and the stability of leadership in the AGE and gender institutional mechanisms contributed to the implementation of the KPGE. As mentioned earlier, the COVID-19 pandemic was a hindering factor in the work of institutions and had an impact on the results achieved.

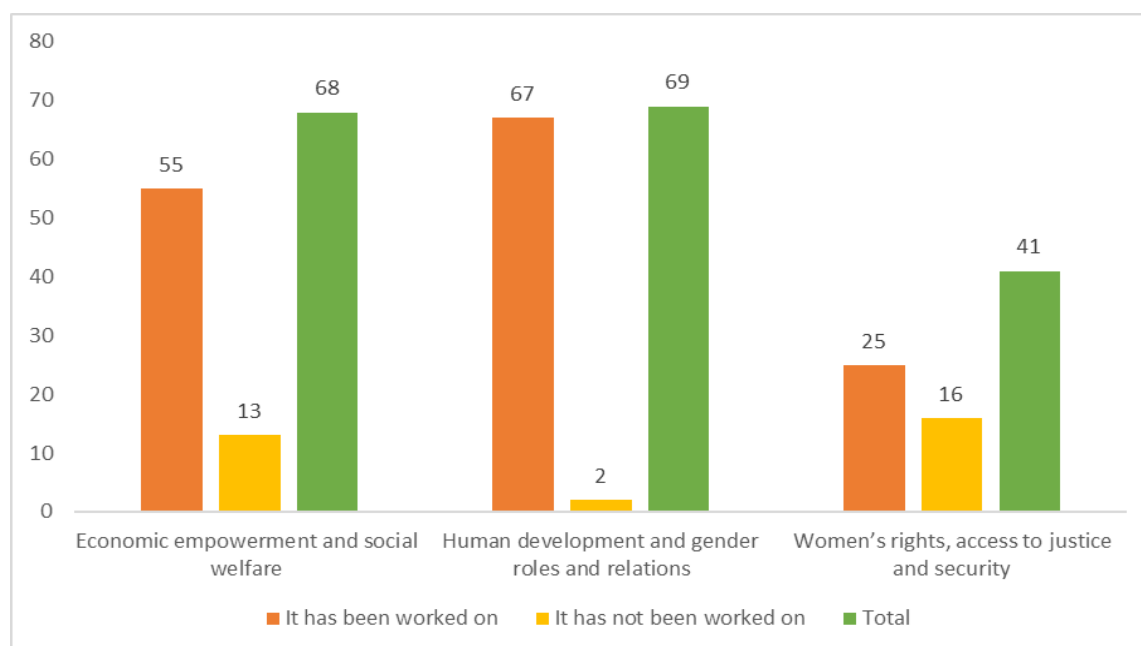
As presented in Figure 1, out of a total of 36 targeted indicators within the KPGE, only 8 have been achieved (22% of the targets), 14 have not been achieved, 12 indicators lacked data and for 2 indicators in Objective 3, one could not be reported because the objective was not well-defined and for the other, no target was set due to the absence of baseline data. In percentage terms, for Objective 1, out of 10 targets set for 2024, 30% were achieved; for Objective 2, out of 12 targets, 25% were achieved; while for Objective 3, out of 14 targets, only 14% of the indicator targets were met. A detailed elaboration will be presented for each Objective separately in this section.

Figure 1: Status of achievement of KPGE indicator targets, by pillar



Regarding the implementation of planned activities in the KPGE Action Plan, of the 178 planned activities, work was carried out on 147, meaning that 83% of the activities were addressed (Figure 2). According to the pillars, the highest implementation rate is under Strategic Objective 2 (97% of the planned activities were implemented), followed by Strategic Objective 1 (81% of the planned activities were implemented), while the data indicate that the least work was done on the activities included in Strategic Objective 3, with only 61% of the planned activities being implemented.

Figure 2: Summary of data related to the implementation of planned activities in the KPGE, number of activities



Creating equal opportunities to contribute to and benefit from economic development, increasing inclusiveness and improving social welfare - Objective 1

This objective aimed to advance economic empowerment and improve the social well-being of women by ensuring the equal distribution of public funds and increasing women's participation in resource management. The key indicator for this objective was the achievement of a 20% female employment rate and data for 2023 show a result of 19.8%, almost achieving the set target. Regarding social welfare, due to the lack of data on the poverty rate in Kosovo as evaluated by the KPGE, it is not possible to report whether the target of 13% was achieved. A World Bank assessment estimates that in 2023, poverty in Kosovo was at 21.7%²². However, due to the lack of the KAS assessment using the same methodology applied for the baseline value, it cannot be reported whether poverty has increased and the target has not been achieved.

²² <https://thedocs.worldbank.org/en/doc/d5f32ef28464d01f195827b7e020a3e8-0500022021/related/mpo-xkx.pdf>

During the period 2020 – April 2024, central and local institutions, NGOs and international organizations implemented a wide range of activities to support women's economic empowerment and improve the economic and social welfare of women and girls in the country. The activities carried out are listed in Annex 1, while a general summary of the activities is provided below.

Increasing the employment of women and girls

The data presented in Table 2 show that despite the Government's commitment through active employment measures, training programs, affirmative measures in the agriculture sector and projects implemented by ministries and municipalities, in 2023, only 24.2% of women of working age were active in the labour market (either employed or seeking employment), a figure significantly below the 40% target set in the KPGE.

In 2023, 33.9% of girls aged 15-24 were neither employed nor engaged in education or training, a rate much higher than the projected target of 20%.

Regarding participation in entrepreneurial activities, in 2023, 18% of active businesses were registered in the name or co-ownership of women, achieving this objective.

Within Specific Objective 1, the aim was also to increase women's access to property, with the goal that by the end of 2024, 25% of properties would be owned or co-owned by women.

According to data from the Cadastral Agency, in January 2024, 19.8% of property owners were women. An important contribution to this result can be attributed to the affirmative measure implemented through the Administrative Instruction (AI) on Special Measures for Registration of Joint Immovable Property in the Name of Both Spouses. In 2024, a total of 17,592 properties were registered in the name of both spouses, compared to only 105 in 2016 when the implementation of this AI began, and its application continued over the years.

To increase women's employment in the period 2020-April 2024, a large number of activities were carried out. The Employment Agency within the MFLT during this period trained 3,827 girls and women and supported 7,732 girls and women through active employment measures. **(The full list of all activities is found in Annex 1, while only a few activities will be mentioned in this section).**

In direct implementation of the KPGE 2020-2024, the AGE, through the Economic Recovery Fund in May 2021, supported 24 women's NGOs with a total value of €647,000. These organizations implemented initiatives aimed at improving women's employment opportunities through business support schemes, training and business management orientation, improving product quality, supporting business-to-business (B2B) schemes, enhancing marketing and social media, licensing and patent registration and research initiatives focused on improving women's rights in the economic sector- all in support of women's participation in the labour market and fostering sustainable and inclusive economic

growth for all. Additionally, the AGE provided direct support to 273 small businesses owned by women, with a total value of €207,284. These businesses are owned by self-employed women or employ a maximum of 2-3 women. Through the funding of these 24 NGOs, initial monitoring data show that 1,296 women and girls throughout Kosovo, regardless of ethnicity, benefited from various services, including training, grants, participation in business promotion and marketing training, monitoring, legal and psycho-social counseling, public presentation skills and early disease identification programs. Targeted groups included survivors of violence, single mothers and women from Roma, Ashkali, and Egyptian communities.

- a) 185 women and girls (natural persons) received grants for business expansion;
- b) 48 women and girls (legal entities – women’s NGOs) received grants;
- c) 803 women and girls were trained on start-up businesses, online product sales, marketing, brand creation and setting up platforms for selling individual business products; and
- d) 260 women and girls benefited from services such as legal counseling, economic empowerment initiatives for survivors of gender-based violence, psychological services, and participation in fairs where they had the opportunity to promote their businesses’ products.

In 2021, MAFRD supported women through direct payments amounting to €5.8 million (compared to €92.7 million for men) and grants for women totaling €2.1 million (compared to €12.6 million for men). In 2022, direct payments were granted to 1,265 women (compared to 23,469 men) with a total amount of €2.65 million for women (compared to €51.3 million for men). Grants were awarded to 145 women (compared to 350 men) amounting to €7.2 million for women (compared to €16.9 million for men).

With the support of UN Women, a gender-specific sectoral analysis in the agriculture sector in targeted municipalities was conducted, accompanied by awareness-raising sessions. At the local level, 50 women farmers and municipal officials in 2023 learned about the importance of securing funds for women to improve their agribusinesses and how digitalization can open doors to new economic opportunities.

- ✓ *Municipality of Suhareka* subsidized 14 women-owned businesses with €2,000 each in 2023.
- ✓ *Municipality of Rahovec* subsidized 11 artisan businesses managed by women in 2023;
- ✓ *Municipality of Gjilan* supported 128 women entrepreneurs (including 40 from minority communities) with a total value of €40,800.

- ✓ *From 2020 to 2021*, 21 business fairs for women were organized by MARDF in 9 municipalities (Podujeva, Shtime, Gjiilan, Mitrovica, Lipjan, Vushtrri, Hani i Elezit, Vitia and Ferizaj).
- ✓ *MIET organized the Women in Business Fair 2022*, which was held in Prishtina and lasted three days. At this fair, around 40 female entrepreneurs have exhibited their products from municipalities.
- ✓ *During 2023 and 2024*, local and international fairs of women-owned enterprises were organized by the municipalities of *Malisheva, Gjakova, Gjiilan, Kaçanik, Lipjan, Prishtina, Rahovec, Shtime, Vitia and Skenderaj*.
- ✓ *In 2020 and 2021*, the municipalities that reported subsidizing kindergartens for 67 children of single parents, children with special needs and those from social assistance schemes are: *Prishtina (93 children); South Mitrovica (11); Gjiilan (5); Fushe Kosova (21); Kaçanik (1); Skenderaj (8)*.
- ✓ *In 2022*, subsidies for childcare for single mothers have been provided by the following municipalities: *Vitia, Gjiilan, Obiliq, Fushe Kosova, Suhareka, Prishtina, Prizren, Vushtrri, Klina, Mitrovica, Malisheva, Skenderaj, Klina*.
- ✓ *in 2023 and 2024*, the Municipality of Prishtina has subsidized payments for 24 children of single mothers in kindergartens, beneficiaries of social schemes in 2023, with a total value of 13,200 Euro. Additionally, the Municipality has subsidized 131 children attending private kindergartens with a total value of 55,020 Euro for a six-month period from November 2023 to April 2024;
- ✓ *Through the Economic Recovery Package, Measure 1.5, MESTI* has distributed 957 vouchers for trained high school graduates in the area of IT (600 Euro per candidate) and awarded 112 scholarships for deficit VET branches and technical branches for girls (500 Euro per student), totalling 56,000 Euro.
- ✓ *Scholarships for students* have also been awarded by the Municipalities of *Podujeva, Prishtina, Deçan, Skenderaj and Drenas*.
- ✓ *The Association of Women in the Energy Sector - AWESK* held five lectures in several cities in Kosovo within the project in January and February 2020.

Among the international partners, **MCC, through the WEE Program** - Women in Energy Entrepreneurs supported 174 women entrepreneurs with technical assistance and grants to help grow their businesses through the efficient use of energy. The WES - Women in Energy Scholarship Programme supported 28 women with scholarships out of which in 2021, 26 scholarship recipients graduated and were awarded Associate Degrees at DMAC College, Iowa (USA) in various energy-related subjects. This group of women earned degrees in fields

such as wind technology, solar technology, renewable energy technology, power plant technology, manufacturing, etc. WWI - The Women in Energy Internship Programme supported during this period around 100 women and girls in advance university studies and/or recent graduates by offering paid internships for 6 months in companies and organisations in the energy sector.

The European Union Office supported:

- ✓ the NGO Syri i Vizionit with 325,420 Euro (2020-2022) to enhance employment opportunities and sustainable prospects for youth, women, persons with disabilities and minority ethnic groups in Kosovo;
- ✓ It supported the Jakova Innovation Center with 232,260 Euro (2020-2022) to improve the employability of youth, women, and disadvantaged groups through the development of skills and knowledge required in the local labour market;
- ✓ It supported the Business Support Center Kosovo (BSCK) with 308,037 Euro (2020-2022) to enhance employability and sustainable employment prospects for youth and women in Kosovo's energy sector.
- ✓ In 2022, the EU Office provided €1,500,000 to the UN Women Office to support the development and implementation of legislation and policies integrating a gender perspective, strengthening institutional capacities at all levels in Kosovo, and improving coordination between gender equality mechanisms and civil society.
- ✓ Through WE Global, the EU Office allocated 21 grants totaling €105,000 to women-led NGOs to support projects aimed at fostering civic engagement, gender equality and inclusive democracy by increasing women's participation in politics and decision-making in Kosovo;
- ✓ With funding of €384,756.5 for 2022-2023, it supported the Advocacy Training and Resource Center in improving working conditions for vulnerable groups, strengthening safety standards and promoting social dialogue. The project focuses on monitoring labour rights violations, strengthening the capacities of institutions and NGOs and raising awareness of the Law on Labour.
- ✓ The EU Office supported UNDP with a budget of €4,999,961 to improve the provision of social services by CSWs and ensure equal and quality access to social protection for the most vulnerable groups, including women and girls.
- ✓ Through the Young Cell Scheme Round program, the EU Office provided €4,500,000 from 2022 to 2027 to support the professional development of men and women in the civil service to better serve the citizens of Kosovo. The program awards scholarships for Master's studies at EU universities in priority sectors defined by the Government. Upon

graduation, beneficiaries commit to working for three consecutive years in Kosovo's institutions.

✓ **OSCE in 2020**, provided 10,907 Euro to support a program promoting increased employment opportunities for Roma, Ashkali and Egyptian communities in Kosovo through professional internships in cooperation with public institutions.

✓ Kosovo Agency of Energy Efficiency/Energy Efficiency Project under Millennium Foundation Kosovo allocated Energy Efficiency grants to 410 women, while 100 women benefited from professional internships in 2021.

✓ In 2022, 237 women and girls benefited *from the MCC Women in Energy and Internship Program* which provided 6 months of paid internships at energy sector enterprises with a monthly salary of 250 Euro. Similarly, through the Women Entrepreneurs in Energy Program, 387 women and girls have benefited from grants for the purchase of various equipment for efficient energy use for their business activities.

✓ Women for Women Organization delivered training for 629 participating women; supported 25 women-owned businesses/start-ups with grants; and 500 women have been organised in networking, meetings and discussions on cooperation and market expansion opportunities;

✓ In 2022, the Ministry of Regional Development (MRD) supported, through the Balanced Regional Development Program-BRDP, a total of 332 projects, out of which 134 projects represented by women (€1,014,883) and - 198 projects represented by men (€2,016,050).

✓ Under the Financial Support Program of NGOs for 2022, a total of 38 projects benefited, of which 16 beneficiaries were women and 22 men. Under the call for the Balanced Regional Development Program (BRDP - Business) for 2023, a total of 132 projects were supported, of which 45 were for women and 87 for men.

✓ MRD, in 2023, as part of the implementation of projects under the "Public call for financial support of OJQ projects/programs in advancing regional socio-economic development", the NGO "Feminae Women's Association" conducted a training on the topic, "Preparing Women for the Job Market", a training held in the course of the project "The Potential of Women and Girls for a Strong Future"

✓ Training and information activities were organized by municipalities. In 2023 and 2023. Prishtina held 10 advisory meetings for women farmers on applying for subsidies and grants and organized a workshop on "Digital Tools in Agribusiness", focusing on building digital capacities for women farmers in the agricultural sector;

- ✓ *The Municipality of Malisheva* organized 10 training sessions on advancing financial knowledge and trained 13 women in business and held 4 training sessions on property rights, childcare and professional training;
- ✓ *The Municipality Prizren* organized three workshops with women from NGOs, students and unemployed women on the topic of workplace challenges and difficulties in women's employment (around 40 women and girls benefited), as well as 3 workshops on business administration and advocacy with 17 women and girls;
- ✓ *The Municipality of Shtime* organized an activity with the Women's Group/LCHT Institute related to entrepreneurship;
- ✓ *The Municipality of Skenderaj* organized training for 20 women in the area of graphic design.
- ✓ Awareness-raising campaigns on inheritance rights and property ownership were held in the Municipalities of Drenas, Dragash, Malisheva, Gjakova, Istog, Kaçanik, Fushe Kosova, Lipjan, Suhareka, Prishtina, Rahovec, Shtime and civil. Awareness-raising campaigns on complying with the employment quota for persons with disabilities and avoiding stigmatisation in society were supported by the Municipality of Prishtina and Skenderaj. The Municipality of Skenderaj drafted a Local Action Plan for the employment of people with disabilities.

One of the KPGE objectives was to link education and vocational training with labor market demands, Within this objective, the Government of Kosovo established the Commission for Vocational Education and Training (VET) and its connection with the labour market at the Prime Minister's level to further advance VET through interinstitutional coordination. The finalization of the draft document for the VET curricular framework has been initiated, along with the revision and finalization of a number of professional profile curricula. A Working Group has been established to standardize and unify the career center model for vocational schools, and steps have been taken towards defining the financial formula for VET (including general education)

Equal access to rights, freedom, decision-making, resources and services

One of the KPGE objectives was to ensure equal access to public funds by integrating the gender perspective into 40% of new public policies and ensuring that 40% of public funds would directly benefit women and girls in Kosovo. In the absence of evidence and data, it is not possible to report on the percentage of new public policies that have integrated the gender perspective. It should be noted that AGE regularly provides comments on all public policies, including concept documents, regulations, strategies and others. AGE provided comments on 30 laws, bylaws and public policies in 2020. In 2021, AGE provided comments on 27 concept

documents, 12 draft laws, 9 administrative instructions, 4 draft regulations and 3 strategies and action plans.

In 2022, AGE commented 12 Administrative Instructions, 10 Draft Laws, 5 Regulations, 4 Concept Documents, 3 Draft Strategies and 1 Report on Human Rights. In 2023, AGE provided comments on 5 Administrative Instructions, 3 Draft National Programs, 3 Draft Laws, 1 Regulation and 1 Draft Strategy. This was made possible through technical assistance provided by UN Women.

In 2024, AGE provided comments on 3 Draft Laws, 1 Draft National Program and 1 Strategy.

It should be noted that due to the lack of a mechanism to ensure the integration of AGE's comments, there is no information on whether these comments have been incorporated. It is essential to establish a mechanism that enables AGE to monitor the extent to which gender perspective-related comments are integrated into all public policies.

In 2022, the Government of Kosovo approved the Concept Document on Gender-Responsive Budgeting, developed under the leadership of AGE. A Working Group was established to draft the legal framework for gender-responsive budgeting. The methodology and an information package for the Working Group were developed. In 2023, with the support of UN Women, a feasibility study was conducted on integrating gender-responsive budgeting into Kosovo's budgetary system. AGE organized 3 workshops for drafting the bylaw on gender-responsive budgeting.

Regarding equal access to public funds, data for this indicator could not be obtained. However, based on the available data, affirmative measures to ensure access to public funds, specifically for women and girls, have been undertaken by almost all ministries and municipalities, as follows:

- ✓ MESTI provides scholarships for girls in STEM fields;
- ✓ MFLT continuously supports shelters for cases of domestic violence;
- ✓ MARDF implements affirmative measures in the allocation of grants for agriculture and rural development;
- ✓ The Ministry of Economy has implemented affirmative measures in energy efficiency programs, not only for women but with additional support for single mothers;
- ✓ The Credit Guarantee Fund has introduced a dedicated window for women-owned businesses;
- ✓ Municipalities have subsidized childcare costs for single mothers in public kindergartens.

During the implementation period of KPGE, numerous trainings were organized on capacity building of officials at the central and local levels regarding gender-responsive budgeting. These trainings were supported by AGE, ministries, municipalities, CC and international organizations.

Improving working conditions

With the aim of improving economic and social welfare, the KPGE sought to enhance employment conditions by reducing informal employment. In 2023, 9% of employees did not have a work contract, a figure targeted to reach 8% by 2024. As part of efforts to improve working conditions, in October 2021, UN Women, in cooperation with the Ombudsperson Institution in Kosovo, launched the Informal Advocacy Task Force on Gender-Sensitive Standards for occupational safety and health (OSH) and decent work.

- ✓ In 2022, the MFLT licensed over **17 companies engaged in occupational safety and health activities and has certified over 300 individuals for** Occupational Safety and Health (OSH). In 2022, the awareness campaign “Decent Work for Dignified Life” was launched under the leadership of MFLT and supported by the Swedish Embassy in Kosovo, with partners including LI, TAK ILO, UN Women, CDF, IKS, QPA and Lens.
- ✓ In 2023, AGE conducted **16 training sessions, and 375 participants were certified** in the Prevention and Handling of Cases of Sexual Harassment Cases in the Workplace at both central and local levels. These training sessions were held in cooperation with IKAP and with the support of UN Women.
- ✓ In 2023, UN WOMEN trained **24 Labour Inspectors (5 women and 18 men)** from various regions of Kosovo to enhance their understanding of gender differences in OSH and sexual harassment in the workplace, supported by UN WOMEN and organized by the Kosovo Institute for Public Administration and approved by the Labour Inspectorate.
- ✓ KWN and the Ombudsperson Institution conducted an awareness-raising campaign on sexual harassment in the workplace.
- ✓ In the area of improving working conditions, in 2021, UNFPA in partnership with the Kosovo Women’s Network launched the report “Expanding elections through family-friendly policies” reflecting the extent to which Kosovo has aligned its framework with the European Union (EU) Directive on work-life balance. The report contains the transposition table for EU Directive 2019/1158 **in Annex 1**.
- ✓ In 2022, UN Women organized training on capacity building for **82 representatives on preventing sexual harassment in the workplace; 10 female entrepreneurs**, 36 public officials at central and local levels, 31 representatives of Vocational Education Centers

and Competency Centers and 3 from universities were trained on occupational health and safety and sexual harassment.

- ✓ In 2023, awareness-raising activities promoting maternity and parental leave rights were organized in the Municipalities of Drenas, Gjakova, Gjilan, Istog, Lipjan, Prishtina, Skenderaj and Vushtrri.

Social and economic welfare

Social assistance scheme for poverty reduction

Specific Objective 2 aimed to ensure that by 2024, 70% of the poor would be covered by social assistance schemes. In the absence of any evaluation, it is not possible to assess whether this objective has been achieved.

A report from the World Bank in 2022²³ highlighted that only 25% of the poorest 20% of people in Kosovo benefit from social assistance. Therefore, it was recommended that a reform be undertaken to increase coverage and provide sufficient social assistance to ensure minimum living conditions. In October 2023, the Ministry of Finance, Labour and Transfers introduced a project for social assistance reform supported by the World Bank, a reform that aims for a more effective and inclusive scheme. In 2024, a pilot phase began as a fundamental change addressing the discrimination present in the current scheme. Through the new scheme, poverty testing is ensured by calculating income over the last three months and the pilot is being conducted for all families that have been discriminated against under the current draft law.

24 Training for the staff of the Centers for Social Work was organized by UN Women (10 representatives from the Social Assistance Division and 40 representatives from the Centers for Social Work for providing social services.

Social services

Law No. 08/L-255 on Social and Family Services was adopted by the Assembly on 14 December 2023 and entered into force on 5 January 2024. The General Council of Social and Family Services was established by Decision No. 25, dated 25.01.2023, by the Minister of Justice, consisting of 21 members. Its mandate is to develop the professionals who provide social and family services and is responsible for all matters related to social and family services in accordance with the relevant applicable legislation.

²³ <https://www.worldbank.org/en/news/opinion/2022/09/23/without-reform-on-social-protection-kosovo-s-poorest-and-most-vulnerable-will-be-left-behind>

²⁴ <https://kryeministri.rks-gov.net/blog/fillon-pilotimi-i-skemes-se-reformuar-te-asistences-sociale-ne-kosove-2/>

In 2024, based on Decision No. 01/131, dated 31.03.2023, the Council was accredited by the National Qualifications Authority for a three-year period with qualifications approved in the National Qualifications Framework. A total of 24 Training Modules have been validated. Training for social workers at Centers for Social Work was delivered by municipalities as well.

MFLT, supported by UNDP in 2021, through the Active Labour Market Program, developed the operational manual for advancing the quality of providing social assistance services in municipalities in accordance with the legal framework on MFLP/Department of Social and Family Policies (DSFS); Administrative Instruction on Calculating the Monthly Amount of Social Assistance; Administrative Instruction on Administrative Procedures for the Payments by Beneficiaries of the Social Assistance Scheme Gained Without a Legal Basis; Administrative Instruction on Determining the Procedures for the Payment of exceptional social assistance; Administrative Instruction on Calculating the Monthly amount of Social Assistance; Administrative Instruction on Administrative Procedures for the Payments by Beneficiaries of the Social Assistance Scheme Gained Without a Legal Basis; Administrative Instruction on Determining the Procedures for the Payment of Exceptional Social Assistance.

In 2022, MFLT trained around 200 social and family service providers, and social workers at three levels from the government and non-governmental sectors.

Out of the five module trainings organized by the Council with the support of *“Save the Children”*, **330 social service providers** from the public and non-governmental sectors were trained. In total, with six modules, **462 professionals** were trained in 79 days of training.

During the implementation of the KPGE, investments were made and conditions were improved for persons with disabilities. A **daycare residential center** for providing services to persons with disabilities was built in **Vushtrri**, while the **Municipality of Podujeva** provided a space in the municipal building. The **Municipality of Mitrovica** has made available a facility for daily services for persons with disabilities. A residential center for persons with disabilities was also built in the social complex in **Gjilan**.

The **Municipality of Skenderaj** is in the final stages of completing a residential and rehabilitation center for persons with special needs.

The **Municipality of Kaçanik** has provided a space in the cultural center building as a suitable area for activities.

The **Municipality of Gjilan**, with donors from Kuwait, has completed the construction of a social complex where a residential centre for the provision of services to the elderly and socially unattended individuals has been built.

The **Municipality of Vitia** allocated land for the construction of a residential center for elderly persons without family care.

The **Municipality of Podujeva** has allocated a plot and part of the budget for the construction of this center in cooperation with the NGO, Balkan Orphans - Halil Kastrati.

The **Municipality of Gjakova** subsidized Handikos in Gjakova with a value of 20, 000 Euro, where the same facility also provides services to 3 associations of people with disabilities.

In the **Municipality Suhareka**, the new “Handikos” facility has been built by the construction company “EURO ING”.

The **Municipality of Prishtina** built a center for persons with Down Syndrome and autism.

The **Municipality of Prizren** has operationalized a center for the accommodation and service provision for persons with mental disabilities.

In **Vitia**, the **Municipal Assembly** has allocated land for the construction of a residential facility for persons with mental disabilities, with 24-hour stay.

During 2021, **UNDP** provided support in the reconstruction, rehabilitation and renovation of 11 NGO residential care centres (emergency shelters, homes for the elderly and abandoned children, women’s shelters, rehabilitation centres for persons with disabilities) through grant schemes provided to NGOs;

Table 2: Status of achieving the targeted goals under Strategic Objective 1

Indicator	Target 2024	Implementation 2023	Objective achieved Yes/No
The population employment ratio (employment rate) of women aged 15-64 years - employment rate	20%	19.8% (2023)	NO
The percentage of Kosovo's population living in poverty	13%	There are no data	There are no data
Specific Objective 1.1: Increasing the employment of women and girls			
The participation rate of women aged 15-64 in the labour market	40%	24.2% (2023)	NO
Percentage of active women-owned or co-owned businesses	18%	18% (KBRA, 2023 ²⁵)	YES
Percentage of young people aged 15-24 who are neither employed nor in education or training	20%	33.9% (G) 32.9% (B)	NO
Percentage of properties (houses/apartments) owned or co-owned by women	25%	19.8% of owners (January 2024) Cadastral Agency	YES
Specific Objective 1.2 Ensuring/advancing equal access to rights, freedom, decision-making, resources and services			
Percentage of public integrated gender mainstreaming policies	40% of new public policies	There are no data	There are no data
Percentage of public funds that women benefited	40%	There are no data for all funds	There are no data for all funds
Informal employment rate (without employment contracts), excluding the agricultural sector	8%	9% (2023)	NO
Coverage rate of poor families by Social Assistance Schemes	70%	There are no data	There are no data

Within Strategic Objective 1, during the period 2020-April 2024, no work has been done on the activities marked below:

- ✓ Analysis and assessment of the financial cost of subsidizing the payment for preschool education, children from families under social schemes;
- ✓ Research/analysis of the situation for the possibility of establishing credit unions;
- ✓ Analysis and integration of the gender perspective in the Kosovo Credit Guarantee
- ✓ Fund (KCGF) for supporting women. As reported in this report, the Fund has provided support for women's businesses through a special window, but the activity planned in the KPGE Action Plan is aimed at analyzing and integrating the gender perspective in all measures and support of the Fund.

²⁵ Reported in the report of the GAP Institute:

https://www.institutigap.org/documents/90297_Ndermarresia%20e%20grave%20dhe%20pakicave.pdf

- ✓ Identification of gender indicators for each institution at the central and local level, and their regular reporting.
- ✓ Preparing the regulatory impact assessment for occupational accident and occupational disease insurance;
- ✓ Developing the methodology and analysis for measuring geographic inequality/less favoured areas, with a gender perspective, considering the minority within the minority;
- ✓ Administrative Instruction (GRK) No. 04/2024 on Fees for Cadastral Surveying Products and Services and Property Registration, was approved at the 211th Meeting of the Government of the Republic of Kosovo by Decision No. 02/211, approved in June 2024;
- ✓ Informing women of the possibilities and advantages of organizing in cooperatives (meetings, brochures);
- ✓ Providing training in the area of entrepreneurship and sharing good experiences with successful cooperatives;
- ✓ Providing training in the area of entrepreneurship and sharing good experiences with successful cooperatives;
- ✓ Providing support (consultancy, free legal aid, networking, etc.) for the establishment of cooperatives;
- ✓ Financial support for new cooperatives;
- ✓ Study related to the enjoyment of the right to alimony and analysis of good practices to ensure the realization of alimony;
- ✓ Draft the manual and legal framework for monitoring LGE.

OBJECTIVE 2

Specific Objective 2.1 Gender equality is addressed as a condition for quality, inclusive education

The goal of this objective is to increase the participation of girls in education, address gender-based occupational segregation, promote access to research grants and academic professional development for girls and women, increase the participation of women in decision-making positions in educational institutions, and eliminate gender stereotypes from curricula and textbooks. The planned activities under this objective directly contribute to the implementation of Article 21 “Education of Gender Equality” of the Law on Gender Equality, which sets the obligations and measures in the field of education. Among them, it is stipulated that *“Preparation, adoption and implementation of educational programs - education, drafting materials, textbooks and reviewing existing materials and textbooks should be done by including gender perspectives and eliminate negative stereotypes, prejudices, traditional practices and other practices that are contrary to the principle of gender equality”*.

Under this objective, the aim was to achieve gender equality in decision-making positions in schools, but this goal was not achieved in the 2022-23 school year, as only 35.8% of school directors were women. However, an improvement was observed, as in the 2017/17 school year, only 13% of directors were women and the 30% target set for 2022 has been exceeded – progress is being made in the right direction.

In accordance with Article 21 of the LGE, KPGE, through a wide range of activities, aimed to ensure that 100% of published and revised textbooks had a gender-sensitive approach, from which gender stereotypes were eliminated. However, no data has been provided in the required indicator format. To address stereotypes in textbooks, in 2019, AGE developed and published the Manual on Preventing Gender Stereotypes in Textbooks²⁶.

- ✓ During the process of publishing new textbooks, MESTI organised a briefing session with all reviewers (who have also received the manual) on compliance with gender equality in textbooks and preventing stereotypes in textbooks. According to data provided by MESTI in August 2023, the textbooks for the following subjects have been reviewed: Albanian Language, History, Society and Environment, and Civic Education, with a plan for analyzing textbooks for grades 10, 11 and 12 in the following subjects: Albanian Language, Literature, History, Sociology, Philosophy, Psychology and Civic Education.
- ✓ In 2023, MESTI engaged the KosEd project to review textbooks and initially, the Albanian language and Mathematics textbooks for grades 1-9 were reviewed. Texts have also been specifically viewed from a gender perspective. In 2023, MESTI supported research on the language used in school textbooks conducted by the Institution of the Ombudsperson (IO), which carried out and published an ex-officio report on the language used in primary education textbooks. The report concluded that the textbooks are not discriminatory. Regarding the increase in the representation of female authors and gender experts in the preparation of textbooks, curricula and

²⁶ [https://abgj.rks-gov.net/assets/cms/uploads/files/ALB-Manual%20SteriotipetGjinore-ALB\(1\).pdf](https://abgj.rks-gov.net/assets/cms/uploads/files/ALB-Manual%20SteriotipetGjinore-ALB(1).pdf)

reviews, MESTI reported that out of the seven curriculum areas, 4 curriculum coordinators are women.

- ✓ The access of children aged 0-4 years has increased from 3% in 2018/18 to 7.2% in the 2022/23 school year, exceeding the target of 6% set in the KPGE for 2024. A series of activities have been carried out throughout the KPGE life cycle.
- ✓ In 2022, in cooperation with partners, the following 3 analyses for early childhood education development were conducted: with the World Bank, we conducted the analysis *"Costing the provision of public, private and public-private partnership modalities for pre-primary education in the Republic of Kosovo"*.
- ✓ With UNICEF, *Expansion of pre-primary education in Kosovo* - A model instrument for projecting projections as a basis for expanding pre-school infrastructure in Kosovo.
- ✓ MESTI, in cooperation with UNICEF, conducted the *Feasibility Study of Modular Kindergartens for increasing access to Early Education in Kosovo*.
- ✓ In 2023, MESTI drafted and approved Law No. 08/L-153 on Early Childhood Education with the aim to provide inclusive quality education in all forms of care and education in early childhood for children from birth to 6 years old. It also sets the standards for the organisation, functioning, supervision and institutional and professional responsibilities of all stakeholders in early childhood education.
- ✓ During the reporting period for the KPGE, municipalities and MEST reported the commencement of construction for approximately 15-20 kindergartens and several school buildings were adapted. However, data from the MEST indicate that in the 2022/23 school year, the gross enrollment rate of children aged 0-4 in pre-primary and preschool education was only 7.2%²⁷, with a total of just 54 preschool institutions/kindergartens, compared to 44 in the 2020/21 school year²⁸.

MESTI has established a Working Group for drafting Administrative Instructions deriving from this Law, and regarding the increase of children's enrollment rate in early childhood education, the Administrative Instruction on Inclusion of Children in Early Childhood Education Institutions has been drafted. Additionally, the Administrative Instruction on the Forms of Organization of Early Childhood Education is being drafted.

MESTI drafted a curriculum on early childhood education, which in February 2024 began its pilot phase in 10 municipalities, 12 preschool institutions and 17 pre-primary classes. The new curriculum is designed for level 0 of education, covering children aged 0-6 years. MESTI drafted the pilot process plan, trained 11 trainers for the training of educators for the piloting of the ECE curriculum and prepared 186 participants for the piloting of the ECE curriculum. Pedagogical documentation for the pilot process in kindergartens was also prepared. 13 Education Inspectors covering 10 municipalities where the curriculum is being piloted have been trained on the new curriculum.

²⁷ <https://MASHt.rks-gov.net/wp-content/uploads/2023/12/Raport-vjetor-statistikor-me-tregues-arsimore-2022-2023.pdf>

²⁸ <https://MASHt.rks-gov.net/statistikat-e-arsimitne-kosove-2022-2023/>

To enhance access to and the provision of quality education for children with special needs, during the implementation period of the KPGE, assistants for children with special needs have been employed (103 assistants in 2022 alone), and training sessions have been provided for teachers in resource centers on the use of the pedagogical assessment tool for children with special needs in municipalities. Due to a lack of data, it is not possible to assess whether the target for the participation of Roma, Ashkali and Egyptian children in the education system has been met. MESTI reported that in 2023, a total of 378 children from the three communities were enrolled in pre-primary education, 1,980 students in primary and lower secondary education and 413 students in upper secondary education. Each year, MESTI has regularly supported Roma, Ashkali and Egyptian communities with scholarships. To increase participation in higher education for Roma, Ashkali and Egyptian communities, in 2022, MESTI awarded 26 students with scholarships of €1,000, while 55 students received scholarships in the 2022/23 academic year. MESTI, municipalities, civil society and international organizations have consistently organized awareness-raising activities to encourage the participation of these communities in education. For example, in 2021, UN Women organized activities with 300 individuals from the Roma, Ashkali and Egyptian communities, who were better informed of the importance of education for women and girls through the “door-to-door” campaign. Additionally, 57 school principals and teachers were informed on how to reduce school dropout rates among girls and young women from minority communities. MESTI has supported learning centers that work with children from Roma, Ashkali and Egyptian communities. MESTI has developed a policy for preventing school dropouts through awareness-raising activities. Furthermore, every school within Kosovo’s territory has established dropout prevention teams, which are managed as a system by MESTI through the EMIS system.

One of the targeted indicators of the KPGE was that by 2024, 30% of women aged 25-64 would have completed higher education. KAS provided data for the 20-64 age group, reporting that 19.3% of women in this age group had completed higher education, a significantly lower percentage than the target. However, considering the increasing participation of girls in higher education in recent years, it is expected that this indicator for the 25-64 age group will be above 19.3%.

To address gender segregation in professions, MESTI undertook a series of measures. During the period 2020-2023, MESTI provided the following support for girls:

- a) It awarded scholarships for STEM fields to 4,630 girls, amounting to €4.6 million;
- b) It awarded 112 scholarships for girls in deficit VET programs and technical fields, amounting to €56,000;
- c) Of 24 PhD scholarship candidates studying at the top 500 universities worldwide, 10 were women (2021);
- d) It supported 28 students with disabilities (11 girls and 17 boys) with €1,000 each.
- e) MESTI also supported women in academia: in 2023, 41 beneficiaries of academic mobility included 12 women vs. 29 men. Additionally, 7 women were supported in small research projects with a total of €61,000, while 11 men were supported with €92,838.

f) Through the Economic Recovery Package, Measure 1.5, a total of 957 vouchers were distributed to high school graduates trained in the IT sector (€600 per candidate).

g) A total of 112 scholarships were awarded for girls in deficit VET and technical fields (€500 per student), amounting to €56,000.

h) In 2023, MESTI organized the STEMinsts'24 conference for women and girls in science, promoting their participation in the fields of science, technology, engineering and mathematics.

Municipalities also allocated scholarships to students and organized career education fairs. Additionally, career services modules have been integrated into the Kosovo Curriculum, spanning from early childhood education to gymnasiums and vocational schools.

In line with the legal obligation under the LGE to integrate a gender perspective into study programs, the KPGE aimed for at least 15 higher education programs to incorporate a gender perspective into their curricula. According to data provided exclusively by the University of Prishtina, in the 2023/24 academic year, 16 courses with a gender perspective were offered across 4 faculties.

AGE also contributed to this progress through a project supported by the Swedish SIDA. With this support, the course "Gender Economics" was integrated into the Master's studies at the Faculty of Economics at the University of Prishtina. Furthermore, with the support of the Friedrich Ebert Stiftung Foundation, AGE translated the book "The Economics of Gender" by author Joyce P. Jacobsen as a university textbook. AGE published and donated 230 copies to UP/FE, 20 copies to the Faculty of Philosophy, 5 to the National University Library, 10 to the Hivzi Sylejmani Library in Prishtina, 20 copies to the Faculty of Economics in Tirana and 5 copies to the Shtul-Tetovo Faculty.

AGE and NDI supported the translation and publication of the book "Advanced Introduction to Feminist Economics by Joyce P. Jacobsen. AGE published and distributed 180 copies to the Faculty of Economics library. In 2023, AGE, in cooperation with NDI, organized the "Summer School on Gender, Economy and Policies", a five-day program in which 30 students aged 18 to 29 were certified.

AGE and UN Women supported the drafting of the first Gender Equality Action Plan for the University of Prishtina "Hasan Prishtina" for the period 2023/24-2025/26. The plan was approved by the UP Senate, it was published and promoted. In implementing the Plan, the University of Prishtina and AGE, with the support of UN Women, organized the conference "Closing the Gender Gap in Kosovo" in May 2024, featuring speakers from European and regional universities and over 80 participants.

Currently, at the University of Prishtina "Hasan Prishtina," there are 16 courses that fall within the domain of gender studies. The provision of these courses highlights UP's commitment to educating new generations, fostering an understanding of gender concepts and gender integration and preparing future decision-makers in society.

Table 3: The courses with a gender perspective at the University of Prishtina

	Gender-related subject titles	Faculty	Level of studies	Program
1	Gender economics	Faculty of Economics	Master	Economics
2	Gender Equality law	Law	Bachelor	LL. B.
3	Gender Issues and Politics	Faculty of Philosophy	Bachelor	Political Science
4	Gender Issues and Politics	Faculty of Philosophy	Bachelor	Sociology
5	Gender Studies and Research	Philosophy	Bachelor	Cultural Anthropology
6	Gender and Representation	Faculty of Philosophy	Master	Sociology
7	Gender Psychology	Philosophy	Bachelor	Psychology
8	Gender and Diversity	Philosophy	Bachelor	Social Work
9	Gender History	Faculty of Philology	Bachelor	Story
10	Introduction to Cultural Theories	Faculty of Philology	Master	Oriental Studies
11	Postcolonial Theory	Faculty of Philology	Master	Oriental Studies
12	Female Writing	Faculty of Philology	Bachelor	English Literature
13	Feminist Literary Criticism	Faculty of Philology	Bachelor	English Literature
14	Gender Studies in Art	Faculty of Arts	Bachelor	Painting
15	Gender Studies in Art	Faculty of Arts	Bachelor	Sculpture
16	Gender Studies in Art	Faculty of Arts	Bachelor	Conceptual Art and New Media

Information and awareness-raising activities

During the implementation period of the KPGE, MESTI, municipalities, civil society and international partners organized informational and awareness-raising activities in the following areas:

- ✓ Prevention and protection from violence in schools, bullying, and sexual harassment;
- ✓ Prevention and protection from domestic violence and gender-based violence;
- ✓ Awareness regarding the prevention of early marriages;
- ✓ Outreach activities on road safety as a right and responsibility for all; “Juvenile delinquency gender-based violence”; “Drugs, tobacco, alcohol”; Protection from trafficking in human beings; informing on the consequences of substance abuse.

Activities failed to be implemented in the area of education

Based on the monitoring and KPGE evaluation reports for the period from 2020 to April 2024, the following planned activities in the Action Plan were not implemented in the area of education: Scholarships for gender studies abroad for boys and girls (Young Cell Scheme) were not offered. While the scheme continues, no scholarships have been awarded specifically for gender studies;

Gender-sensitive performance indicators in lower and upper secondary education were not developed; and awareness campaigns on opportunities for participation in Non-Formal Vocational Education, vocational schools and accelerated programs, particularly targeting middle-aged women, were not organized. However, it should be noted that short-term professional training is provided free of charge in 7 regional VTCs of the Employment Agency.

Specific Objective 2.2 Creating an enabling environment for the realization of rights, capacities and human potential

This specific objective aims to contribute to advancing gender equality by emphasizing the fundamental right to unhindered opportunities in realizing the capacities and potential of girls and women, eliminating socially discriminatory practices (based on gender, ethnicity, age and ability) and creating policies that support and promote the equal participation of marginalized groups. Specifically, this objective aims to increase the inclusion of girls and women in sports and ensure the adequate representation of women's image in the media.

In the area of media, KPGE initially aimed to establish and operationalize a monitoring and reporting system for the image of women in the media, but this system was not created. To analyze the presentation of women in the media in 2021, AGE conducted the research study *"Representation of women in print media 2016-2019"*. AGE in cooperation with the Kosovar Center for Gender Studies, the Independent Media Commission, and UN WOMEN signed a joint statement with the public broadcaster RTK on combating and preventing sexism. MESTI reported that media literacy is conducted in all upper secondary schools as an extracurricular subject.

Training sessions for journalists were organized by UN WOMEN and NDI in the area of gender equality, including gender-responsive budgeting.

AGE marked March 8, the International Women's Day, with a dedication in memory of creative women, artists, university professors and journalists who broke barriers in their respective fields and shaped the country's history with a woman's face and who are no longer alive. On this occasion, 3 discussion panels were organized with creative women, university professors and journalists. The conference was attended by 90 participants.

MCYS provided support for women in arts and cultural heritage. In 2020 and 2021, the total support for women amounted to 315,297 Euro, distributed as follows. As part of the Economic Recovery Package, it supported:

- a) 8 women's NGOs with a total of 29,400 Euro and 4 projects with a total of 31,000 Euro.
- b) 10 creative women were supported with €25,800 (out of the total amount of €71,100);
- c) 5 women with an amount of €4,300 from the total support of €63,240;
- d) 10 women-led NGOs were supported with €82,000 for project activities in the area of diversity and cultural dialogue.

During 2020 and 2021, as part of support packages, MCYS provided the following support in the area of diversity and cultural dialogue:

- a) 37 women were supported with €83,697.
- b) In the area of visual arts, 7 women were supported with €19,500.
- c) In the area of culture, 8 women's NGOs received support amounting to €29,400 (out of a total of €82,600), while 4 projects were supported with €31,000 (out of a total of €169,000).

In 2022, MCYS

- a) supported 104 women's projects in the area of arts and cultural heritage with a total of €929,763.

In 2023,

- a) 260 women's projects in arts and cultural heritage were supported with a total of €2,428,384.

SPORTS

As part of this objective, efforts were made to increase the participation of girls and women in sports by supporting their organization in clubs and improving access to public sports funds. KPGE aimed to establish 6 new sports clubs led by women and girls and allocate 50% of the sports budget to girls' sports activities. However, no data has been provided for this indicator. Regarding the distribution of funds for women's and girls' sports, MCYS provided only absolute values without specifying the percentage allocated to sports.

Beyond the support provided under COVID-19 relief measures, MCYS also supported girls in sports:

- ✓ In 2020, MCYS allocated a dedicated budget for the advancement of women in sports, amounting to approximately 15% of the total subsidies budget. Additionally,
- ✓ despite allocating around 380,000 Euro specifically for women, the Department of Sports designed programs and benefit opportunities across all its policy initiatives.
- ✓ In 2022, 40% of the MCYS funds for clubs were allocated to women's clubs. From individual special calls, categorizations, awards, scholarships, training and mobility, a total of 61 women benefited with a value of 310,266 Euro.
- ✓ In 2023, MCYS supported the organization of 36 national championships for girls and women, with a budget of 242,924 Euro and provided financial support for the professional capacity building of six girls and women in sports.
- ✓ Through a public call in 2023, MCYS funded the publication of a book and two documentaries promoting girls and women in sports. It also developed a platform and guidelines for safe sports practices.
- ✓ Through AGE's subsidy, the KGSC conducted the research *"Women and Girls in Sports: Research on Gender Stereotypes and Barriers Hindering Equal Access to Sports"*²⁹. AGE supported the production and broadcast of the video spot "Prevention and response to sexual harassment in sports".
- ✓ In 2020, the Ministry of Culture, Youth and Sports provided the following support from the emergency fund: support for 91 clubs with a total budget of 442,750 Euro and 134,640 Euro for mixed-gender clubs.
- ✓ Within the Economic Recovery Package for 2021, MCYS allocated €118,500 to 38 female athletes and 42 girls' clubs have been supported in the amount of €150,979.
- ✓ In 20223 and 2024, MCYS provided financial support for building professional capacities in sports for 6 girls and women through a public call. MCYS supported the publication of 1 book and 2 documentaries for the promotion of girls and women in sports. The budget for these activities was €242,924.00;
- ✓ Municipalities, including Deçan, Prishtina, Malisheva, Suhareka and Skenderaj, have also provided support for girls in sports and invested in sports infrastructure by supporting women's sports clubs and infrastructure projects. Due to incomplete reporting, the total value of investments and subsidies at the national level cannot be determined.

²⁹ <https://abgj.rks-gov.net/assets/cms/uploads/files/Hulumtimi%20Grat%C3%AB%20dhe%20Vajzat%20n%C3%AB%20Fush%C3%ABn%20e%20Sportit.pdf>

- ✓ In 2021, the Municipality of Suhareka constructed 5 recreational-sport fields for women and children.
- ✓ The Municipality of Gjilan implemented a project in the area of sports titled “Gender equality in sports”. A debate was organized with youth and professionals in this area on the “Passion has no gender”. Funded by DCYS and implemented by AGE and NGO Gruaja Hyjnore.
- ✓ In 2022, the Municipalities of Deçan, Prishtina, Malisheva and Skenderaj supported women’s sports clubs, while the Municipalities of Dragash, Suhareka, Prizren, Shtime and Lipjan, with the support of UN Women, conducted a gender analysis in the Directorate of Arts, Culture, Youth and Sports.
- ✓ In 2023, support for girls’ sports clubs was provided by the Municipalities of Malisheva, Gjilan, Prizren and Hani i Elezit.

Various environmental activities have been organized;

- ✓ The Ministry of Environment, Spatial Planning and Infrastructure held lectures for environmental education and awareness; celebrated World Water Day, Earth Day, World Biodiversity Day (22 May 2021), World No-Car Day, International Day of Walking in Nature and International Meteorology Day.
- ✓ Municipalities such as Fushe Kosova, Junik, Gjakova, Prishtina, Podujeva, Klina, Deçan, Obiliq and Skenderaj have also reported awareness-raising activities for environmental protection.
- ✓ Informational activities in the area of the environment were organized by the University of Prishtina and the University of Prizren. In 2023, the Ministry of Environment, Spatial Planning and Infrastructure, in cooperation with the Ministry of Education, Science and Technology
- ✓ held awareness activities related to air quality and nature protection, as part of the cooperation project between KEPA and the Swedish Environmental Agency. Additionally, a two-day workshop titled “Women’s contribution to protecting water resources and gender equality participation” was supported by the Integrated Water Resources Management Program in Kosovo. The understanding of roles, responsibilities, priorities and the different essential needs for each project related to water management was highlighted. The air quality portal was maintained and improved and data and information were published on the KEPA website and the KHMI website.
- ✓ Supported by UNDP, the first mentoring scheme for climate changes was launched for 28 university students (18 female/10 male), enhancing their knowledge and interest in the environment, climate change, rural development and boosting efforts to accelerate climate action.

Specific Objective 2.3 Inclusive access to quality healthcare and health education for the population on gender equality, family planning and reproductive health

This objective highlights the need for political and professional commitment from institutions and healthcare workers towards vulnerable groups who face various barriers in accessing healthcare services (women and girls, persons with disabilities, rural residents, ethnic minorities, etc.). The identified activities can be summarized in three areas of action:

- a) Prevention, Environment and Education;
- b) Access to Services;
- c) Reproductive Health and Family Planning.

Considering the importance of health data in the KPGE, it was aimed to develop the health information system (HIS) by 2024, which has not yet been operationalized.

To ensure access to services, it was targeted that at least 30% of mothers/infants be visited at home. Although percentage data has not been provided by the Ministry of Health, it has been reported that in 2023, a total of 36,336 home visits were made for children aged 0-3 years, 668 visits for pregnant women and 3,247 children and mothers received a home visit within 3 days after birth.

During 2021, the Ministry of Health reported that within the “home visits to mothers and children” program in 22 municipalities, the total number of visits was 22,888; 19,182 home visits to children; 3,695 visits to pregnant women and 813 visits to children of the Roma, Ashkali and Egyptian communities; In 2022, from January to June, as part of the “Home Visits for Mothers and Children” program, a total of 22,888 visits were conducted in 22 municipalities. The number of home visits for children was 19,182, while the number of visits for pregnant women was 3,695.

In 2023, the administration of the vaccine against the human papillomavirus - HPV was piloted, and it has been included in the vaccination calendar starting from 2024. As part of Breast Cancer Awareness Month in October, AGE illuminated the Government building in pink and displayed a white ribbon, symbolizing the fight against breast cancer. Additionally, they raised awareness for preventive screenings and created a video spot about breast cancer.

The Ministry of Health trained 45 healthcare workers (HCWs): 19 HCWs for the identification, management and referral of survivors of gender-based violence, 21 for managing STI syndromes, and 21 for family planning; 25 HCWs were trained for adolescent health; 44 PHC professionals were trained on the code of ethics and deontology; Training of Trainers; Peer Education; 16 ToT sessions in 2020, certifying 560 Peer Educators; 15 Training of Trainers sessions in 2022, certifying 239 Peer Educators.

During 2022, the Ministry of Health organised the Cervical Cancer Week from 26 - 31 January 2022 (in cooperation with the “Smear to smear”, with 42 participants, distributing 1,562 brochures. The Ministry of Health provided training to 1,436 adolescents on Reproductive Health;

UCCK reported conducting 130 mammogram examinations. The Ministry of Health organized 30 training sessions for teachers on Comprehensive Reproductive Health and Sexual Education and jointly with UNFPA developed three handbooks for teachers for reproductive health education and sexual education. During 2022, a total of: 839 teachers were trained, including 645 female teachers and 194 male teachers

During the implementation of the KPGE, the following days were marked with activities:

- ✓ World Contraception Day 2020-2021, with 1,750 beneficiaries;
- ✓ European HIV Testing Week 2020-2021, with 1,550 beneficiaries;
- ✓ World AIDS Day 2020-2021, with 2,050 beneficiaries;
- ✓ World Tuberculosis Day.

Regarding education on family planning and reproductive health, MESTI reported that sexual and reproductive health education is part of the curriculum. MESTI has also developed a special guide for teachers on sexual education and reproductive health for grades 1-5, 6-9, and 10-12, with 60% of teachers having been trained. Training was held for the Minimum Initial Service Package (MISP) for reproductive health in emergency situations, with 17 training sessions and 290 health professionals trained. In 2020 and 2021, UNFPA organized 45 training sessions for teachers on inclusive sexual and reproductive health education.

Training and activities related to health education, including reproductive health and specific health needs of women and men, organised by the municipalities of Gjakova, Vitia, Obiliq, Fushe Kosova, Suhareka, Prishtina, Mitrovica, Klina and Dragash.

MESTI drafted manuals for teachers and parents on sexual education and reproductive health. 12 videos have been produced for 12 classes and brochures for parents and a Handbook for children with disabilities have been produced. Training sessions with 2,040 teachers were also held, based on subjects that address sexual and reproductive health.

The last indicator under Objective 2.3 is the reduction of marriages among adolescents aged 10-14 and 15-19, from 761 in 2018 to 190 in 2024. Data from KAS indicate that in 2023, there were 2 marriages involving girls aged 14 and under and 338 marriages among those aged 15-19.

During the KPGE implementation, a number of campaigns, information sessions and lectures on early marriages were organized in 12 primary and secondary schools, aiming to prevent

early marriages: 6 campaigns during 2020 and 2021 organized by NWRAE targeting students from Roma, Ashkali, and Egyptian communities;

In 2023, one campaign from the Municipality of Fushe Kosova and 2 from the Municipality of Prishtina; and an information session with women from the Parent Council of Roma, Ashkali and Egyptian communities in Kosovo in the Municipality of Gjakova, organized by OSCE and MESTI.

These activities can also be reported as part of this objective: UN Woman organized activities with 300 individuals from the Roma, Ashkali and Egyptian communities, who are now more informed of the importance of education for women and girls through the “door-to-door” campaign. Additionally, 57 school directors and teachers were informed on how to reduce the school dropout rate among girls and young women from minority communities.

UN Women supported the development of the digital mapping platform and report to identify municipalities at high risk of school dropouts by young women and girls from minority communities.

In November-December 2022, OSCE, with a budget of 1,220 Euro, delivered 11 health education sessions for women across Kosovo, including free mammograms for the participants.

Table 5: Status of achieving the targeted goals under Strategic Objective 2

Indicator	Target 2024	Implementation 2023	Objective achieved Yes/No
Specific Objective 2.1 Gender equality is addressed as a condition for quality, inclusive education			
Percentage of female principals in pre-university education schools	50%	35.8% (2022-23) MESTI	NO
Percentage of textbooks published and revised on gender-based approach, from which gender stereotypes have been eliminated	100%	There is no data on the percentage of reviewed texts. The texts for the Albanian language and Mathematics from grades 1-9 have been reviewed, and recommendations have been provided.	There is no data on the percentage of reviewed texts.
Percentage of children aged 0-4 years in preschool institutions - gross enrollment rate	6%	7.2% (2022/23) ³⁰	YES
Percentage of girls/women aged 25-64 who have completed higher education	30%	19.3% (2023)	NO
Percentage of children from Roma, Ashkali and Egyptian communities in the education system	An increase of 10% in compulsory education and an increase of 20% in upper secondary education	There is no data in %: in pre-primary education, there are 378 children, in primary and lower secondary education, there are 1,980 students, and in upper secondary education, there are 413 students.	There are no data
The number of programs in higher education curricula that have a mainstreaming gender perspective	15	17 (in UP)	YES
Specific Objective 2.2 Creating an enabling environment for the realization of rights, capacities and human potential			
Establishing and making operational the monitoring media system for the image of women	Functional monitoring system 6 researches	There is no system	NO
a) Number of sports clubs led by girls b) % of the sports budget allocated to girls' sports activities	a) 6 clubs b) 50% of the sports budget dedicated to		No data has been provided in % for indicators a and

³⁰ <https://MASHT.rks-gov.net/ëp-content/uploads/2023/12/Raport-vjetor-statistikor-me-tregues-arsimore-2022-2023.pdf>

	sports activities for girls		b.
Specific Objective 2.3 Inclusive access to quality healthcare and health education for the population on gender equality, family planning and reproductive health			
Percentage of health data included in the health information system	System operationalized	The system has not been developed but only piloted in some municipalities	NO
Percentage of mothers/babies visited at home	30%	36,336 home visits for children aged 0-3 years carried out; 668 home visits for pregnant women carried out; 3,247 children and mothers who received a home visit within the first 3 days after childbirth. (2023)	There is no data in %
Advancement of education and decision-making for girls, boys, women and men on sexual and reproductive health (%)	Implementation of the program at all levels and institutions (100%)	100% of sexual and reproductive health education is part of the curricula. MESTI has also developed a special guide for teachers on sexual education and reproductive health for grades 1-5, 6-9 and 10-12. 60% of these teachers have been trained.	YES
The number of births among teenagers aged 10-14 and 15-19	190	Age 14 and below = 2 Age 15-19: 338 (2023) ³¹	NO

During the period from 2020 to April 2024, the following activities were not carried out:

Under the Strategic Objective 2, during the period from 2020 to April 2024, the following activities were not implemented:

1. Research on public spaces, cultural heritage and gender;
2. Media training and awareness raising to inform citizens of health issues (reproductive health, breastfeeding, healthy nutrition, sexual education) and the rights and responsibilities for ethical and professional reporting of health issues; and
3. Completion of research on family planning practices and selective abortion, an activity reported to be in progress.

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

At the strategic objective level, the goal was to achieve at least 40% participation and representation of women in public institutions (ministries and executive agencies at the central level) by 2024, a target which was exceeded as in 2024, 45.6% of employees in ministries and executive agencies were women.

To measure access to justice, KPGE aimed for all cases of domestic violence to be addressed by the judiciary by 2024. Throughout the first two evaluations and the final one, it was considered that this indicator was not well defined, making it difficult to measure and impossible to secure the data.

Objective 3.1 Empowering institutional mechanisms and raising social awareness for access to justice

Through a wide range of activities, the KPGE aimed to raise social awareness about access to justice. The indicator for achieving this objective was the drafting and approval of a punitive policy for the adequate implementation of sanctions against perpetrators of gender-based violence, including appropriate penalties for cases of trafficking in human beings. The KPGE did not provide clarifications on the specific goals, making it impossible to assess whether the target was met. However, during the implementation of the KPGE, several major investments were made, as follows:

- ✓ The Constitution of Kosovo included the Istanbul Convention, a legal instrument for preventing violence against women and domestic violence, as well as for protecting victims;
- ✓ The Ministry of Justice amended and supplemented the Law on Crime Victim Compensation, which entered into force on 17 November 2022. This law introduced

several amendments, such as extending the application deadline from 6 months (as it was in the previous law) to 3 years after the final court judgment; it created the possibility of immediate access to compensation for victims of domestic violence, child victims, etc.; it changed the methods and amounts of compensation, particularly for domestic violence crimes that were previously rejected under the compensation law; and it simplified application forms and procedures. Applicants can submit their requests electronically to the commission's email address, physically or by mail;

- ✓ In 2023, the Crime Victim Compensation Commission received and reviewed a total of 129 compensation claims. Of these, 98 claims were approved, 24 were rejected, and 7 were carried over to 2024. Of the approved claims, 86 were from women and 43 from men. The total compensation amount in 2023 was 221,250 Euro;
- ✓ In March 2022, Law No. 08/L-035 on Amending and Supplementing Law No. 04/L-017 on Free Legal Aid entered into force, adding special categories of beneficiaries eligible for free legal aid;
- ✓ In October 2023, the Assembly of the Republic of Kosovo adopted the Criminal Code and the Criminal Procedure Code. In addition to the punishments provided in the Criminal Code, new criminal offenses and accessory punishments have been introduced for rape and domestic violence offenses: prohibition of purchasing assets in public auctions, public property or licenses issued by a public authority for any service, for a period of 3 to 10 years; prohibition from applying as a strategic investor or benefiting from any privileges granted by the applicable legislation for a period of 3 to 10 years; prohibition from running for any public position for a period of 3 to 10 years for individuals convicted of rape or domestic violence; prohibition from employment in the public sector at all levels for individuals convicted of rape; Revocation of the right to obtain a driving license and operate a motor vehicle of any category for a period of 1 to 5 years for individuals convicted of rape; the Court orders the publication of the judgment for individuals convicted of rape, sexual assault and domestic violence. Newly introduced criminal offenses include virginity testing; violence against women in public life; cybercrimes;
- ✓ Law No. 08/L-185 on the Prevention and Protection from Domestic Violence, Violence against Women and Gender-Based Violence was adopted in 2023;
- ✓ The Ministry of Justice/ Office of the National Coordinator against Domestic Violence, in its 2024 Work Plan, planned to amend the Criminal Code to include femicide as a distinct criminal offense;
- ✓ In 2024, AGE established a Working Group on amending and supplementing the Standard Operating Procedures for Protection from Domestic Violence, Violence against Women and Gender-Based Violence.

- ✓ AGE maintained regularly a training cycle on Standard Operating Procedures for Protection against Domestic Violence for the needs of the Kosovo Police, whereby the police officers are briefed and guided on their institutional responsibilities in accordance with the Standard Operating Procedures and the new obligations deriving from the Istanbul Convention for the treatment of victims of domestic violence and gender-based violence: only in the 2023-2024 period, AGE organized 9 trainings with 307 certified Police Officers on Standard Operating Procedures for Protection from Domestic Violence.
- ✓ AGE supported the entire process for amending the Law on the Prevention and Protection from Domestic Violence, Violence against Women and Gender-Based Violence, with expertise and financing of workshops.

KPGE aimed to reduce the percentage of girls and women who have experienced physical and psychological violence; however, due to the lack of baseline data at the time of drafting the KPGE, a target value was not set for this indicator. In 2023, this gap was filled with a study conducted by KAS titled "Gender-Based Violence". This study was conducted through a survey of 3,000 households between 8 November 2021 and concluded on 15 April 2022. The study found that 25.6% of the surveyed women had experienced physical, psychological or sexual violence. The research needs to be validated.

During the implementation of the KPGE, AGE, ministries and municipalities organized numerous activities each year during the 16 Days of Activism, the International Campaign for the Elimination of Violence against Women and Gender-Based Violence.

During 2021, AGE financed/subsidized by its own budget the projects/programs of 4 NGOs totalling to €40,000, that contribute to: Preventing domestic violence and gender-based violence through the implementation of psychosocial treatment programs for perpetrators/abusers, providing psychological counselling over the phone to all categories in need who have emotional and psychological concerns, especially under the effect of the COVID 19 pandemic situation:

- ✓ The Gjilan NGO-Liria Shelter was supported with €12,000 for capacity building and support in starting businesses/providing business equipment for survivors of violence who were temporarily sheltered in the shelter.
- ✓ The Gjakova Shelter - NGO "Safe House" Gjakova was supported with €8,500 (counselling sessions / psychosocial treatment of abusers have been financed, and a toll-free telephone line was established and funded to provide free counselling for women and girls in the Municipality of Gjakova).
- ✓ Counselling for prevention - NGO SIT Social Counselling and Research Center in the amount of €14,500. 25 counselling sessions were delivered for boys/men - perpetrators and with violence problems; the online counselling platform "Advice to Prevention" was also designed and designated as the first of its kind in Kosovo and the region, operationalized in December 2021. Flyers with detailed information on where men and boys who manifest violent behaviour or have anger problems, change in behaviour and attitudes of perpetrators of violence can seek help.

- ✓ The Center for Information and Social Improvement – Lifeline was supported with 14,500 Euro.
- ✓ During the period from 2020 to April 2024, numerous regular activities were organized and supported by CC, international organizations such as UN Women, UNDP, OSCE, the Council of Europe, etc. (the activities are listed in Annex 1).
- ✓ For the prevention of violence, MIA launched a campaign to prevent festive shootings and misuse of weapons during family gatherings, with the motto “Every bullet has a target, Celebrate with heart, not with weapons”. Meetings were held with community representatives, students from lower secondary schools and parents.
- ✓ Awareness-raising activities on the risks of carrying weapons, risky behaviours in traffic, abuse of psychotropic substances, alcohol and tobacco have also been organised in the municipalities of Suhareka, Vushtrri, Malisheva and Klina.
- ✓ In 2022, MESTI also organised information sessions with students from 4 municipalities to prevent sexual harassment. Activities were also organised by the municipalities of Prishtina, Suhareka and Gjakova.
- ✓ Through strengthening the capacities of the Government Commission for the Verification and Recognition of the Status of Victims of Sexual Violence and organizations involved in the process of applying for the recognition of the status of survivors by the Commission for the Verification and Recognition of the Status of Victims of Sexual Violence and information activities, the aim was to increase the efficiency of processing applications, with the goal of handling 100% of applications within the legal deadline. Data shows that by the end of April 2024, 98% of the received applications have been processed, indicating a high level of efficiency in the work of the Commission.
- ✓ From 2020 to April 2024, approximately €11.3 million have been paid from the Budget of the Republic of Kosovo for the pensions of survivors of sexual violence during the war, and the Commission for the Verification of Status and supporting NGOs have been supported in this process.
- ✓ During 2020, AGE supported with €10,185 two NGOs that worked with survivors of sexual violence during the war, and survivors of violence against women, financing initiatives for economic empowerment, initiation and development of small businesses for both categories of survivors of violence. The NGO Medica Kosova was supported with €5,485 for the economic empowerment of survivors of sexual violence during the war, and the NGO Mundësia for the economic empowerment of survivors/women survivors of violence) in the amount of €4,700.

- ✓ The Ministry of Justice, through Law No. 04/L-017 on Free Legal Aid, provided free legal aid regardless of economic and social status, including to persons sexually assaulted during the war in Kosovo in 1998-1999.
- ✓ The Ministry of Justice drafted the State Protocol for the Treatment of Cases of Sexual Violence with the purpose of standardizing the necessary actions for a continuous, comprehensive and responsible response, for the identification, protection, treatment, documentation, referral, sustainable empowerment and reintegration of victims, survivors and survivors of sexual violence, through immediate and professional interventions in the responsible institutions. The Protocol also contains general information on the treatment of cases of victims/survivors of sexual violence during the war.

Specific Objective 3.2 Increasing participation and equal representation in the decision-making process in accordance with the requirements of the Law on Gender Equality

The Law on Gender Equality stipulates that *“Equal gender representation in all legislative, executive and judiciary bodies and other public institutions is achieved when ensured a minimum representation of 50% for each gender, including their governing and decision-making bodies”*.

In line with this, the KPGE aimed to ensure that by 2024, 30% of management and senior management positions (Secretary General and Executive Director) in ministries and executive agencies at the central level would be held by women, while by the end of 2023, women represented only 23.1% of these positions.

The target of 30% representation in management and senior management positions at the municipal level (Directors of Directorates) was exceeded, reaching 40.8%.

KPGE also aimed for equal representation of 50% in the Assembly of Kosovo and Municipal Assemblies - these indicators were not met, as women make up only 33% of the members in the National Assembly and 37% in Municipal Assemblies.

It is important to report that during the implementation of the KPGE, significant progress was made in women's representation in public institutions. *In 2024, women represent 45.6% of employees in public institutions* (ministries and executive agencies at the central level); *36.4% of lower management positions* (division/sector heads); and *20.4% of mid-level management positions* (department directors). Women's participation in public enterprise boards increased from 10% in 2017 *to 43% in 2024*.

To ensure equal representation in the legislature, KPGE planned to harmonize and amend the Law on Elections, Law on the Financing of Political Parties and the Rules of Procedures of the Assembly with LGE. However, the Draft Law on General Elections did not apply the unitary principle of the LGE, which led the Ombudsperson Institution to submit a request to the

Constitutional Court for the assessment of the Law on General Elections, challenging Article 28 of the Law, which stipulates that *“In each political entity’s candidate list, at least thirty percent (30%) shall be male and at least 30% per cent shall be female, with one candidate from each gender included at least once in each group of three candidates, counting from the first candidate in the list”*.

One of the defined indicators in this area was the implementation of affirmative measures by institutions to promote gender equality and non-discriminatory principles, aiming at promoting gender equality. No initiative has been taken to achieve this target. AGE established a Working Group to draft an affirmative measure to support women’s participation in decision-making in public administration. However, due to ambiguities and the non-final approval of the Law on Public Officials, which twice ended up in the Constitutional Court, the drafting of the affirmative measure had to be postponed indefinitely.

- ✓ AGE supported the establishment of the Women’s Network in public administration in cooperation with the Embassy of the United Kingdom, with the aim of empowering the role of women in public administration and encouraging them to apply for decision-making positions, exchange experiences and share of challenges. AGE organised two workshops for the Network members and a two-day training for the Group of Women MPs and the Parliamentary Committee on Budget and Finance regarding Gender Responsive Budgeting as a policy instrument towards achieving gender equality.
- ✓ In 2022, AGE organised a high-level conference to mark March 8, International Women’s Day on the topic “Breaking stereotypes, aiming for inclusiveness” aiming at increasing women’s participation in decision-making processes at the legislative, executive, diplomatic mission and civil service levels. AGE, in cooperation with KGSC, held the traditional high-level consultative meeting on the topic “Women’s Participation in the Labour Market”;
- ✓ In 2022, training on women’s leadership for the opportunity to run for decision-making positions at the local and central levels was organized by the Municipalities of Gjilan and Vushtri, and awareness-raising and gender equality activities for the group of female municipal counsellors were organized by the Municipalities of Gjilan, Vushtri, Malisheva and Skenderaj.
- ✓ NDI supported the organization of the Regional Conference of the Women’s Caucus on Parliamentarism and Resolution 1325 by the Women’s MPs Caucus of the Assembly of the Republic of Kosovo. This important event aimed to explore the role of parliaments in advancing the Women, Peace and Security (WPS) agenda in the Western Balkans, with a special focus on the implementation of UN Security Council Resolution 1325. NDI organized the Women’s Week Dialogue Platform 2023, with over 120 participants in the Women’s Week 2023, to raise awareness about violence against women in politics. NDI also organized five episodes of the “Prijme” program;. In 2022, NDI trained 120 men and women from political parties, civil society, the media and academia for participation in political and public life, and 12 women leaders in politics were trained.

- ✓ From February to November 2022, the OSCE supported 34 local women politicians and members of LWCs across Kosovo (31 Albanians and 3 Serbians) who participated in at least one of four sessions. In 2021, the OSCE allocated €2,350 and over 40 women actively participated in five meetings and two training sessions, with two out of three trainers being women. From 28 June to 2 July 2021, the OSCE allocated €10,000 for the empowerment and advancement of young women. The activity included 16 participants and all four trainers were women.
- ✓ UN Women supported the study on Violence against Women in Politics.
- ✓ KWN organised three meetings with the Gender Equality Lobby, which consists of municipal assembly members, gender equality officers, and representatives of political parties. KWN conducted 2 campaigns for local and central elections and organized public discussions with girls from nine different municipalities during the launch of the report 'A seat at the table'.

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

In accordance with LGE and in line with the implementation of Resolution 1325, the KPGE aimed to increase the participation of women in the security sector and the judiciary. For 2024, it was targeted that women would make up 15% of KSF, 20% of the Kosovo Police and 50% of the justice system.

However, none of these indicators were achieved by April 2024, as women represented only 9.2% of FSK, 20% of PK and 34.6% of judges in the justice system.

- ✓ In 2021, the Gender Equality Agenda in the Kosovo Police and the Action Plan 2021-2023 were approved. In 2024, with the support of OSCE, a workshop was held for the annual review of the Strategy and Action Plan for the Development of the Women's Association in the Kosovo Police (AWKP) 2022-2024.
- ✓ The Ministry of Defense conducted a research by surveying 175 female soldiers regarding discrimination and the secure environment for both men and women in the security sector and analyzed the representation of women and girls in decision-making positions within the Ministry of Defense.
- ✓ The Ministry of Defense reported that it has revised and improved the curriculum of the Kosovo Security Forces from a gender perspective, in line with the LGE and international practices.

Throughout the implementation period of the KPGE, regular campaigns and information and awareness-raising meetings were organized to encourage women to join the KSF and PK. The Kosovo Police and the Ministry of Defence organized briefings and encouraging campaigns for the inclusion of women in the Kosovo Police and in the KSF.

- ✓ Only in 2022, the Ministry of Defense has held 25 meetings with citizens, NGOs, municipal officials in all municipalities, with the aim of encouraging and informing women and young girls as well as communities to become part of KSF.
- ✓ The Ministry of Defense and the Kosovo Police organized training sessions for members of security institutions regarding the requirements of the Law on Gender Equality. In 2022, the Ministry of Defense held seven meetings with commanders of the KSF regiments and units concerning the operation of the Human Rights and Gender Equality Network within the KSF. They also provided training for cadets on the requirements of the Law on Gender Equality, including gender budgeting and integrating a gender perspective at the Center for University Studies.
- ✓ As part of the Basic Studies Program (BSP) under the Command of Doctrine and Training (KDS), the Ministry of Defense delivers lectures in Basic Training for both active and reserve components. Additionally, the Non-Commissioned Officer School provides educational classes on human rights, gender equality, and the prevention of sexual harassment in three developmental programs for KSF non-commissioned officers.
- ✓ The Ministry of Defense has finalized the “Analysis on the Representation of Women and Girls in Decision-Making Positions” within the Ministry of Defense and held five meetings at the KSF barracks to identify and address the challenges and difficulties faced by women/girls in uniform. Within the Basic Training Center, the Ministry of Defense delivers lectures in basic training for both active and reserve components on the topic of “Prevention of Sexual Harassment in the Military”.
- ✓ The Kosovo Police has continuously conducted training sessions with Police Officers on domestic violence, gender perspective, women’s rights and other related topics. In 2020, 21 workshops and training sessions were held, with 254 Police Officers, mainly female, participating. In 2021, training and workshops were held with the participation of 4,816 Police Officers of both genders.
- ✓ In 2020, the annual meeting of the International Association of Women Police (IAWP) Board and the International Conference titled “The Role of Police Officers in Responding to Transnational Threats” was organized.

- ✓ UN WOMEN in cooperation with the Kosovo Police launched the Handbook on gender-sensitive police services for cases where girls and women are subjected to violence;
- ✓ In 2021, UN Women organized training for 40 Kosovo Police Officers on Effective Police Responses to Gender-Based Violence. Additionally, UN Women supported the 2021 study titled “Public perceptions of gender equality and violence against women in Kosovo.”
- ✓ Between February and March 2022, the OSCE funded €12,300 for training 39 Kosovo Police officers from eight regions on risk assessment and drafting security plans for domestic violence cases with a gender-sensitive approach. The training included 24 women, 15 men and four participants from non-majority communities.
- ✓ In October 2022, the OSCE supported the Kosovo Police with €2,600 to organize five workshops for new officers. The training sessions addressed legislation on violence against women/domestic violence, inter-institutional mechanisms and police standard procedures, focusing on protection orders, risk assessments and preventing re-victimization. A total of 144 officers participated, including 40 women, 104 men, and 21 representatives from non-majority communities.
- ✓ The OSCE allocated €6,600 in 2022 for a gender analysis with five chairwomen of Kosovo Assembly Committees, identifying challenges and perspectives for women’s leadership.
- ✓ The EU Office supported Solidar Suisse (2023-2025) with €193,982 to raise awareness that violence against women is a human rights violation and to encourage citizens to challenge it. The project promotes effective measures for preventing and combating violence against women at both central and local levels.
- ✓ OSCE, with a budget of 1,889 Euro, organized two training sessions on 23 and 25 November 2021 for the Association of Women in the Kosovo Police (AWKP) to enhance knowledge and practical skills in combating trafficking in human beings. The training aimed to strengthen the role of women in the KP in preventing and addressing trafficking cases. A total of 50 participants (45 women and 5 men) gained practical skills for identifying victims, a crucial step in combating this crime.
- ✓ In 2022, OSCE supported the development of leadership skills and emotional intelligence among Police Officers to improve their influence on organizational culture with contemporary practices. The training included 11 participants, 8 women, 3 men and 2 from minority communities.
- ✓ With a budget of 7,862 Euro in November 2022, OSCE organized an event with over 100 public security officials, scholars and academics to discuss the impact of the COVID-19 pandemic on police integrity, enforcement measures and increased domestic violence against women and girls. The role of women in the police and the challenges in protecting victims were highlighted. Participants included 35 women, 65 men and 15 from minority communities.

- ✓ Several reports have been published on the situation of women serving their sentences in the correctional service: the KRCT 2020 and 2021 annual reports; the Security Council 2020/21 report; the 2020 CPT report; the human rights report for Kosovo for 2020 and 2021 from the US; and the report from the European Union/Program for the Justice Sector in Kosovo (EUKOJUST).
- ✓ Imprisoned women have attended training in anger management, skills for the workplace, training on how to think and respond in difficult situations, etc.

Specific Objective 3.3 Enhancing the participation of women in negotiation, peace and reconciliation processes, as well as in diplomatic representations and missions abroad

KPGE aimed to increase the participation of women in negotiation, peace and reconciliation processes, as well as in diplomatic representations and missions abroad. Within this Specific Objective, the aim was to increase the representation of women in diplomatic missions in accordance with the requirements of the LGE for equal representation of 50% for both genders. Data from the Ministry of Foreign Affairs shows that this goal has not yet been achieved, as women make up 35% of the staff in diplomatic missions. No data has been provided regarding military and police attaches. According to the Ministry of Foreign Affairs, there is a database of women who participate in emergency and humanitarian activities abroad, which was a planned activity in the KPGE.

- ✓ In the field of peace and reconciliation, a limited number of activities were organized. The organization “Women for Women” engaged 30 women from Mitrovica from the Albanian, Serbian, Roma, Ashkali and Egyptian communities to participate in public debates regarding the representation of women in negotiation, peace and reconciliation processes in 2022.
- ✓ The Municipality of Mitrovica also organized a public debate on the representation of women in these processes.
- ✓ In 2021, the Association of Journalists of Kosovo supported by UN Women completed the training cycle on the role of the media in peacebuilding.
- ✓ OSCE, with a budget of 4,000 Euro, organized an event on 23-25 March 2022 to strengthen women’s leadership and participation in the security sector in the course of implementing the Women, Peace and Security Agenda in Kosovo. The event included 14 participants, among them 10 women and 4 men.

During the interviews, it was emphasized that the KPGE should also address the issue of reparations for survivors of sexual violence, so that the dialogue processes, including the ongoing dialogue between Kosovo and Serbia, also discuss the issue of war crimes and sexual violence committed against women during the war in Kosovo in 1998-1999.

Table 6: Status of achieving the targeted goals under Strategic Objective 3

Indicator	Target 2024	Implementation 2023	Objective achieved Yes/No
1. The participation and representation rate of women in public institutions (in ministries and executive agencies at the central level) ³²	40%	45.6% (2024)	YES
Percentage of cases of domestic violence dealt with by the judiciary	100%	There are no data	There are no data
Specific Objective 3.1 Empowering institutional mechanisms and raising social awareness for access to justice			
Number of affirmative measures undertaken to promote gender equality and non-discriminatory principles undertaken by institutions to promote gender equality	1 extra	Ministry of Economy MESTI	YES
The Punitive Policy on the adequate implementation of sanctions against gender-based violence offenders, including adequate punishments for cases of trafficking in human beings, was approved.	Completed	Unclear	n/a
The percentage of applications and the number of applications reviewed by the Verification Commission	100%	98% ³³	YES
% of girls and women who have experienced physical and psychological violence	It was not specified due to lack of data	25.6% who have experienced physical, psychological or sexual violence (2021-2022) ³⁴	n/a there was no baseline value
Specific Objective 3.2 Increasing participation and equal representation in the decision-making process in accordance with the requirements of the Law on Gender Equality			
The representation rate of women in management and senior management positions (Secretary General and Executive Director) in ministries and executive agencies at the central level (%)	30%	23.1% (December 2023)	NO
The percentage of management and senior management positions at the municipal level (directors of directorates), covered by women	30%	40.8% (2024)	YES
The percentage of women deputies in the Assembly of Kosovo	50%	33%	NO
The percentage of women deputies in municipal assemblies	50%	37% (2022)	NO
Specific Objective 3.3 Creating a safe and non-discriminatory environment for women and men in the security sector			
The percentage of women in the KSF	15%	9.2%	NO
The percentage of women in the Kosovo Police	20%	14.8%	NO
Percentage of female judges in the justice system	50%	34.6%	NO
Specific Objective 3.3 Enhancing the participation of women in negotiation, peace and reconciliation processes, as well as in diplomatic representations and missions abroad			
The representation rate of women in diplomatic missions abroad in accordance with the LGE requirements, including equal representation during the appointment of military and police attaches	50%	36% (diplomatic missions)	NO

³² The number of women in all positions in public institutions, who are paid through the Treasury, is 38,065, or approximately 45.6% of the total 83,605 employees in public institutions.

³³ In the period from 5.02.2018 to 30.04.2024 the Commission received a total of 2,074 applications for recognition of the status of victims of sexual violence during the war, of which 2,033 applications were processed. Considering that some applications may have been received near the reporting date, it is assessed that the target has been achieved.

³⁴ <https://askapi.rks-gov.net/Custom/e66b9d42-24e0-487a-8da8-25f28d3d6cb7.pdf>

Within Strategic Objective 3, the following activities were not implemented

For increasing access to justice, the following activities were not implemented:

- ✓ Gender analysis of the position of women convicted of domestic violence, including punitive policies;
- ✓ Planned International Conference for the Verification Process of the Status of survivors of sexual violence during the war. However, as reported earlier, the Presidency of Kosovo, in the second edition of the Forum held in April 2024, also focused on the prevention of sexual violence during war;
- ✓ Development of specific programs for access to justice for survivors of sexual violence during the war;
- ✓ The Draft Law on General Elections is still under assessment by the Constitutional Court;
- ✓ The non-harmonization of the Rules of Procedures of the Assembly (approved in 2022) with the requirements of the LGE;
- ✓ The development of affirmative measures to ensure gender equality in accordance with the requirements of the Law on Gender Equality in decision-making positions. The AGE initiated the process of drafting this affirmative measure, but due to the non-approval of the Law on Public Officials in its entirety, the process has been suspended until the law is approved;
- ✓ Organizing awareness-raising campaigns to increase the number of women in the process of managing and monitoring the electoral process in accordance with LGE;
- ✓ Research on women's participation and representation within political parties through political party structures and mechanisms and public opinion polls.

In the area of security, the following activities were not implemented:

- ✓ Undertaking affirmative measures in order to increase the number of women in the security sector; in Kosovo Police;
- ✓ Conducting analyses related to the position of women in the Police;
- ✓ Establishing the Women, Peace and Security Advisory Board within the security institutions;
- ✓ Conducting a study on the impact of small arms on the gender perspective safety of men and women;
- ✓ In the area of women's participation in the negotiation, peace and reconciliation process, there was no lobbying or advocacy that would influence the integration of gender issues into the dialogue, peace and reconciliation process.

3.3 Efficiency assessment

This section focuses on assessing how financial resources, personnel, regulatory, administrative, time-related and other factors have contributed to or hindered the achievement of the KPGE results.

Assessment of coordinating structures and monitoring systems

During the implementation period of the KPGE, in addition to AGE and other institutions at the central and municipal levels, many stakeholders have been engaged and have worked in various areas to advance gender equality, including CSOs and donors. Based on the data provided during the two initial assessments for the 2020-2022 period and the data collected for the final assessment, it was found and emphasized that KPGE has served in the development of programs and the design of activities for public institutions, civil society, and international organizations. As a highly comprehensive document, KPGE has provided opportunities for institutions and other stakeholders to design interventions, programs and projects contributing to all three PPGE pillars.

Regarding donors, it was emphasized that a significant portion of donors exclude or do not include AGE in the planning and implementation phases of their programs and projects. It was noted that donors only began connecting their work with KPGE late, and this connection primarily occurred at the invitation and insistence of AGE.

However, the annual monitoring and evaluation process of KPGE has served as an important source for tracking the engagement of all stakeholders and informing them of their involvement in the implementation of KPGE activities, as well as monitoring progress in the areas covered by KPGE.

Based on meetings with GEOs at the central and municipal levels, the monitoring and evaluation instrument for KPGE was clear and simple to complete. This was also due to regular meetings organized by AGE, offering methodological clarifications and addressing any uncertainties regarding reporting in the designed monitoring and evaluation format. However, one of the respondents for this evaluation emphasized that there were situations where they had difficulty linking their activities with those planned in the KPGE. This is related to the earlier reported evaluation for areas that were not sufficiently addressed within KPGE.

It is recommended that it would be beneficial to form a coordination group to coordinate the implementation of KPGE and adapt the Action Plan in line with the changes that occur year after year.

3.4 Impact of KPGE

Although not all the targeted indicators were achieved and not all planned activities were implemented, based on the data received from public institutions, CSOs and international organizations, it can be stated that KPGE has had an overall impact on promoting and advancing gender equality in Kosovo. It is also important to consider the impact that the COVID-19 pandemic had on the work of institutions and the negative effects it has caused on the lives of women and men in Kosovo. The main areas of impact observed during this evaluation, according to strategic objectives, are listed below.

Strategic Objective 1: Creating equal opportunities to contribute to and benefit from economic development, increased inclusion and improvement of social welfare resulted in the following achievements

- ✓ gender gap in employment was reduced and women participated in professional training delivered by both public and private institutions;
- ✓ women's access to immovable property and ownership of businesses increased;
- ✓ access to public funds grew as a result of affirmative measures undertaken by the Government;
- ✓ work was done to advance the legal framework for integrating gender-responsive budgeting;
- ✓ affirmative measures were designed to increase the access of girls and women to public funds;
- ✓ a gender perspective was integrated into nearly all measures designed under the support measures during the COVID-19 pandemic;
- ✓ awareness and willingness to analyze needs and challenges based on gender were advanced, contributing to the design of affirmative measures to support girls and women in Kosovo.

Strategic Objective 2: Promoting gender equality through quality education and health, inclusiveness and human capacity utilization as factors contributing to sustainable human development and the elimination of gender inequalities and stereotypes resulted in the following achievements

- ✓ gender gaps in most education indicators have improved, including the gender division in occupations;
- ✓ the addressing/elimination of gender stereotypes in textbooks has advanced and a gender perspective was integrated into higher education, increasing women's participation in decision-making in schools;

- ✓ participation of children in early childhood education increased and the supporting legal framework was advanced for further increasing participation in early childhood education;
- ✓ participation of Roma, Ashkali and Egyptian children in education increased, including higher education;
- ✓ support from MCYS for girls and women in sports increased;
- ✓ access to healthcare services for pregnant women and infants grew;
- ✓ the HPV vaccine was administered for the first time in Kosovo;
- ✓ the number of births among girls aged 10-14 and 15-19 decreased.

Strategic Objective 3: Promoting the realization of rights in decision-making, peace, security and justice and thereby guaranteeing the achievement of gender equality resulted in the following achievements

- ✓ improvements in women's participation in public institutions and decision-making positions;
- ✓ efficiency in the evaluation of applications for the verification of the status of survivors of sexual violence during the war has increased;
- ✓ the national legal framework on domestic violence and gender-based violence was developed and approved appropriately, in line with best practices and in accordance with obligations arising from the Istanbul Convention, which is now enshrined into the Constitution of the Republic of Kosovo;
- ✓ continuous investments have been made in capacity building of institutions in providing services for cases of domestic violence and gender-based violence.

As presented at the beginning of this report, data on the number of women beneficiaries of each activity carried out according to the KPGE have not been provided. Therefore, the total number and groups of women as direct beneficiaries of KPGE interventions remain unknown. Thus, a sustainable recommendation remains the improvement of the quality of regular statistical data collection disaggregated by sex and the publication of such data.

3.5 Sustainability assessment

To assess whether the impact achieved during the KPGE is sustainable, this section evaluates institutional and financial sustainability. Additionally, existing policies and guidelines, the use of statistics and indicators, active consultations with stakeholders, etc., are reviewed, all of which contribute to making gender equality issues more visible in Kosovo's public policies and databases. The section also analyzes and examines whether positive measures/affirmative actions were undertaken during the 2020-2024 period of the KPGE, and what impact they had on the status of girls and women.

3.5.1 Institutional sustainability

Empowerment of the Agency for Gender Equality

In recent years, AGE has seen an increase in activity and has also strengthened as an institution with high credibility as a leader in policy development and providing support for the advancement of gender equality. A key role in this journey of the AGE was the support provided by the project *"Institutional Strengthening of the Agency for Gender Equality and Gender Mechanisms in Kosovo"* project, funded by the Government of Sweden, the Swedish International Development Cooperation Agency and implemented by the consortium: Niras & CPM International. This support "shook the AGE" by bringing it into reality and confronting it with external actors and all active stakeholders in the area of gender equality. However, financial support was limited to the needs of AGE and Kosovo. The success of this assistance was contributed by strong leadership, which progressed and remained stable - 8 years of stability at the executive and middle levels. *During this period, AGE increased communication with the public and became proactive.* Through this project, AGE developed a series of tools, evaluated the first KPGE 2008-2012, established a system and methodology for analysis and developed the KPGE 2020-2024.

As reported earlier, during the pandemic, AGE continued its engagement and successfully managed a fund of €2 million, the largest it had received from the Kosovo Budget under the Economic Recovery Fund of 2020, as well as the Economic Recovery Package of June 2021.

For this evaluation, interviews were conducted with *two civil society organizations and a kindergarten that benefited from this fund.* From these interviews, it was understood that the supporting measure was highly targeted and of vital importance for the beneficiary organizations and those supported by these funds. For the kindergarten, *the support was very significant, as it prevented the closure of at least three kindergartens for which it was becoming impossible to cover operating expenses, including salaries.* During the pandemic, the work of NGOs was made more difficult as the funds were mainly directed towards the health sector and emergency response. *The support from AGE for NGOs was vital in continuing their work with women and providing assistance according to their specific needs during the pandemic.* During the interviews, good cooperation with AGE was highlighted, but the short implementation period of the project was mentioned as a challenge for implementation. *It was recommended that AGE should have a fund of similar size as during the pandemic. A sustainable and regular fund would enable predictable and structured calls for civil society organizations, enterprises and other potential beneficiaries.*

In 2024, with the aim of implementing the Law on Gender Equality, Articles 5 and 8 and the Kosovo Program for Gender Equality, based on Government Decision No. 04/197 (dated 29 March 2024) for the implementation of Measure 1.7 – Craft Grants Scheme of the Economic Recovery Package, the Office of the Prime Minister of the Republic of Kosovo, through the Agency for Gender Equality (AGE), with the support of the Government Commission on Missing Persons, announced a call for applications for the allocation of subsidies to individuals to empower and economically support women and girls. *The total amount of the subsidy was 500,000 Euro, marking the first time support provided for the economic empowerment of women and girls receiving pensions for missing persons during the war in Kosovo or a close female family member (woman/girl) of persons receiving pensions for missing persons during the war in Kosovo, as defined by the Law on Family. By the end of the report drafting, 64 women had benefited from this call, and the total amount spent was 249,460.00 Euro for purchasing work equipment according to the specifications in the call – mainly agricultural equipment.*

Capacity building GEOs

During the reporting period, continuous activities were organized to build the capacities of GEOs, public officials, institutions and mechanisms providing services. AGE, in cooperation with UN WOMEN, held the workshop “Gender-Responsive Budgeting as a tool for advancing gender equality at the municipal level”. This workshop was organized to meet the needs of local governance and fulfill obligations under the Law on Gender Equality and the Kosovo Program for Gender Equality 2020–2024. Each year, AGE organized training sessions on various gender-related topics.

Currently, the Administrative Instruction on the Establishment and Functioning of Municipal Coordination Groups for the Prevention and Protection from Domestic Violence and Gender-Based Violence is being drafted. Additionally, with the support of OSCE, a Guideline of the Effective Work of Municipal Coordination Mechanisms against Domestic Violence (MCMPDV)³⁵ has been developed. Experience has shown that local coordination mechanisms have contributed to more effective prevention and protection of cases of domestic and gender-based violence.

Access to data and evidence

- ✓ Kosovo Agency of Statistics continued the publication of the report “Women and Men in Kosovo”, with the latest edition covering the years 2021–2022. This report presents data from KAS surveys and administrative records from public institutions;
- ✓ The regular KPGE evaluation is considered a valuable document, serving as a data source for the areas covered under the program. This was also highlighted during the interviews conducted for this evaluation;

³⁵ <https://www.osce.org/files/f/documents/e/0/543846.pdf>

- ✓ AGE, in cooperation with KAS, has initiated efforts to calculate the Gender Equality Index based on the methodology of the European Institute for Gender Equality. However, due to data limitations, so far, only the index for the domains of money, education and decision-making has been calculated;
- ✓ During the data collection process for regular KPGE evaluations and this final evaluation, it became evident that there is no simple and easily accessible system for obtaining data from all institutions. Regular data reporting by institutions through public reports or the creation of a metadata system similar to the one offered by KAS would be highly beneficial for users. It would also enhance resource efficiency within institutions, which frequently receive data requests from different stakeholders;
- ✓ In 2024, with the support of AGE and UN Women, the University of Prishtina “Hasan Prishtina” developed its first-ever Gender Equality Action Plan. This report provided detailed data on staff, students and study programs offered at the University. Such a practice should be adopted by all institutions on a regular annual basis;
- ✓ AGE translated into Albanian the “Glossary and lexicon of concepts of gender-sensitive terminology” in cooperation with the European Institute for Gender Equality. The glossary contains more than 400 terms and gender definitions that are already available in Albanian. The glossary is a specialized instrument of gender terminology that helps to mainstream the gender perspective in communication and presentation³⁶. The glossary will serve all Albanian-speaking users in Kosovo, Albania, North Macedonia, Montenegro and Serbia. Also, it will serve the Albanian-speaking diaspora in different countries of the world. The glossary brings clarity to gender concepts in use in public administration, academia, the media and daily situations. AGE undertook this initiative and assumed leadership for all Albanian-speaking territories;
- ✓ During the period 2020-2024, for the first time, Kosovo reported to the Group of Experts on Action against Violence against Women and Domestic Violence/GREVIO. Although Kosovo was not a part of the Council of Europe, the GREVIO Committee on monitoring the implementation of the Istanbul Convention, drafted the first report on the level of implementation of the Convention in Kosovo. The report was prepared in cooperation with the institutions of the Republic of Kosovo and civil society organisations.;
- ✓ In 2021, supported by GIZ, Kosovo carried out the first study on the Gender Perspective in Public Finance Management as an additional analysis of PEFA (Public Expenditure and Financial Accountability). This was a significant development, considering that Kosovo is among only 29 states that have undertaken this commitment. The study provides a good baseline, which will serve to assess Kosovo’s progress in implementing gender responsive-budgeting;

- ✓ Kosovo Agency of Statistics conducted the first research on the presence of domestic violence, titled “Gender-Based Violence 2022/23”.

During the implementation period of the KPGE, AGE conducted several research studies, with the main ones listed below:

- ✓ In 2020, the study “Gender Pay Gap” was conducted. The principle of “equal pay for work of equal value” is essential for advancing gender equality. Lower payment in the same labour market characteristics for women than for men proves to be the result of direct and indirect discrimination. The research was published³⁷. The research conducted was co-funded by UN Women;
- ✓ In 2021, AGE conducted the research “Inclusiveness of the government response to the COVID-19 crisis: Who was left behind?”³⁸ The focus of this analysis was to assess each target group covered by each economic measure of the anti-COVID-19 recovery package, and the potential of the measures to support women as direct beneficiaries. The categories that were left behind were identified as follows: women participating in the Informal market, women farmers employed informally, and single parents/mothers. The research was supported by the Fridrich Ehbort Stiftung;
- ✓ AGE supported the research “Official Development Assistance on gender equality - the state of alignment with the priorities of the Government of Kosovo 2015-2018”;³⁹
- ✓ AGE conducted the research “Women’s representation in the print media 2016-2019”⁴⁰;
- ✓ Supported by AGE, the Kosovar Center for Gender Studies conducted the studies “Women and Girls in Sports: Research on Gender Stereotypes and Barriers Hindering Equal Access to Sports” and
- ✓ Supported by AGE, the Riinvest Institute conducted the analysis “The role of women in decision-making positions in the public and private sectors in Kosovo”;

³⁷ [https://abgj.rks-gov.net/assets/cms/uploads/files/ABGJ%20HENDEKU%20GJINOR%20N%C3%8B%20PAGA%20RKS%20%20_c%20ompressed%20\(1\).pdf](https://abgj.rks-gov.net/assets/cms/uploads/files/ABGJ%20HENDEKU%20GJINOR%20N%C3%8B%20PAGA%20RKS%20%20_c%20ompressed%20(1).pdf)

³⁸ [https://abgj.rks-gov.net/assets/cms/uploads/files/ALB%20publications%20\(1\).pdf](https://abgj.rks-gov.net/assets/cms/uploads/files/ALB%20publications%20(1).pdf)

³⁹ https://abgj.rks-gov.net/assets/cms/uploads/files/SHQIP_ODA_GJINIA_2015_2018_PerafrimiVleresim.pdf

⁴⁰ <https://abgj.rks-gov.net/assets/cms/uploads/files/Prezantimi%20i%20grave%20n%C3%AB%20mediat%20e%20shkruara%202016%20-%202019%20-%20Shqip.pdf>

- ✓ In 2023, with the support of UN WOMEN, the National Auditor of Kosovo conducted its first-ever performance audit with a gender perspective, specifically auditing: *“Gender equality and empowerment of women from rural areas through their inclusion in the labour market and The effectiveness of institutions in handling cases of domestic violence”*. Although the implementation of these audits marks progress as they are the first to be conducted, a review of the latest performance audits published on the Auditor General’s website reveals that the gender perspective has not been applied in other performance audits. For example, in those related to the *Modernization of the Education System in Kosovo through e-Education, the Effectiveness and Efficiency of Contracting Healthcare and Social Services by the Institutions of the Republic of Kosovo, and the Effectiveness of Funds for Financing Sports*. Gender equality should become an integral part of all audits, which also requires capacity building for analysis in various fields;
- ✓ Additionally, during the implementation period of the KPGE, studies have been conducted by the KWN, Kosovo Center for Gender Studies, UN WOMEN, Riinvest, D4D, GAP Institute and other active organizations. These studies can be found on the websites of these institutions, but it would be beneficial for all of them to be published on a dedicated page.

3.5.2. Financial sustainability

Based on the collected data and interviews conducted, it has been emphasized that in Kosovo, both at the central and local levels, good practice has been established in integrating a gender perspective into strategic documents, both in situational analysis and in objectives and activities. However, as reported in this report, there is room for improvement in the quality of perspective integration to ensure that gender is an integral part of all strategies.

An important development worth mentioning is that the Government of Kosovo integrated a gender perspective into the support measures during the COVID-19 pandemic. This places Kosovo among the countries that have successfully managed to respond to the COVID-19 situation through a gender mainstreaming employing gender-sensitive measures and budget funds dedicated for this purpose. This is one of the successful GRB practices.

- ✓ During the pandemic, the Quarantine Shelter was established which provided a safe environment for new, high-security cases, and met care needs including (safe housing, safe health services, psychological services, food and hygiene). This commitment to integrating the gender perspective continued even after overcoming the pandemic crisis.
- ✓ There has been progress in the implementation of affirmative measures focused on girls and women, such as those by MESTI, which allocates scholarships to girls in STEM.
- ✓ MFLT continues to support shelters for victims of domestic violence, while the MARDF implements affirmative measures during the allocation of agriculture and rural development grants.

- ✓ The Ministry of Economy has implemented affirmative measures in energy efficiency programs not only for women but with additional support for single mothers.
- ✓ The Credit Guarantee Fund has introduced a dedicated window for women-owned businesses.
- ✓ Since 2015, budget organizations in Kosovo have been required to report on specific segments of gender-responsive budgeting, clearly outlining the impact of public expenditures on the lives of women and men in Kosovo.
- ✓ A 2022 analysis supported by UN Women for the 2023 draft budget showed that none of the budgetary organizations provided a substantive analysis regarding the expected impact of the proposed budget on the lives of women and men in Kosovo.

Regular analyses supported by NDI regarding the draft budget of the Republic of Kosovo have shown that the gender perspective is still not integrated during the budgeting process. It should be noted that there are budget items that are regularly allocated, including budgets for shelters, pensions for survivors of sexual violence, compensation for crime victims, scholarships for girls studying in STEM fields, support for agriculture with additional points for female applicants, municipal scholarships, subsidies for children of single mothers and other measures reported in this document.

As mentioned earlier, led by AGE, the Working Group is working on drafting the bylaw on gender-responsive budgeting. This bylaw aims to clarify the legal framework in line with the LGE, through amendments to the legal framework specified in the GRB draft document approved by the GRK. This will then be reflected in the establishment of planning, implementing and monitoring instruments for GRB, and in the capacity-building process, ensuring that GRB becomes an ongoing practice of gender mainstreaming at the national level.

The data presented in Table 4 shows that during the period from 2020 to April 2024, a total of €74 Euro was spent on activities and interventions in the area of advancing gender equality, of which €35 million was funded by the Budget of the Republic of Kosovo. In 2020 and 2021, activities worth €38 million were reported, while the Action Plan had allocated €8 million for both years. In 2022, the budget for implemented activities was €14.5 million, while €5.7 million was planned for 2022.

Since the Action Plan covered only the period from 2020 to 2022, there was no budget planning for 2023 and 2024, which is the duration of the KPGE. In 2023 and from January to April 2024, based on the available data, the total amount of implemented activities was 20,966,314 Euro, of which 11,857,730 Euro came from the Budget of the Republic of Kosovo.

It should be noted that for many activities reported for 2023 and January-April 2024, the budget was not reported, which has resulted in the underestimation of the budget for this period.

Table 4: The budget for the implementation of activities included in the PKGE Action Plan 2020-2022 and for the period 2023-April 2024 in Euro

	2020 and 2021	2022	2023 and January-April 2024
Budget of the Republic of Kosovo	19,697,638	3,504,093	11,857,730
(AGE)	(of which 2,330,005 AGE)	(of which 66.240 by AGE)	(of which 308.393 AGE)
Civil society and international organizations	18,525,272	11,003,535	9,108,584
Total	38,222,910	14,507,628	20,966,314
Planning according to the Action Plan 2020-2022	8,059,000	5,668,000	n/a

In Kosovo's budget, a regular allocation is now made for several items, including the budget for pensions for survivors of sexual violence during the war, shelters, scholarships for girls and other measures presented in this report.

Table 7 presents data on the budget allocated for shelters and pensions for survivors of sexual violence during the war for the period from 2020 to April 2024.

Table 5: Budget for shelters and pensions for survivors of sexual violence during the war

	2020 and 2021	2022	2023 January-April 2024
Shelters	324,000 495,000	400,000	May 2023-February 2024 692,000 Euro
Pensions for survivors of sexual violence during the war	<p>€2,247,237.00 were allocated in 2020 for pensions, the amount of €20,500 for the compensation of the members of the Commission for Verification of the Status, €18,000 for the salaries of the Secretariat members and €96,000 for 4 NGOs (€2,000 per month each).</p> <p>In 2021, pensions were paid to survivors of sexual violence during the war in the amount of €2,733,820, €20,500 for the compensation of the members of the Commission for the Verification of Status,</p> <p>€18,000 for the salaries of the Secretariat members and €96,000 for 4 NGOs (2,000 Euro per month).</p>	3,689,649	<p>Pensions; 2023: 4,157,002 Euro January-April 2024: 1,096,662</p> <p>Payments for the members: 2023: 30,346 Euro January-April 2024: 10,115 Euro</p> <p>For 4 NGOs: 2023: 96,000 Euro January-April 2024: 32,000 Euro</p>

3.5.3. Challenges related to sustainability

From the analysis of data and interviews conducted, several key challenges have been identified that could jeopardize the sustainability and/or advancement of the achieved results:

- ✓ Some institutions at the central and local levels failed to appoint GEOs during the validity period of the KPGE Action Plan, such as MCYS, which had not appointed a GEO by the end of the reporting period. The Municipality of Peja appointed a GEO in 2024, while the Municipality of Ferizaj also failed to appoint a GEO;
- ✓ Additionally, the merger of ministries created problems in the positioning of GEOs, as in the case of the MFLT, which completely contradicted the LGE and the relevant regulation, where the GEO position was eliminated and at the moment, is vacant.;
- ✓ A number of GEOs retired and were not replaced in these positions by MLGA and MPA;
- ✓ AGE addressed this non-compliance with LGE through specific letters sent to the SGs and the Mayors of all municipalities in RKS, including those with a Serb majority. It is worth noting that the engagement of GEOs in these municipalities has been challenged by the political staff obstacles created in municipalities with a Serb majority. AGE keep inviting them to meetings and shares materials and information;
- ✓ Due to the uncertainty caused by the LPO and the situation of proposing positions with mandates for mid-level and low-level management positions, women are discouraged from applying for decision-making positions (see the report funded by AGE;
- ✓ Interviews highlighted that there are areas, such as justice, where institutions have failed to reflect on the situation and approach interventions. In this area, the CSO also has been mostly reactive and not proactive in its actions;
- ✓ The lack of expertise in gender equality, particularly in sectors like infrastructure, environment, climate change, energy, digitalization, cybersecurity, Artificial Intelligence and others, has been noted. The lack of expertise makes it difficult to cope with the volume of developments and explain phenomena. This is also a consequence of the lack of investment in building the capacities not only of public officials but also of researchers. Therefore, the quality of studies remains superficial, which is a prerequisite for designing interventions that address the root causes of gender inequalities. The AGE support in integrating Gender Economics into the Faculty of Economics at the University of Prishtina is a commitment to increasing capacities for analysis and policymaking with a gender perspective. Such a goal has also been

reflected through activities included in the University of Prishtina's Gender Equality Plan, supported by AGE and UN WOMEN;

- ✓ The *long period before the implementation* of developed instruments (e.g., manuals) is another challenge, which affects the short-term and possibly even the medium-term visibility of the effects of these tools. As a result, costs are incurred for citizens and the country as a whole. It is crucial to enhance the capacity of public officials on Gender Impact Assessment and to provide technical assistance to elevate the analysis to another level;
- ✓ Despite progress, access to data remains a significant challenge that hinders the analysis of progress and the analysis of the root causes of gender inequalities. Access to administrative data is not easy and takes time to obtain. Kosovo institutions do not collect and publish administrative data on a regular basis, and this continues to be a permanent challenge;
- ✓ Given the importance of the work of international partners, interviews highlighted that a lack of gender expertise also exists within international organizations. It was emphasized as essential to build their capacities to address field needs, avoid duplication and reflect this in the design of programs and projects that would impact the advancement of gender equality at a deeper level;
- ✓ There is a deviation from the gender equality agenda, such as through trends of removing GEO from positions defined by the LGE and the relevant regulations on job descriptions, as well as a lack of will to adopt some very important laws that would advance gender equality and the rights of women and girls guaranteed by the Constitution of Kosovo.

4. RECOMMENDATIONS FOR THE KOSOVO PROGRAM FOR GENDER EQUALITY

Based on the reported data for this evaluation, this section presents recommendations for the new Kosovo Program for Gender Equality and recommendations for improving the scope and quality of reporting on the KPGE implementation.

Recommendations for the new KPGE

- ✓ In Chapter 2, activities have been identified for which no progress has been recorded, and which should be the focus for the work in 2024 and the drafting of the next KPGE;
- ✓ The analysis should be strengthened and the list of activities for advancement in the area of sports, environment, transportation, culture and domestic violence (after analyzing the existing Strategy) should be expanded;
- ✓ It should be ensured that for each area, there are indicators to measure progress and the indicators must meet the conditions to be measurable, achievable and specific. For example, although the environment was one of the areas included in the KPGE, there were no environmental indicators;
- ✓ Activities should continue for capacity building in gender impact assessment;
- ✓ In the next KPGE, during the drafting process and situation analysis, indicators and activities should be included and defined for the Assembly of the Republic of Kosovo.

Recommendations for improving the level and quality of reporting

- ✓ As highlighted in this report, not all municipalities have reported on the monitoring and evaluation of the KPGE. Municipalities should start reflecting the KPGE in their annual work plans. They should allocate an adequate budget for the implementation of activities provided for in the KPGE Action Plan. The level of accountability by municipalities regarding the KPGE implementation should be increased. The capacities of GEOs at the local and central levels should be strengthened, along with the quality of reporting.
- ✓ Ministries should appoint the respective Gender Equality Officers and empower their role within the ministries according to the relevant regulation on job description and positioning of GEOs.
- ✓ Collecting, reporting and publishing administrative data from all institutions remains a continuous challenge: data are not collected regularly, not published on websites, or even not reported in a timely manner when requested by AGE. In addition to the

organisation of institutions itself presenting a challenge due to revised structures and movements in official positions, the quality and reporting of data according to requirements continue to be very challenging, burdening AGE by pushing back reporting deadlines;

- ✓ Despite the organization of workshops for capacity building on reporting by the AGE, the quality of reporting leaves much to be desired and needs improvement. As a result, the work done remains underestimated and the opportunity for sharing good practices between municipalities and institutions is lost;
- ✓ A limited number of CSOs and international organizations have not reported, preventing the identification of efforts to advance gender equality and hindering the possibility for synergy and cooperation among all stakeholders;
- ✓ GRK should approve the Regulation on Internal Regulation of AGE, which should be supported with greater human and financial capacities, based on its proven performance as an umbrella institution for gender mechanisms at the national level;
- ✓ AGE should be strengthened in terms of coordinating donors working in the area of gender equality so that development aid and assistance align with the country's priorities. Bilateral and multilateral partners should show more commitment to coordinating with AGE in implementing the GRK's gender equality agenda;
- ✓ The fund for AGE should be increased to support women's organizations on a regular annual basis;

Annex 1: Record of the implementation of activities during the period 2020-April 2024

Table A 1: Progress in the implementation of activities under Strategic Objective 1

No.	Activity	2020 and 2021	2022	2023 and January-April 2024
I.1.1	Provide vocational training for women with a special focus on women with a low level of education and those who have been unemployed for a long time	YES	YES	YES
I.1.2	Develop the labour market needs analysis.	YES	YES	YES
I.1.3	Improve the labour market information system to analyse and improve the mechanisms for identifying and forecasting skills needs and planning in the VET and AE system	YES	NO	NO
I.1.4	Review the profiles provided in VET schools and adaptation to market needs. This will be achieved by establishing a tripartite working group which will do the analysis, the harmonisation of the profiles with the market needs, and the generation of a list with the priority profiles that will be provided.	YES	YES	YES
I.1.5	Promote success cases in the labour market of the Roma and Ashkali community members, with a special focus on women. Strategy on Inclusion of Roma and Ashkali Communities in Kosovo Society 2017-2022	YES	YES	YES
I.1.6	Amend and supplement the Law on Labour to guarantee paternity leave and align it with the EU Directives	YES	NO	NO
I.1.7	Briefing activities to promote the right to maternity and paternity leave	YES	NO	NO
I.1.7a	Subsidy payment for kindergartens of single mothers, beneficiaries of social schemes	YES	YES The AI was amended and the legal obligation for automatic admission of children and cost coverage has been removed	YES The AI was amended and the legal obligation for automatic admission of children and cost coverage has been removed
I.1.8	Analysis and assessment of the financial cost of subsidising the payment for preschool education, children from families under social schemes	NO	NO	NO
I.1.9	Training of social category beneficiaries and their engagement in employment programs	YES	YES	YES
I.1.10	Construction of residential and daycare centres for the provision of services to the elderly and	YES	YES	YES

	those without family care			
I.1.11	Construction of daycare residential centres for the provision of services for persons with disabilities	YES	YES	YES
I.1.12	Improve the quality of social and family services by raising the human capacities of public and non-governmental providers	YES	YES	YES
I.1.13	Encourage the development of existing women-owned businesses through microfinance and microcredit programs	YES	YES	YES
I.1.14	Establish an incentive structure (joint fund) by the Government and businesses, to support education in deficit areas and for girls and women in technical areas.	YES	YES	YES
I.1.15	Produce television shows and write successful stories of women in technical professions	YES	YES	YES
I.1.16	Outreach activities to encourage the engagement of women and men in deficit sectors (agriculture, energy, forestry, water, environment)	YES	YES	YES
I.1.17	Research/analysis of the situation for the possibility of establishing credit unions	NO	NO	NO
I.1.18	Analysis and integration of the gender perspective in the Kosovo Credit Guarantee Fund (KCGF) to support women	NO	NO	NO
I.1.19	Provide financial education programs	YES	YES 1 MUNICIPALITY	NO
I.2.1	Develop the manual on gender impact assessment in public policy and legislation	YES	YES	NO
I.2.2	Capacity building for gender impact assessment in public policies and legislation	YES ⁴¹	YES	YES
I.2.3	Capacity building for gender perspective in public policies, at the central and local level	YES	YES	YES
I.2.4	Review the existing long-term policies (Strategies and Action Plans) and mainstreaming of the gender perspective	YES	YES	YES
I.2.5	Review of legislation and normative acts, mainstreaming of the gender perspective	YES, AGE provided comments, but there is no evidence of the level of comments addressed	YES, AGE provided comments, but there is no evidence of the level of comments addressed	YES, AGE provided comments, but there is no evidence of the level of comments addressed

⁴¹ At the time when the KPGE was drafted, AGE was carrying out capacity building training sessions for GIA officers. To develop the capacities for the implementation of the GIA Manual, in 2018 and 2019, AGE held 14 two-day training sessions and 11 orientation sessions on GIA, by providing training 486 civil servants.

I.2.6	Monitoring existing public policies (laws, administrative instructions, regulations)	YES	YES	YES
I.2.7	Identification of gender indicators for each institution at the central and local level, and their regular reporting.	NO	NO	NO
I.2.8	Development of the Gender Equality Index	YES	NO	NO
I.2.9	Mainstreaming the gender perspective/taking affirmative measures for the allocation of social housing	Apartments for women have been allocated, but it has not been reported whether affirmative measures have been applied in the municipalities (such as Suhareka, Prishtina, Gjilan, Vushtrri, Mitrovica)	Scholarships have been awarded and affirmative measures have been applied to agricultural grants	Scholarships have been awarded and affirmative measures have been applied to agricultural grants
I.2.10	Drafting of the legal act on how to implement gender-responsive budgeting (GRP)	NO The working group was established. The work methodology was drawn up	NO But the feasibility study has been carried out	NO But the feasibility study has been carried out
I.2.11	Capacity building on GRB implementation at the central and local levels.	YES	YES	YES
I.2.12	Awareness-raising campaigns in society regarding the role of women's involvement in decision-making in the management of natural resources	NO	NO, specifically with this activity, but in the area of agriculture	NO
I.2.13	Traditional organisation of activity for the promotion of women's success, in non-typical professions, in agriculture, entrepreneurship, successful examples of cooperatives, and other areas.	YES	YES	YES
I.2.14	The organisation of fairs of women-owned enterprises owned, even in non-typical areas; and organising B2B, domestically and abroad, for learning, networking and market promotion and expansion.	YES	YES	YES
I.2.15	Inclusion of a gender perspective in existing fairs	YES	YES	YES
I.2.16	Sensitising women about the possibilities of benefiting from the Agriculture and Rural Development Programme	YES, they mostly reported on beneficiaries and less on	YES	YES

		awareness activities		
I.2.17	Awareness-raising for the participation of women farmers in Advisory Services	YES	YES, but not any initiative, unlike in the past, there is still a need to ensure women's access to counselling	YES, but not any initiative, unlike in the past, there is still a need to ensure women's access to counselling
I.2.18	Development of occupational standards (based on learning outcomes) for occupations in demand in the labour market. Here, deficit professions (agriculture, energy, forestry, water, environment, ICT, childcare, etc.) should be considered as a priority.	YES	YES	YES
I.2.19	Designing curricula for new professions in accordance with occupational standards and updating existing curricula, using the learning outcome-based approach	YES	YES	YES
I.2.20	Expansion/development of new ALMMs (e.g. apprenticeship), specifically for girls and women, with emphasis on rural areas (age group, ethnicities)	YES	YES	NO
I.2.21	Awareness-raising campaign providing information on the negative impacts of informality to people working in this sector	YES	NO	NO
I.2.22	Strengthening the Labour Inspectorate capacities	NO	YES	NO
I.2.23	Strengthening the supervisory mechanisms of the Labour Inspectorate	NO	YES	NO
I.2.24	Reinforcing mechanisms and coordination of institutional actions to reduce informal employment	NO	YES	NO
I.2.25	Engaging stakeholders and the general public in addressing informal employment	NO	YES	YES
I.2.26	Strengthen the capacities of the labour inspectorate to address informal employment	NO	YES	NO
I.2.27	Data exchange with relevant institutions and social partners for addressing informal employment	NO	YES	NO
I.2.28	Development of policy documents on occupational health and safety for employees	YES	NO MFLT HAS NOT	NO MFLT HAS NOT

			REPORTED ON THIS ACTIVITY	REPORTED ON THIS ACTIVITY
I.2.29	Organising awareness-raising campaigns and launching campaigns on employee rights related to the new legal framework	YES	YES	YES
I.2.30	Training and certification of persons performing occupational safety and health activities	YES	YES	NO
I.2.31	Operationalisation of the licensing process of companies/businesses performing occupational safety and health activities	YES	YES	NO
I.2.32	Preparing the regulatory impact assessment for occupational accident and occupational disease	NO	NO	NO
I.2.33	Developing the methodology and analysis for measuring geographic inequality/less favoured areas, with a gender perspective, considering the minority within the minority.	NO	NO	NO
I.2.34	Amend Law 2004/26 on Inheritance to include extramarital union as equivalent or comparable to formal marriage (marital union) for the realisation of the right to inheritance, after 5 years of cohabitation or 3 years if there are children from such union.	YES	YES addressed in the draft Civil Code	YES addressed in the draft Civil Code
I.2.35	Continue with affirmative measures for the registration of joint property in the name of both spouses free of charge	YES	YES	YES
I.2.36	Amending the Administrative Instruction MESP 08/2014 on Service Fees for Registration of Immovable Property Rights by Municipal Cadastral Offices	NO	NO	NO
I.2.37	Organising awareness-raising campaigns on the right to inheritance and property	YES	NO for inheritance	YES
I.2.38	Informing women of the possibilities and advantages of organising in cooperatives (meetings, brochures)	NO	NO	NO
I.2.39	Providing training in the area of entrepreneurship and sharing good experiences with successful cooperatives	NO	NO	NO
I.2.40	Providing support (consultancy, free legal aid, networking, etc.) for the establishment of cooperatives	NO	NO	NO
I.2.41	Financial support for new cooperatives	NO	NO	NO

I.2.42	Providing support programs for entrepreneurship to women, followed by business counselling	YES	YES	NO
I.2.43	Awareness-raising campaign on complying with the employment quota for persons with disabilities and avoiding stigmatisation in society	YES Prishtina reported but without data on the campaigns	YES	YES
I.2.44	Study related to the enjoyment of the right to alimony and analysis of good practices to ensure the realisation of alimony	NO	NO	NO
I.2.45	Review and amend the legal framework on Social and Family Services	YES in progress	YES in progress	YES in progress
I.2.46	Draft the manual and legal framework for monitoring LGE	YES manual in the finalisation stage	NO	NO
I.2.46	Drafting of professional standards for social workers and validation of training modules	NO	YES	NO
I.2.47	Assessment of training needs and designing the training program	NO	YES	YES
I.2.48	Training of social workers on the implementation of minimum standards of social services	YES	YES	YES
1.2.49	Draft the legal framework and manual on monitoring the Law on Gender Equality and training of officers	NO	NO	NO

2020 and 2021

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- ✓ EARK: in 2020, 901 women were trained, of which 236 were with lower education, while in 2021 there were 932 women (out of 1,000 planned for 3 years in the Action Plan), of which 231 were with lower education women;
- ✓ In total, the number of beneficiaries in the Active Labour Market Measures for 2020 and 2021 is 8,923 people, of whom 4,977 are women (who make up 56% of the trainees). Out of the total 1,100, beneficiaries are from minority communities and 489 of them are women;
- ✓ MCYS has supported 32 women with start-up grants in the amount of €206,860;
- ✓ Trainings were also offered by municipalities, supported by local and international organisations;
- ✓ A Draft Strategy and Action Plan for the Inclusion of Roma and Ashkali communities in Kosovo Society 2022-2026 has been drawn up;
- ✓ Awareness-raising campaign related to the right to maternity leave;
- ✓ In 2021, AGE directly supported 273 small women-owned businesses, with a total value of €207,284.00, mostly self-employed women or employing a maximum of 2-3 women.
- ✓ MESTI awarded €1,856 elite scholarships of €700 to students (€1.3 million in total), and in 2021 within the Economic Recovery Package, MEST awarded 1,365 scholarships to girls and women studying in the STEM area, €1,000 each, with a total of €1,365,000;
- ✓ Scholarships were awarded by municipalities as well;
- ✓ AGE funded the production of a television video spot and 11 existing businesses and 4 new businesses were supported with work equipment for the promotion of women in the agricultural sector, implemented by the NGO "Mundësia";
- ✓ Credit Guarantee Fund: a window has been opened for women's businesses: in 2021, 269 women's businesses have been supported with guarantees;
- ✓ Training of local officials on responsible gender budgeting;

- ✓ MAFRD: Subsidy through direct gender-based payments: €98,423,460.31, direct payment to women: €5,752,626.79; direct payments to men in 2021: €92,670,833.52; for grants for women: €2,129,637 and €12,627,799 for men;
- ✓ MAFRD organised 21 fairs for women in business in 9 municipalities (Podujeva, Shtime, Gjilan, Mitrovica, Lipjan, Vushtrri, Hani i Elezit, Vitia, Ferizaj);
- ✓ Providing space for women's businesses in mobile markets, for example. the municipalities of Prishtina and Gjakova;
- ✓ MAFRD grants for women in the agricultural sector;
- ✓ Informative and advisory sessions for women in agriculture in Podujeva and Kaçanik organised by MAFRD;
- ✓ MFLT: Two Regulations were approved in 2021: Regulation No. 01/2021 on the Qualification of Persons Responsible for OSH, Licensing of Service and Training Companies for OSH. Regulation No. 02/2021 on Risk Assessment at the Workplace, as well as the Draft national Programme for Occupational Safety and Health 2022-2027;
- ✓ 4 training centres for Occupational Safety and Health (OSH) and 4 companies for the provision of OSH services were licensed;
- ✓ AGE supported the realisation and broadcast the video spot on the inheritance of and the institutions responsible for initiating the inheritance procedure;
- ✓ Awareness-raising activities related to property rights organised by municipalities and NGOs;
- ✓ The EU Office supported the NGO Syri i Vizionit with 325,420 Euro (2020-2022) to enhance employment opportunities and sustainable prospects for youth, women, persons with disabilities and minority ethnic groups in Kosovo;
- ✓ The EU Office supported the Jakova Innovation Center with 232,260 Euro (2020-2022) to improve the employability of youth, women, and disadvantaged groups through the development of skills and knowledge required in the local labour market;
- ✓ The EU Office supported the Business Support Center Kosovo (BSCK) with 308,037 Euro (2020-2022) to enhance employability and sustainable employment prospects for youth and women in Kosovo's energy sector;
- ✓ In 2020, the OSCE provided 10,907 Euro to support a program promoting increased employment opportunities for Roma, Ashkali and Egyptian communities in Kosovo through professional internships in cooperation with public institutions;

- ✓ In 2021, the OSCE delivered an online training on Gender-Responsive Budgeting for 14 participants (9 women, 5 men). Other specific topics will continue to be provided in 2022;
- ✓ AGE produced and posted a video spot on inheritance rights and the responsible institutions for initiating the inheritance procedure;
- ✓ The Ministry of Communities and Returns built 34 houses for minority communities in 2021, 3 women - heads of families and 31 men benefited, totalling 34 families with 152 members, funded by the EU. In addition to building houses, these families also benefited from financing in: Agriculture 19, work tools 10, car washes, auto mechanics, pastry tools, music equipment, 3D printing tools. All families were assisted with wood for heating during the winter;
- ✓ The Ministry of Communities and Returns supported two infrastructure projects: 1. construction of the fence of the kindergarten in Prizren;
- ✓ The Administrative Instruction on Registration of Joint Immovable Property on Behalf of Both Spouses Free of Charge was extended for another year, April 2020-April 2021. As a result of this affirmative measure, the number of properties registered in the name of both spouses reached 5,496 couples. The AI was extended for another year, April 2021-April 2022. For the period of January-December 2021, 3,202 couples registered property in the name of both spouses;
- ✓ In November 2020, the OSCE supported the update and publication of the guide on women's access to property rights;
- ✓ AGE produced and posted a video spot on inheritance rights and the responsible institutions for initiating the inheritance procedure.

2022

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- ✓ 990 women were trained in the Vocational Training Centers/EARK, with 299 women having lower education;
- ✓ In 2022, the number of beneficiaries under the EARK ALMM was 2012 individuals, of whom 1,250 were women, 229 were from minority communities, and among them, 136 were women;
- ✓ Vocational training for enhancing women's skills has also been provided by municipalities, supported by local and international organisations;

- ✓ The Strategy and Action Plan for the Inclusion of Roma and Ashkali Communities in Kosovo Society 2022-2026 has been approved;
- ✓ In 2022, there were 32 ALMM mediations from the Roma, Ashkali and Egyptian communities, while in Vocational Training, their inclusive number was 105 individuals. Also, in regular mediation, 75 Roma, Ashkali and Egyptian individuals were involved;
- ✓ EARK, supported by the EYE project, developed curricula and teaching materials based on professional standards in qualifications: accounting clerk, masonry, carpentry and electrical installations;
- ✓ MFLT, through the EYE project, funded the installation of the accounting program for three Vocational Training Centers - Peja, Gjakova, and Prizren;
- ✓ 52 persons with disabilities benefited from ALMM in 2022 through EAPRK;
- ✓ In 2022, Vocational Training Centers applied to the National Qualifications Authority for Accreditation and Validation of programs, and the accredited profiles include: Administrative Assistant, Welding, Manager of Micro and Small Enterprises, Car Mechanic, Accounting Clerk, Milk Processing, Carpentry, Bakery, Confectionery and Electrical Installations;
- ✓ Subsidies for childcare for single mothers have been provided by the following municipalities: Vitia, Gjilan, Obiliq, Fushe Kosova, Suhareka, Prishtina, Prizren, Vushtrri, Klina, Mitrovica, Malisheva, Skenderaj, Klina;
- ✓ In 2022, from the financial support in the areas of Science, Technology, Engineering and Mathematics (STEM), MESTI awarded 1,634 scholarships, of which 1,383 were for female students, totalling 1,634,000 Euro;
- ✓ MESTI drafted legal acts and clarified procedures for tracking studies of graduates in Vocational Education and Training (VET);
- ✓ Through the Economic Recovery Package, Measure 1.5, MESTI has distributed 957 vouchers for trained high school graduates in the area of IT (600 Euro per candidate) and awarded 112 scholarships for deficit VET branches and technical branches for girls (500 Euro per student), totalling 56,000 Euro;
- ✓ Scholarships for students have also been awarded by the municipality of Podujeva, Prishtina, Deçan, of Skenderaj and Drenas;
- ✓ Credit Guarantee Fund: a window has been opened for women's businesses: in 2022, 269 women's businesses have been supported with credit guarantees;

- ✓ MAFRD: In 2022, through direct payments, 1,265 women (23,469 men) totalling €2.65 million for women (€51.34 million for men) benefited; through grants, 145 women (350 men) totalling €7,249,148 (men €16,914,679) benefited;
- ✓ The organisation of fairs for women in business by MAFRD and municipalities;
- ✓ Information and counselling sessions were held for women in agriculture;
- ✓ MFLT licensed over 17 companies engaged in occupational health and safety activities and has certified over 300 individuals for Occupational Health and Safety (OHS);
- ✓ Awareness-raising activities regarding property rights organised by municipalities and NGOs;
- ✓ Women have been supported for the establishment and development of businesses through grants and training;
- ✓ In 2022, the Ministry of Regional Development (MRD) supported, through the Balanced Regional Development Program-BRDP, a total of 332 projects, out of which - 134 projects were represented by women (€1,014,883.49) and - 198 projects were represented by men (€2,016,050). - Under the Financial Support Program of NGOs for 2022, a total of 38 projects benefited, of which 16 were women and 22 for men. - Under the Regional Development Program - Capital Projects (RDP) for 2022, a total of 14 municipalities have been beneficiaries;
- ✓ The Municipality of Prishtina supported 10 women survivors of domestic violence through financial support for housing;
- ✓ MIET organised the Women in Business Fair 2022, which was held in Prishtina and lasted three days. At this fair, around 40 female entrepreneurs have exhibited their products from municipalities;
- ✓ The Municipality of Malisheva has reported that there are 23 families (headed by mothers) in social housing building, and in 2022, 5 families (headed by women) have benefited, meeting the criteria for single-parent mothers;
- ✓ In 2022, 6,316 inspections were carried out, including 3,323 planned inspections; 1,602 repeated inspections; 46 extraordinary inspections; 394 inspections as a result of workplace accidents, including 15 fatal cases, and 860 inspections based on complaints. In 2022, the Labour Inspectorate conducted 81 joint inspections with other institutions such as the TAK, the Kosovo Police, Market, Health and Education Inspectorates. Labour inspectors have been trained to address undeclared work, and a checklist and Manual for handling undeclared work have been prepared. The

information system - digitalisation of inspection data is in the process of implementation supported by the Swedish SIDA project and implemented through the ILO;

- ✓ In 2022, the awareness campaign “Decent Work for Dignified Life” was launched. This campaign is facilitated under the leadership of MFLT and supported by the Swedish Embassy in Kosovo, with partners including LI, TAK ILO, UN Women, CDF, IKS, QPA, and Lens;
- ✓ The deadline for AI No. 03/2016 on Special Measures for Registration of Joint Immovable Property on Behalf of Both Spouses has been extended. In 2022, 4,375 properties have been registered in the name of both spouses in 2022, reaching a total of 12,542;
- ✓ MIET has implemented the Digital Empowerment Initiative Project where during 2021 and 2022, 62 enterprises benefited, including 35 owned by women who have implemented their projects in the area of digitalisation;
- ✓ In 2022, MFLT has trained over 60 trainers of social and family services, who will develop materials/modules and provide training for social and family service providers;
- ✓ MFLT: Over 200 social and family service providers, social workers at three levels from the government and non-governmental sectors were trained;
- ✓ Out of seven curricular coordinator positions at MESTI, 4 are held by women. In 2022, MESTI developed an Information Guide for Teachers on recommendations arising from the Istanbul Convention, and during 2023, information sessions will be organised in municipalities with teachers.
- ✓ MESTI has also developed a school guide on procedures and standards for protection against domestic violence, which is distributed to schools every academic year;
- ✓ MESTI, aiming to provide financial support for the education of students from Roma, Ashkali and Egyptian communities who are enrolled for the first time in the academic year 2022/2023 at the Bachelor level in any of the public universities of the Republic of Kosovo, announced a call for financial support for students from Roma, Ashkali and Egyptian communities. The maximum amount of financial support is up to 1,000 Euro per student. 26 students applied, and all of them received scholarships. The total number of beneficiaries is 26 students, 16 girls and 10 boys, classified ethnically as follows: 19 Egyptian; 3 Roma and 4 Ashkali, with a total expenditure of: 26,000 Euro;
- ✓ MESTI planned for 500 scholarships - 150,000 Euro, and for the academic year 2022/23, 498 students benefited;

- ✓ Based on the AI on affirmative measures for communities regarding their enrolment in higher education institutions, MESTI provides quotas for their facilitation and enrolment. The AI stipulates a quota of 12% in each faculty, as well as a special quota in dormitories and student centres;
- ✓ AGE jointly with UN Women held the workshop “Gender-Responsive Budgeting as a Tool for Advancing Gender Equality at the Municipal Level”. This workshop was organised to meet the needs of local government and obligations under the Law on Gender Equality and the Kosovo Gender Equality Programme 2020-2024;
- ✓ The Ministry of Local Government Administration in close cooperation and coordination with the United Nations Development Programme (UNDP), held a two-day training with gender equality officers in municipalities: In 5 training sessions for the period January - October, a total of 289 municipal officials were trained;
- ✓ Training sessions have been organised for local officials on gender-responsive budgeting;
- ✓ Capacity-building activities for the regular monitoring of the implementation of the LGE within public institutions Vitia organised by the municipalities of Obiliq, Fushe Kosova, Suhareka, Vitia and Skenderaj.
- ✓ In 2022, the EU Office provided €1,500,000.00 to the UN Women Office to support the development and implementation of legislation and policies integrating a gender perspective, strengthening institutional capacities at all levels in Kosovo, and improving coordination between gender equality mechanisms and civil society.
- ✓ Through WE Global, the EU Office allocated 21 grants totaling €105,000 to women-led NGOs to support projects aimed at fostering civic engagement, gender equality and inclusive democracy by increasing women’s participation in politics and decision-making in Kosovo.
- ✓ With funding of €384,756 for 2022-2023, the EU Office supported the Advocacy Training and Resource Center in improving working conditions for vulnerable groups, strengthening safety standards and promoting social dialogue. The project focuses on monitoring labour rights violations, strengthening the capacities of institutions and NGOs and raising awareness on the Law on Labour.
- ✓ The EU Office supported UNDP with a budget of €4,999,961 to improve the provision of social services by CSWs and ensure equal and quality access to social protection for the most vulnerable groups, including women and girls.

- ✓ Through the Young Cell Scheme Round program, the EU Office provided €4,500,000 from 2022 to 2027 to support the professional development of men and women in the civil service to better serve the citizens of Kosovo. The program awards scholarships for Master's studies at EU universities in priority sectors defined by the Government. Upon graduation, beneficiaries commit to working for three consecutive years in Kosovo's institutions.
- ✓ From 2022 to 2024, in cooperation with the Agency for Gender Equality, the EU Office organized informational sessions on the Law on Gender Equality and the Gender Impact Assessment Manual, with a particular focus on women's groups and new MPs. Additionally, training sessions were held for staff from departments and standing committees on using the Gender Impact Assessment Manual.
- ✓ The OSCE supported the organization of five consultations (May-August 2022) with €5,327, bringing together 78 women from various communities in Kosovo. In November, a final conference was held with participants from NGOs, donors, international organizations and the Employment Agency of Kosovo, where an assessment of development needs for 2023 was presented. Additionally, 33 women from previous consultations engaged directly with key stakeholders to discuss the socio-economic empowerment of women.

2023 and the first 4 months of 2024:

- ✓ The Municipality of Prishtina has subsidized payments for 24 children of single mothers in kindergartens, beneficiaries of social schemes in 2023, with a total value of 13,200 Euro. Additionally, the Municipality has subsidized 131 children attending private kindergartens with a total value of 55,020 Euro for a six-month period from November 2023 to April 2024.
- ✓ The Municipality of Prishtina is in the final stages of construction work on the kindergarten in Dardania neighbourhood, the PI "Xixillonjat" in Pejton neighbourhood, the annex of the PI "Ardhmëria" in Bregu i Diellit neighbourhood and has recently commenced the construction of a facility in Kolovica neighbourhood close to Eqrem Çabej school.
- ✓ By 2023, the Municipality of Prishtina engaged 20 support teachers in lower secondary schools and public institutions, while in the first quarter of 2024, four additional support teachers were employed. In total, the Municipality engaged 24 support teachers;
- ✓ Prishtina held 10 advisory meetings for women farmers on applying for subsidies and grants and organized a workshop on "Digital Tools in Agribusiness", focusing on building digital capacities for women farmers in the agricultural sector.

- ✓ The Municipality of Malisheva organized training for 10 individuals on advancing financial knowledge, trained 13 women in business and held 4 training sessions on property rights, childcare, and professional training.
- ✓ Prizren organized three workshops with women from NGOs, students and unemployed women on the topic of workplace challenges and difficulties in women's employment (around 40 women and girls benefited), as well as three workshops on business administration and advocacy with 17 women and girls.
- ✓ The Municipality of Shtime organized an activity with the Women's Group/LCHT Institute related to entrepreneurship;
- ✓ The Municipality of Skenderaj organized training for 20 women in the area of graphic design;
- ✓ In 2023, the OSCE conducted 14 consultations and organized a conference where the assessment of challenges in employment and training for repatriated women and women from non-majority communities were presented;
- ✓ A commission for VET and labour market interconnection has been established at the Prime Minister's level to further advance VET through inter-institutional coordination; The finalization of the draft document for the VET curricular framework has been initiated, along with the revision and finalization of a number of professional profile curricula;
- ✓ A Working Group has been established to standardize and unify the career center model for vocational schools, and steps have been taken towards defining the financial formula for VET (including general education);
- ✓ MESTI drafted/revised curricula for 85 VET profiles, of which 20 have been approved by MESTI ministers and are being piloted in a selected number of schools;
- ✓ In 2021, the National Qualifications Authority verified 9 professional standards (bringing the total to 124 verified professional standards);
- ✓ OSBE: 2023: Promotion of the success of Kosovo Roma women in business storytelling: https://www.osce.org/mission-in-kosovo/540107?fbclid=IwAR3y-OaImm7esXIVcqb58vmsrBFEMvq5Fvn0wdQ_ZYYcMnnYOGZru6QGKWw;
- ✓ Awareness activities promoting maternity and parental leave rights were organized in the Municipalities of Drenas, Gjakova, Gjilan, Istog, Lipjan, Prishtina, Skenderaj and Vushtrri;

- ✓ The Municipality of Drenas exempted 5 children of single mothers from payment; Malisheva exempted 12 children in 2023, including those of single parents, children with special needs and war veterans, while in 2024, it subsidized 14 children and covered 50% of the payment for 31 others (Municipal Assembly decision, prioritizing second-born children in daycare); Gjiilan subsidized 14 children of single mothers in daycare in both 2023 and 2024; Klina subsidized one case in 2023; Fushe Kosova subsidized five children in 2023 and two in 2024; Hani i Elezit subsidized 22 children from January to April 2024; Lipjan, the Municipal Council decided to exempt 11 children from fees in 2023 at QEAP “Çerdhja” in Lipjan, 65 children at QEAP “Çerdhja” in Gadime were exempted from fees by Municipal Assembly decision, 55 children at QEAP “Çerdhja” in Sllovi village were exempted from fees by Municipal Assembly decision, 48 children at QEAP “Çerdhja” in Shala were exempted from fees by Municipal Assembly decision, totaling 179 exempted children in 2023; Suhareka subsidized 9 children by September 2023, after which 7 remained in the program; Rahovec subsidized 2 single mothers, one from September 2023 and the other for two months in 2024; Skenderaj subsidized 2 children; Municipality of Vitia subsidized 2 children of single mothers; Municipality of Gjiilan issued a decision to subsidize children in private preschool institutions for ages 9 months to 6 years, prioritizing families with a monthly income below 528 Euro; Municipality of Istog exempted 17 children from payment and provided a fee reduction for 17 others, with a total financial cost of 580 Euro per month, covering 34 children; Lipjan exempted 20 children from fees between January and April 2024; and the Municipality of Vushtrri subsidized 15 children with 40 Euro per month;
- ✓ MRD, in 2023, as part of the implementation of projects under the “PUBLIC CALL FOR FINANCIAL SUPPORT OF NGO PROJECTS/PROGRAMS IN ADVANCING REGIONAL SOCIO-ECONOMIC DEVELOPMENT,” the NGO “Feminae Women’s Association” conducted a training on the topic, “Preparing Women for the Job Market”, a training held in the course of the project “The Potential of Women and Girls for a Strong Future”. This activity was also attended by an MRD officer responsible for monitoring NGOs. Additionally, the NGO “Tourism & Marketing Institute” held a training on the topic “The Role of Women’s Associations in Promoting Entrepreneurship”, a training held under the project “Socio-Economic Development of Women and Strengthening Cooperation at the Local Levels”;
- ✓ Through the Call under the Balanced Regional Development Program (BRDP-Businesses) by the MRD in 2023, a total of 132 projects benefited, of which 45 women and 87 men received support;
- ✓ The Municipality of Klina commenced the construction of a Residential Center for the Elderly, while the Municipality of Suhareka is in the process of building 3 centers;
- ✓ In Skenderaj, a day-care center for persons with disabilities has been constructed. The NGO Hendikos-Skenderaj has received €1600 from the AGE. The NGO Frymëzimi-Skenderaj has also benefited €1600 from the AGE. In the project “Transforming Society through Raising Awareness Among Youth about Human Rights”, the focus is on human rights education for young people;

- ✓ In the Municipality of Suhareka, a center for children with autism and Down syndrome was built in 2023;
- ✓ Ministry of Justice: Law No. 08/L-255 on Social and Family Services was adopted by the Assembly on 14 December 2023 and entered into force on 5 January 2024.
- ✓ During this year, the GCSFS, with the support of NGOs, SOS Children's Villages and KRCT certified 30 trainers related to the modules validated by NQA;
- ✓ The Ministry of Justice, with the support of the Kosovo Rehabilitation Center for Victims of Torture (KRCT), conducted in Durrës, Albania, a Module-Training on: "Work with Migrants, Refugees, Returnees, Repatriates" in Kosovo. This module was dedicated to institutional officials of CSWs at the Kosovo level, consisting of 10 groups, each with 25 candidates. So far, six (6) training groups have been completed, with 132 CSW officials and social workers trained. Four additional groups will continue in 2024, with a total of 200 CSW officials and 50 OCA officials to be trained;
- ✓ Out of the five-module trainings organized by the Council with the support of Save the Children, 330 social service providers from the public and non-governmental sectors were trained. In total, with six modules, 462 professionals were trained in 79 days of training;
- ✓ Training related to the provision of social services was organized by the Municipalities of Gjiilan, Skenderaj and Vitia;
- ✓ In 2023, the Municipality of Suhareka subsidized 14 women-owned businesses with 2,000 Euro each. In Rahovec, in 2023, the Directorate of Economy signed agreements for the subsidization of 19 businesses in the Municipality, 11 of which were artisan businesses managed by women. The Municipality of Skenderaj held an informative meeting with the women of the village of Kryshec, with the participation of 20 women;
- ✓ In 2023, financial support in the fields of Science, Technology, Engineering and Mathematics (STEM) supported 1,882 female students with 1000 Euro each. The total amount is 1,882,000 Euro. A total of 70 scholarships in deficit and technical fields were awarded, estimated at 500 Euro for one school year (30 for female students in technical fields and 40 for male students in deficit fields). The total payment amount was 35.000 Euro.
- ✓ In 2023, the Municipality of Suhareka awarded scholarships to 206 girls and 64 boys across all fields. In 2024, Prizren allocated 150 scholarships for university education, including 26 scholarship beneficiaries in technical faculties and Skenderaj allocated 110 scholarships for boys and girls;
- ✓ The STEMInsts'24 conference for women and girls in science was held to promote the participation of women and girls in the fields of science, technology, engineering and mathematics. Meetings were held at MESTI with successful career women and ninth-

grade students, aimed at motivating girls to pursue profitable and developmental profiles in various fields;

- ✓ Activities were carried out by the municipalities of Malisheva, Gjilan and Prishtina;
- ✓ MAFRD, through the National Support Scheme/Subsidies in Agriculture, aims to benefit over 70,000 farmers in Kosovo, including 8 different measures;
- ✓ The Municipality of Malisheva organized the “Open Doors of Schools” fair to encourage ninth-grade students to enroll in vocational schools;
- ✓ The Municipality of Gjilan subsidized 128 women entrepreneurs, including 40 from minority communities, with a total subsidy amount of 40,800 Euro;
- ✓ With the support of UN Women, a gender-specific sectoral analysis in the agriculture sector in targeted municipalities was conducted, accompanied by awareness-raising sessions. At the local level, 50 women farmers and municipal officials in 2023 learned about the importance of securing funds for women to improve their agribusinesses and how digitalization can open doors to new economic opportunities. A video was produced to raise awareness among women farmers, featuring three women farmers who participated in seminars on AI and digitalization, where they gained skills to use innovative technology to grow their businesses. The video highlights how support from UN Women, obtained through gender-specific sectoral analysis, empowered these beneficiaries. The video was aired on mainstream media and distributed on UN Women’s official social media platforms, reaching over 600 viewers.
- ✓ In 2023, the OSCE promoted success stories of Roma women in Kosovo in business. Details can be found here: https://www.osce.org/mission-inkosovo/540107?fbclid=IwAR3yOaImm7esXIVcqb58vmsrBFvMvq5Fvn0wdQ_ZYYcMnnYOGZru6QGKWw ;

Activities carried out in 2023 and January-April 2024

- ✓ AGE supported the Committee on Human Rights, Gender Equality, Victims of Sexual Violence During the War, Missing Persons and Petitions to hold a workshop on the amendment of the Law on the Prevention and Protection from Domestic Violence, Violence Against Women and Gender-Based Violence;
- ✓ AGE supported a workshop for the Working Group on Gender Equality under the President’s Council on Democracy and Human Rights. The purpose of the workshop was to present the methodology for amending the current legislation in the spirit of LGE;
- ✓ AGE held a meeting with Gender Equality Officers at the local and central levels and distributed appreciation certificates to retired Gender Equality Officers. During the meeting, the results from the monitoring report on the implementation of the Kosovo

Program for Gender Equality were presented, along with the AGE's Work Plan for 2023;

- ✓ AGE held two workshops for Gender Equality Officers at both the local and central levels to review and harmonize the work plans for 2023 with the Action Plan of Kosovo Program for Gender Equality and the Action Plan of National Strategy for Protection from Domestic Violence and Violence against Women. Additionally, the coordination of activities for the 16 Days of Activism, the International Campaign for the Elimination of Violence against Women and Gender-Based Violence was discussed, with 50 participants;
- ✓ The Municipality of Gjilan trained 12 municipal officials;
- ✓ 50 Municipal Assembly members from 16 target municipalities were trained to analyze local budgets, policies and strategies from a gender perspective. Through a series of workshops supported by the Agency for Gender Equality and UN Women, the Municipal Assembly members engaged in discussions about their vital role in promoting good governance and gender equality in local decision-making processes, which is particularly important for the adoption by the Municipality. The Budget and Planning Task Forces (MBPTF) and Gender Action Plans (GAP) were established in the targeted municipalities;
- ✓ The Agency for Gender Equality (AGE) organized training at MESPI, Infrastructure Department, in cooperation with the Gender Equality Officer at MESPI on the topic "Prevention and handling of sexual harassment cases in the workplace";
- ✓ Other training and activities were carried out to enhance capacities for gender mainstreaming into public policies at both the central and local levels by the Ministry of Infrastructure (supported by EcoKos/UN Women) in the Municipalities of Drenas, Malisheva, Istog, Fushe Kosova, Prishtina, Suhareka, Prizren, Skenderaj and Vushtrri.
- ✓ With the support of UN Women, 17 municipalities have policies and practices for integrating GIA and implementing GRB. In 2023, 65 local officials from the 17 targeted municipalities, including Deputy Mayors, Budget Directors, Finance Officers and Gender Equality Officers were provided with training and specific mentoring supported by the Ministry of Local Government Administration. Additionally, both at the central and local levels, gender focal points received training on the collection, monitoring and evaluation of gender data;
- ✓ In 2022, the Ministry of Agriculture, Forestry and Rural Development of Kosovo adopted the Agriculture, Forestry and Rural Development Strategy 2022–2028. The strategy aims to ensure gender equality and protect the rights of all groups in agriculture and rural development;
- ✓ In 2023, the Municipality of Prizren, by decision of the Mayor, established a Working Group for the development of the Municipal Gender Equality Plan. Four working

meetings were held, and during the period from January to April, a two-day workshop was held where the Draft Plan was prepared. The Draft Plan will be submitted for public consultation in May;

- ✓ UN Women provided technical expertise to AGE and 15 major initiatives were undertaken in 2023 across 11 frameworks (5 Administrative Instructions, one Concept Document, 3 Draft Laws and one law). The most important legal frameworks include the Draft Law on General Elections and the Law on Foreign Trade. The development policy frameworks include: 4 (3 Draft National Programs and one Draft Strategy). The most important Draft Program: the Kosovo National Science and Research Program;
- ✓ AGE, in cooperation with the Kosovar Center for Gender Studies (KCGS), in November, organized the sixth regular annual high-level consultative meeting with institutional stakeholder experts and civil society representatives. This year the meeting focuses on Kosovo's commitment to the European Integration process from a gender perspective.. The goal of this consultative meeting is to develop an open and substantive discussion on the challenges of advancing gender equality. A critical analysis of the efforts of stakeholders from state institutions, civil society, political parties, media and the international community is necessary, within the context of the European integration process, particularly in the implementation of the SAA;
- ✓ AGE conducted a coordinating workshop with the supporting project for the AGE Gender Equality Facility – funded by the EU and implemented by UN Women. Transport: 1262.40 Euro
- ✓ In 2023, MAFRD had 6 (six) Concept Documents, all of which integrated a gender perspective. In 2024, there are 5 (five) Concept Documents, where the gender perspective is also in the process of being integrated;
- ✓ OSCE provided gender-responsive comments on the Draft Law on Youth, the Draft Law on Foreigners, the Draft Law on Prevention and Protection from Domestic Violence, Violence Against Women and Gender-Based Violence as well as the Draft Administrative Instruction on Prisoner Escort;
- ✓ UN Women supported the implementation of the PFM feasibility study, providing technical expertise to AGE and MFLT;
- ✓ The Ministry of Defense drafted Regulation (MD) No. 09/2023 on the Disciplinary Code of the Kosovo Security Force and the Ethics Code (MD) No. 08/2023 for the Kosovo Security Force. In the period of January-April 2024, the MD was part of the Working Group in drafting the Concept Document for the Ministry of Defense, and all of our recommendations and those of AGE have been incorporated into the Concept Document;
- ✓ AGE: Following the Government Decision 05/172/2023; 08/11/2023, the Steering Committee for the oversight of the implementation of the “Gender Equality Facility”

project under the IPA 2021,4 program has been established. 20/11/2023 Within the framework of the Gender Equality Facility Project, Output 1, Activity 1.1 has been implemented: Functional assessment/diagnosis of Kosovo's gender mechanism in relation to the EU integration requirements: the purpose of the activity is as follows: 'Conducting a functional assessment/diagnosis of Kosovo's gender mechanism in relation to the EU integration requirements. The assessment will provide detailed knowledge and recommendations for the effective functioning of the gender equality mechanism and its role and involvement in the EU accession processes.' In 2023, AGE launched the Project: Gender Equality Facility (GEF). Two trainings were held: 1. Gender mainstreaming in EU Integration. 2. On 17/10/2023, the workshop 'Gender mainstreaming in EU INTEGRATION – introductory session' was conducted. The main objectives included developing participants' knowledge, skills and capacities to engage in gender mainstreaming aligned with the EU; as well as identifying the specific capacity needs of civil servants for gender mainstreaming in the EU integration processes;

- ✓ In Dragash, in cooperation with the Agency for Gender Equality, a one-day training was held for 25 civil servants on the topic: "Sexual harassment in the workplace and its reporting methods"; the Municipality of Gjilan providing training on capacity building for 12 civil servants; Prishtina held a training session;
- ✓ AGE: In 2024, in cooperation with the Gender Equality Officer of the Municipality of Fushe Kosova, a workshop on Gender Budgeting was organized. The workshop was attended by officials from the Municipality of Fushe Kosova, who were informed of the importance of Gender Budgeting, integrating the gender perspective in all phases of the budgetary process;
- ✓ UN Women supported the Ministry of Finance through the provision of local expertise; the presentation of the Budget Overview; and the proposal of gender provisions in the Law on Public Procurement;
- ✓ AGE supported the establishment of the Women's Network in Public Administration in cooperation with the British Embassy, financing two workshops. The aim was to strengthen the role of women in public administration and encourage them to apply for decision-making positions, share experiences and discuss challenges. A total of 51 participants attended;
- ✓ UN Women supported through technical expertise including logistics, CN and Agenda the organization of a seminar with female MPs. The workshop will take place in September/October 2024;
- ✓ Drenas: A roundtable discussion on "Advancing Financial Knowledge" was organized by the Drenas Department of Economic Development and the Kosovo Credit Guarantee Fund (KCGF), certifying 23 female participants;
- ✓ On the occasion of 8 March, the Municipality of Suhareka promoted two women in sports and awarded them certificates of appreciation;

- ✓ The Municipality of Vitia has set up 13 kiosks in a public space in the city, providing opportunities for women-owned businesses to sell their products;
- ✓ In 2023 and 2024, local and international fairs for women-owned businesses were organized in the Municipalities of Malisheva, Gjakova, Gjilan, Kaçanik, Lipjan, Prishtina, Rahovec, Shtime, Vitia and Skenderaj;
- ✓ MAFRD: Study visit to the Republic of Hungary, organized by the international organization CNVP. The goal of the study visit was to participate in the event organized by the Women's Union in Hungary for the International Day of Rural Women, under the auspices of the Ministry of Agriculture of Hungary, as well as to foster institutional public cooperation with Kosovo;
- ✓ Under the call for the Balanced Regional Development Program (BRDP - Business) for 2023, a total of 132 projects were supported, of which 45 were for women and 87 for men;
- ✓ MRD, in 2023, as part of the implementation of projects under the "Public call for financial support of NGO projects/programs in advancing regional socio-economic development," the NGO "Feminae Women's Association" conducted a training on the topic, "Preparing Women for the Job Market", a training held in the course of the project "The Potential of Women and Girls for a Strong Future". The MRD official responsible for monitoring NGOs also participated in this activity, and the NGO "Tourism & Marketing Institute" held a training on the topic "The Role of Women's Associations in Promoting Entrepreneurship", a training held under the project "Socio-Economic Development of Women and Strengthening Cooperation at the Local Levels";
- ✓ Fairs were organized by the Municipalities of Malisheva, Hani i Eelzit, Prishtina, Prizren, Rahovec, Skenderaj and Vushtrri;
- ✓ Information regarding the opportunities to benefit from the Agriculture and Rural Development Program was provided in the Municipalities of Gjilan, Kaçanik, Fushe Kosova, Prishtina, Suhareka and Vushtrri;
- ✓ Support for women in agriculture was provided by the Municipalities of Dragash and Lipjan (support for greenhouses, seedlings and drip irrigation systems);
- ✓ Awareness-raising activities for the participation of female farmers in Advisory Services were organized by the Municipalities of Dragash, Malisheva, Gjilan, Lipjan, Prishtina, Suhareka, Rahovec and Shtime;
- ✓ Trainings on agriculture were organized by the Municipality of Shtime on the following topics: agricultural insurance with beekeepers and local council leaders; the involvement of women in the agriculture sector; training for farmers on the rational use of water; training on the use of natural resources for the environment and economic development;

- ✓ UN Women supported the Agriculture Fair in Gjakova and the one in Prishtina, organized by ECOKOS and supported by UN Women, on the International Day of Rural Women, bringing together 50 female farmers and over 2,000 visitors;
- ✓ UN Women supported the thematic audit report on “Gender equality and empowerment of women from rural areas through their inclusion in the labour market”, which was presented, and recommendations were shared with key decision-makers;
- ✓ In 2023, UN Women supported: Twenty-four (24) Labour Inspectors, including six (6) women and eighteen (18 men) from various regions of Kosovo in enhancing their understanding of gender differences in OSH and sexual harassment in the workplace, supported by UN Women and organized by the Kosovo Institute for Public Administration and approved by the Labour Inspectorate. Training modules were in alignment with and supported by the long-term training Strategy for the Labour Inspectorate;
- ✓ In 2024, the Municipality of Prizren held a workshop led by the Ombudsperson on Occupational Safety and Health for workers in the public and private sectors;
- ✓ The Ministry of Justice stipulated in the Draft Civil Code, according to the fourth book, that a spouse from cohabitation inherits if the cohabitation has lasted for 5 years, or if they have children from the cohabitation, after 3 years. These individuals are called to inherit according to the order specified in this Code;
- ✓ NGO Drugeza in Skenderaj has received €1,600 for the project ‘Advancing women in property and empowering women in the labour market’;
- ✓ AGE proposed to the Government to adopt the continuation of the affirmative measures under “Administrative Instruction on Registration of Joint Immovable Property on Behalf of Both Spouses Free of Charge”. The AI was extended for another year, April 2023-April 2024. From this affirmative measure for the period January-December 2023, 5,050 properties were registered in the name of both spouses, while a total of 17,592 couples have joint ownership of property;
- ✓ An information session regarding this affirmative measure was organized in the Municipality of Gjilan;
- ✓ Awareness-raising campaigns on inheritance rights and property ownership were held in the Municipalities of Drenas, Dragash, Malisheva, Gjakova, Istog, Kaçanik, Fushe Kosova, Lipjan, Suhareka, Prishtina, Rahovec, Shtime and Skenderaj;
- ✓ A specific activity for organizing cooperatives was held in Gjakova in cooperation with Care International;
- ✓ MAFRD is preparing a Concept Document for Agricultural Cooperatives, with a Working Group established by MAFRD. The Municipality of Skenderaj organized 3 training sessions, and in 2024, UNDP will support 6 NGOs that will provide training for 50 young people.

IMPROVING ECONOMIC AND SOCIAL WELFARE

2020 and 2021:

- ✓ UN Women organized training for 10 representatives from the Social Assistance Division and 40 representatives from the Centers for Social Work on the provision of social services.
- ✓ In 2021, through the Economic Recovery Fund in May 2021, AGE supported 24 NGOs - organisations with €647,000. Through funding these 24 NGOs, 1296 women and girls were supported, wherein 185 women and girls - natural persons benefited from business expansion grants; 48 NGOs - women's organisations benefited from grants; 803 women and girls were trained to start new businesses, online product sale, product marketing, brand establishing, and making operational websites of individual businesses to sell;
- ✓ Subsidy of kindergartens by the municipalities for 67 children of single parents with special needs and under social schemes; Prishtina 93 children); South Mitrovica (11); Gjilan (5); Fushe Kosova (21); Kaçanik (1); Skenderaj (8);
- ✓ AGE provided comments on 30 laws, by-laws and public policies in 2022. In 2021, AGE & GIA provided comments on 27 concept documents, 12 draft laws, 9 administrative instructions, 4 draft regulations and 3 strategies and action plans. In the period April-June 2022, AGE gave comments on 10 administrative instructions, 1 concept document and 1 strategic document.
- ✓ AGE subsidised from the emergency package 18 kindergartens in which 41 children were beneficiaries of the social scheme;
- ✓ A day residential centre for the provision of services to persons with disabilities was built in Vushtrri; the Municipality of Podujeva provided the spaces in the municipal premises; the Municipality of Mitrovica provided a facility for daily services to persons with disabilities; in the social complex in Gjilan, a residential centre was built for the provision of services to persons with disabilities; the Municipality of Skenderaj is in the final phase of completing the residential and rehabilitation centre for person with disabilities; in Kaçanik, some space was made available in the cultural house building by the municipality as the most suitable space for activities;
- ✓ AGE 2020. Financing 115 private kindergartens and public-private partnership kindergartens through the Economic Recovery Fund in September 2020-Government decision. 108 out of 115 kindergartens were led by women while the number of employees in the kindergartens supported was 1,145 women and 65 men;

- ✓ Support through social housing and housing bonuses (for social and domestic violence cases) in the municipalities of Vushtrri, Suhareka, Prishtina, Mitrovica, Fushe Kosova, Istog, Gjakova;
- ✓ The EU Office, through IOM since 2020 and continuing for 30 months, supports the establishment of a multi-ethnic society through socio-economic stability and community development, ensuring equal access and (re)integration in a sustainable manner. With an additional cost of 2,460,000 Euro, the project focuses on supporting family businesses led by women and community initiatives.

2022:

Government of Kosovo: central and local level

- ✓ A Concept Document on Gender Responsive Budgeting was approved in 2022;
- ✓ The Municipality of Gjilan, with donors from Kuwait, has completed the construction of a social complex where a residential centre for the provision of services to the elderly and socially unprotected individuals has been built. However, the centre is not yet operational;
- ✓ The Municipality of Vitia has allocated a location for the construction of a residential centre for the elderly without family care (project in progress); Podujeva; The municipality has allocated the parcel and a portion of the budget for the construction of this centre in cooperation with NGO Jetimat e Ballkanit-Halil Kastrati;
- ✓ For services to people with disabilities: Gjakova: The Municipality of Gjakova subsidised Handikos in Gjakova with a value of 20,000 Euro, where the same facility also provides services to 3 associations of people with disabilities;
- ✓ In Suhareka, the new "HANDIKOS" facility has been built by the construction company "EURO ING";
- ✓ In Prishtina, the centre for people with down syndrome and autism is also nearing completion;
- ✓ In Prizren, the Center for Shelter and Service Provision for people with mental disabilities has been operationalised;
- ✓ In Vitia, the Municipal Assembly has allocated a location for the construction of a residential facility for people with intellectual disabilities, 24-hour stay, while in the Municipality of Podujeva: The municipality has allocated an office where this category conducts daily activities for people with special needs;
- ✓ During the period from July 2022 to December 2023, 18 activities have been implemented - educational lectures with students from lower and upper secondary cycles, 8 activities with secondary school students, and 2 educational activities and lectures with students. The International Money Week, June 1st, International Children's Day, and October 31st World Savings Day have also been held, with about 470 students participating. CBK prepared and distributed educational materials

throughout the time, about 50 materials and about 24 new educational, informative materials, brochures or studies. It has also distributed educational materials (educational books) to students in Albanian, Romani and Bosnian languages. 3 competitions were organised for essays, for high school students, and 7 winning students were selected in June 2023, among them 2 girls and 5 boys, while in the final competition (awards distributed on 11 January 2024) - 10 winning awards were selected, among them 7 girls and 3 boys. With the aim of promoting research among young economists in Kosovo, CBK created the opportunity to award a prize for the best study submitted by young economists. In 2022 and 2023, six winners of the awards for 2022 were announced, three female students, and also in 2023 three female students, a total of 6 winning works;

- ✓ Finalisation of the Draft Law on Social and Family Services;
- ✓ The General Council for Social and Family Services has been accredited by the National Qualifications Authority (NQA), with three (3) qualifications approved in the National Qualifications Framework: 24 modules have been validated for Processional Associate in Social Work; Social Work and Counselling Professional and Social Welfare Manager. The General Council for Social and Family Services, in cooperation with the Institute of Psychology, provided training for four (4) modules, where over two hundred (200) social and family service providers from the public and private sectors have been trained. Training for social workers at Centers for Social Work was delivered by municipalities as well;

2023 and the first 4 months of 2024:

- ✓ Awareness-raising campaigns on complying with the employment quota for persons with disabilities and avoiding stigmatisation in society were supported by the Municipality of Prishtina and Skenderaj. The Municipality of Skenderaj drafted a Local Action Plan for the employment of people with disabilities;
- ✓ Law No. 08/L-255 on Social and Family Services was adopted by the Assembly on 14 December 2023 and entered into force on 5 January 2024;
- ✓ The General Council of Social and Family Services was established by Decision No. 25, dated 25.01.2023, by the Minister of Justice, consisting of 21 members. Its mandate is to develop the professionals who provide social and family services and is responsible for all matters related to social and family services in accordance with the relevant applicable legislation.
- ✓ In 2024, based on Decision No. 01/131, dated 31.03.2023, the Council was accredited by the National Qualifications Authority for a three-year period with qualifications approved in the National Qualifications Framework. A total of 24 Training Modules have been validated;

- ✓ Trainings were held for social workers on the implementation of minimum standards of social services in the Municipalities of Drenas, Dragash, Malisheva, Gjakova, Suhareka, Skenderaj and Vitia;
- ✓ OSCE organized an informational workshop for trainers on domestic violence risk assessment;
- ✓ The Ministry of Justice organized a training on 'Working with victims of domestic violence, treatment and referral';
- ✓ Medica Kosova organized a training on "Understanding trauma and its effects associated with gender-based violence."

2020 and 2021:

Other organisations, some of the activities under the First KPGE Pillar

- ✓ During 2020 and 2021, KWN published the research reports: From Laws to Actions; More choice through family-friendly policies; A seat at the table; The pandemic knows no gender; and Monitoring the implementation of indicator 5.c.1 (Gender Budgeting) of the Sustainable Development Goals in Kosovo;
- ✓ In cooperation with GIZ, research was carried out on the efficiency and effectiveness of active labour market measures;
- ✓ RROGRAEK 2021 carried out a study regarding the employment situation of women and girls from the Roma, Ashkali and Egyptian communities in the municipalities of Peja, Prishtina, Fushe Kosova and Gjakova;
- ✓ In 2021, UNFPA in partnership with the Kosovo Women's Network launched the report "Expanding elections through family-friendly policies" reflecting the extent to which Kosovo has aligned its framework with the European Union (EU) Directive on work-life balance. The report contains the transposition table for EU Directive 2019/1158 in Annex 1;
- ✓ MFLT, supported by UNDP in 2021, through the Active Labour Market Program, developed the operational manual for advancing the quality of providing social assistance services in municipalities in accordance with the legal framework on MFLP/Department of Social and Family Policies (DSFS); Administrative Instruction on Calculating the Monthly Amount of Social Assistance; Administrative Instruction on Administrative Procedures for the Payments by Beneficiaries of the Social Assistance Scheme Gained Without a Legal Basis; Administrative Instruction on Determining the Procedures for the Payment of exceptional social assistance; Administrative Instruction on Calculating the Monthly amount of Social Assistance; Administrative Instruction on Administrative Procedures for the Payments by

Beneficiaries of the Social Assistance Scheme Gained Without a Legal Basis; Administrative Instruction on Determining the Procedures for the Payment of exceptional social assistance;

- ✓ RROGRAEK 2021: 5 small grants have been allocated to women and girls of the Roma, Ashkali and Egyptian communities to start their own home businesses, such as making sweets - 2 grants, photographers - 2 grants and 1 tailoring;
- ✓ Kosovo Agency of Energy Efficiency/Energy Efficiency Project, Millennium Foundation Kosovo have allocated Energy Efficiency grants to 410 women, while 100 women benefited from professional internships in 2021;
- ✓ The Association of Women in the Energy Sector of Kosovo-AËESK has successfully implemented the project to support girls for orientation in STEM through career orientation centres. The Association's members held five lectures in several cities in Kosovo within the project in January and February 2020;
- ✓ MCC: The WEE Program - Women in Energy Entrepreneurs supported 174 women entrepreneurs with technical assistance and grants to help grow their businesses through the efficient use of energy. The WES Program - Women in Energy Scholarship supported 28 women with scholarships, with 26 scholarship recipients graduating in 2021 and were awarded Associate Diplomas from DMAC College, Iowa (USA) in various energy-related subjects. This group of women earned degrees in an area such as wind technology, solar technology, renewable technology, power plant technology, manufacturing, etc;
- ✓ WEI - The Women in Energy Internship Programme supported during this period around 100 women and girls in advance university studies and/or recent graduates by offering paid internships for 6 months in companies and organisations in the energy sector;
- ✓ UN WOMEN, in cooperation with the Ombudsperson Institution in Kosovo, launched the Informal Advocacy Task Force on Gender-Sensitive Standards for Occupational Safety, Health and Decent Work on 25 October 2021;
- ✓ In 2021, UNDP, through the Active Labour Market Program, developed the operational manual for advancing the quality of providing social assistance services in municipalities in accordance with the legal framework on the Ministry of Finance Labour and Transfers/Department of Social and Family Policies (DSFP); Administrative Instruction on Calculating the Monthly Amount of Social Assistance; Administrative Instruction on Administrative Procedures for the Payments by Beneficiaries of the Social Assistance Scheme Gained Without a Legal Basis; Administrative Instruction on Determining the Procedures for the Payment of Exceptional Social Assistance; Administrative Instruction on Calculating the Monthly

amount of Social Assistance; Administrative Instruction on Administrative Procedures for the Payments by Beneficiaries of the Social Assistance Scheme Gained Without a Legal Basis; Administrative Instruction on Determining the Procedures for the Payment of Exceptional Social Assistance;

- ✓ In 2021, UNDP trained 10 representatives from the Social Assistance Division and 40 representatives from the Centers for Social Work;
- ✓ During 2021, UNDP provided support in the reconstruction, rehabilitation and renovation of 11 NGOs residential care centres (emergency shelters, homes for the elderly and abandoned children, women's shelters, rehabilitation centres for persons with disabilities) through grant schemes provided to NGOs;
- ✓ In 2021, UNDP engaged 40 recent graduates in social work, psychology, sociology and/or similar areas as volunteers of the UN community in Centers for Social Work throughout Kosovo through internships at the workplace;
- ✓ UN WOMEN provided Train-the-Trainer (ToT) sessions on gender-responsive budgeting for 15 representatives from local and central-level institutions, NGO and consultants. In two sessions, 15 participants received advanced training on GRB and they will deliver further training sessions.

2022:

Other organisations, some of the activities under the First KPGE Pillar

- ✓ KWN trained 42 Shelter Workers in case management and "professional burnout/overworking";
- ✓ KWN and the Ombudsperson Institution conducted an awareness-raising campaign on sexual harassment in the workplace;
- ✓ KWN developed two ToT modules which have been approved by the General Council for Social and Family Services. ToT: Work with victims of domestic violence - treatment and referral and work with victims of sexual crimes and trafficking. KWN trained 15 social workers on the two accredited modules: Work with victims of domestic violence - treatment and referral and work with victims of sexual crimes and trafficking. KWN trained 186 members of the Coordinating Mechanism Against Family Violence, including various local institutions for the State Protocol for the treatment of cases of sexual violence;
- ✓ UN Women conducted an analysis of the implementation of the obligation for gender-responsive budgeting stemming from the MFLT's Budget Circular, the results for the 15 ministries involved were presented in workshops with representatives at central and municipal levels;

- ✓ UN Women held workshops with 64 representatives at the municipal level, including - deputy mayors, budget directors, finance and gender equality officers and representatives of Municipal Assemblies - from 16 municipalities through three workshop sessions held in March, June and November 2022, enhancing their capacities on GRB and gender analysis. In November 2022, UN Women signed Memorandums of Understanding with 16 municipalities in Kosovo, marking an important step towards advancing gender equality by setting strategic steps forward with local government in the implementation of important activities focused on Gender-Responsive Budgeting; Leading and supporting institutions;
- ✓ In 2022, UN Women organized training on capacity building for 82 representatives on preventing sexual harassment in the workplace; 10 female entrepreneurs, 36 public officials at central and local levels, 31 representatives of Vocational Education Centers and Competency Centers and 3 from universities were trained on occupational health and safety and sexual harassment;
- ✓ In 2022, 237 women and girls benefited from the MCC Women in Energy and Internship Program which provided 6 months of paid internships at energy sector enterprises with a monthly salary of 250 Euro. Similarly, through the Women Entrepreneurs in Energy Program, 387 women and girls have benefited from grants for the purchase of various equipment for efficient energy use for their business activities;
- ✓ Women for Women Organization delivered training for 629 participating women; supported 25 women-owned businesses/start-ups with grants; and 500 women have been organised in networking, meetings and discussions on cooperation and market expansion opportunities;
- ✓ Women for Women Organization organized training on property rights for 5 women's associations;
- ✓ UNDP provided training for 221 women (of whom 84 are returnee women) in the use of traditional arts and crafts as tools to improve their employability. Activities included training on artisan design, promotion, branding and identification of sale opportunities as described in the "Effective Artisan Production - Women Can Do It" catalogue showcasing the work of 24 women, as well as the documentary on "Dollama - Bridal Attire";
- ✓ UNDP supported investments in the infrastructure of 30 Centers for Social Work and rehabilitated 11 residential centres leading to the improvement of quality and beneficiary-focused services, serving over 2,000 individuals;
- ✓ UNDP trained 55 employment and professional training officers (30 women and 25 men) to increase their knowledge and skills in uncovering gender stereotypes in occupations, gender prejudices and how to address them. For the Kosovo Employment Agency, a manual on gender mainstreaming and anti-stereotyping has been developed to include a gender perspective in training and services;

- ✓ UNDP supported the drafting of 4 local national policies with a gender perspective: The Local Air Quality Action Plan in the Municipality of Fushe Kosova; the Local Air Quality Action Plan in the Municipality of Obiliq; the Climate Change Intersectoral Intervention Plan in Suhareka; and the Development for Mitigation and Adaptation to Climate Changes of the Municipality of Prizren;
- ✓ UN Women provided targeted support to promote gender equality through the economic empowerment of women. Women entrepreneurs were supported. 81 women from vulnerable and survivors of domestic violence groups from 3 municipalities benefited from training to expand their businesses. 51 businesses led by women received equipment to generate employment opportunities for survivors of domestic violence, women from minority communities, rural women, and those with disabilities, in agribusiness, small-scale production and services;
- ✓ UNDP's Boost x Kosovo Accelerator assisted in the skills development of 32 businesses, including 16 women-led businesses, and provided substantial grants of \$20,000 USD to 13 women-owned and women-managed businesses that benefited from the green business acceleration program;
- ✓ Supported by UNDP, the first mentoring scheme for climate changes was launched for 28 university students (18 female/10 male), enhancing their knowledge and interest in the environment, climate changes, rural development and boosting efforts to accelerate climate action;
- ✓ In cooperation with UNFPA, the knowledge and skills of 43 young people (25 female/18 male) were enhanced to identify and share reliable information on social networks, increasing resilience against misinformation and disinformation, while 21 female primary school teachers improved their knowledge and skills to combat hate speech and misinformation on the Internet through hybrid workshops.
- ✓ In November-December 2022, OSCE supported two direct trainings on issues related to violence against women and access to property rights, with 73 participants, including 72 women and 1 man.

Table A 2: Progress in the implementation of activities under Strategic Objective 2

No.	Activity	2020 and 2021	2022	2023 and January-April 2024
II.2.1	Integrating gender studies into course syllabi and developing gender studies courses in HEIs	PO, UP/Faculty of Economics and Faculty of Law	There are a total of 17 gender-focused subjects in UP	There are a total of 17 gender-focused subjects in UP
II.2.2	Research on gender mainstreaming at all levels of formal education.	YES	YES	YES
II.2.3	Mainstreaming the gender perspective and eliminating gender stereotypes in textbooks and curricula at the primary and secondary levels	YES	YES	YES
II.2.4	Increasing the representation of women authors, and gender experts, in the compilation of texts, curricula, and reviews.	YES	YES	YES
II.2.5	Develop a program that addresses gender-based violence in schools	YES	YES	YES
II.2.6	Providing scholarships for gender studies abroad for boys and girls (Young Cell Scheme)	NO	NO	NO
II.2.7	Establish the community support fund and program (100 scholarships, including accommodation, travel and teaching materials)	YES	YES	YES
II.2.8	Career education fair for students, parents, and teachers.	YES	YES	YES
II.2.9	Voluntary student mentoring program for girls and boys at the lower and upper secondary level (breaking stereotypes in professions).	NO	YES	YES
II.2.10	Expanding guidance services and career counselling in schools for girls (School-parent communication strategy for career guidance for lower secondary education students 2018-2021)	YES	YES	YES
II.2.11	Monitoring the implementation of enrolment quotas of Roma, Ashkali and Egyptian students	YES	YES	YES
II.2.12	Stimulating the opening and accreditation of private preschool institutions and community-based centres by municipalities	In progress	NO	NO
II.2.13	Drafting of standards and staff training in Community Centers to improve the quality of social and family services to girls and women through human capacity building of public and non-governmental providers (in line with the MLSW Sectoral Strategy 2018-2022)	NO	NO	NO
II.2.14	Awareness-raising campaign among parents to prevent early marriages.	YES	YES	YES
II.2.15	Awareness-raising campaign on women's rights and gender equality with a focus on Roma, Ashkali and Egyptian communities.	YES	YES	YES
II.2.16	Training in Community Learning Centers for the provision of educational and awareness-raising services.	YES	YES	YES
II.2.17	Awareness-raising activities and public policy to contribute to the prevention of school dropouts for girls and boys in upper secondary education, with a focus on Roma, Ashkali and Egyptian communities	YES	YES	YES
II.2.18	Feasibility study and identification of alternative (home-based) forms of preschool education.	YES	YES	YES
II.2.19	Drafting and completing the legislation on the development of alternative forms of preschool education	NO	YES	YES
II.2.20	Construction of preschool/primary facilities (Outcome	YES	YES	YES

	2.8.2. KESP Action Plan)			
II.2.21	Awareness-raising campaign to increase the enrolment rate of children in alternative preschool education.	YES	YES	YES
II.2.22	Training and inspection on capacity building for monitoring and evaluation of preschool education.	YES	YES	YES
II.2.23	Campaign to encourage boys and men to study preschool guidance in institutions of higher education.	NO	YES	YES
II.2.24	Developing gender-sensitive performance indicators in primary and secondary education (KESP 7.9.2. on higher education)	NO	NO	NO
II.2.25	Grants to advance girls' and women's access to research grants and academic professional development	NO	NO	NO
II.2.26	Developing special positive measures and preparatory programs for enrolment in vocational schools and vocational training, with emphasis on girls and women with special needs	NO	NO	NO
II.2.27	Awareness-raising campaign on the possibilities of participation in Non-Formal Vocational Education, Vocational Schools, and Accelerated Programs.	NO	NO	YES
II.2.28	Creating the conditions to attend the accelerated primary and secondary school program, especially for Roma, Ashkali and Egyptian women.	There is a legal basis	There is a legal basis	There is a legal basis
II.2.29	Training of educational personnel on comprehensive education	YES	YES	YES
II.2.30	Converting attached classes to resource rooms	The concept of attached classes no longer exists. Children are organized in regular classes, or according to professional evaluations, they are recommended for Resource Centers.	N/A	N/A
II.2.31	Strengthening mechanisms for supporting children with special needs - increasing the number of support teachers	YES	YES	YES
II.2.1	Awareness-raising of citizens about their rights and access to services	YES	YES	YES
II.2.2	Creating opportunities for women for professional and career advancement in public institutions	YES	YES	YES
II.2.3	Financial support for professional advancement, infrastructure and public awareness-raising to increase the participation of girls in sports.	YES	YES	YES
II.2.4	Drafting new, complementary policies on equal gender representation in media organisations and editorial policies.	NO	NO	YES
II.2.5	Analyze the gender perspective budget in the areas of education, science, sports, energy, culture, youth, diaspora, health, return and communities.	YES	YES	YES
II.2.6	Design a training module on the media dealing with basic gender concepts, LGBTI, gender-based violence and safety, the danger of carrying weapons, special needs	YES	NO	YES
II.2.7	Establishing a monitoring and reporting system for the image of women (gender representations) in the	NO	NO	YES

	media.			
II.2.8	The creation of educational programs on media literacy; Professional training programs for journalists in the area of gender equality at the upper secondary level and HEI	NO	YES	YES
II.2.9	Professional training program for journalists in the area of gender equality	NO	NO	YES
II.2.10	Professional training program for journalists in the area of combating violent extremism	NO	NO	YES
II.2.11	Awareness-raising activities for media organisations on LGE and the Law against Discrimination	NO	NO	YES
II.2.12	Promote and support creative women	YES	YES	YES
II.2.13	Services to third-age women to improve their social wellbeing	NO	NO	YES
II.2.14	Cultural and economic activities in the Elderly Centers	NO	YES, 1 MUNICIPALITY	YES
II.2.15	Research on public spaces, cultural heritage, and gender	NO	NO	NO
II.3.1	Extending home visits to mothers and children	YES	YES	YES
II.3.2	Data integration in HIS for women, mother and child health	In progress	In progress	In progress
II.3.3	Improving the quality of the data collection and reporting methodology for pregnant women and women in labour	NO	In progress	In progress
II.3.4	Professional capacity-building training on health promotion and education, including reproductive health and specific health needs of women and men	YES	YES	YES
II.3.5	The HPV vaccine should be added to the essential medicament list	YES	YES	YES
II.3.6	Universal vaccination of children	Not all 73% (38% of children living in Roma, Ashkali and Egyptian communities)	MoH DID NOT REPORT	MoH DID NOT REPORT
II.3.7	Awareness-raising of the population about reproductive and sexual health	YES	YES	YES
II.3.8	Harmonised training of female teachers in health promotion schools for reproductive and sexual health	YES	YES	NO
II.3.9	Media training and awareness raising to inform citizens of health issues (reproductive health, breastfeeding, healthy nutrition, sexual education) and the rights and responsibilities for ethical and professional reporting of health issues	NO	NO	NO
II.3.10	Continuous outreach campaigns to the population on reproductive and sexual health.	YES	YES	NO
II.3.11	Design and implement the briefing package on sexual education and reproductive health for primary and secondary schools	YES	YES	YES

II.3.12	Accreditation of the reproductive health teacher training program (three levels)	YES	YES	YES
II.3.13	Amending the Law on the Protection of Breastfeeding and promotion of breastfeeding and healthy nutrition, with special emphasis on vulnerable groups	NO	NO	NO
II.3.14	Developing research on family planning practices and selective abortion	NO	In progress	In progress
II.3.15	Awareness-raising campaign for young people on the danger of carrying weapons, dangerous actions in traffic, abuse of psychotropic substances, alcohol, tobacco	YES	YES	YES
II.3.16	Educational health campaign for the prevention and treatment of TB	YES	YES	YES
II.3.17	Mental health awareness-raising activities (bullying, sexual harassment, bulimia, anorexia, sexuality, narcotic substances, etc.)	YES	YES	YES
II.3.18	Training of medical staff to provide gender-sensitive services and equal treatment of LGBTI persons.	YES	YES	NO
II.3.19	By-laws to increase the number of psychologists in schools	NO	NO	In progress
II.3.20	Bylaw to increase the number of doctors in schools.	NO	NO	NO
II.3.21	Make available a free telephone helpline and promote electronic platforms with professional staff for young people (bullying, sexual harassment, bulimia, anorexia, sexual identity, narcotic substances, etc.)	YES	YES	NO
II.3.22	Implementation of awareness-raising activities on the factors of pollution of the natural and built environment and health impacts	YES	YES	YES
II.3.23	Policy research on the development of the energy sector, environmental protection and the use of gender perspective natural resources	NO	NO	NO

The following results have been achieved within the Human Development and Gender Roles and Relations pillar:

Education,

2020 and 2021

Government of Kosovo: central and local level

- ✓ In 2020, during the process of publishing new textbooks, MESTI organised a briefing session with all reviewers (who have also received the manual) on compliance with gender equality in textbooks and preventing stereotypes in textbooks;
- ✓ AGE: The manual on the prevention of gender stereotypes in school textbooks was drawn up and a television video spot was produced⁴².
- ✓ MESTI developed a school information booklet on procedures and standard actions for protection against domestic violence, which is distributed to schools every school year. Additionally, each year, information sessions are held in schools regarding the role of the education sector in preventing and responding to domestic violence;
- ✓ Municipalities organized activities related to domestic violence, briefing them about reporting, responsible institutions and available services for domestic violence cases;
- ✓ During 2020, AGE supported with €10,185 two NGOs that worked with survivors of sexual violence during the war, and survivors of violence against women, financing initiatives for economic empowerment, and initiation and development of small businesses for both categories of survivors of violence. The NGO Medica Kosova was supported with €5,485 for the economic empowerment of survivors of sexual violence during the war, and the NGO Mundësia for the economic empowerment of survivors/women survivors of violence) in the amount of €4,700;
- ✓ During 2021, AGE financed/subsidised by its own budget the projects/programs of 4 NGOs totalling €40,000, which contribute to: Preventing domestic violence and gender-based violence through the implementation of psychosocial treatment programs for perpetrators/abusers, providing psychological counselling over the phone to all categories in need who have emotional and psychological concerns, especially under the effect of the COVID 19 pandemic situation. The Gjilan NGO-Liria Shelter was supported with €12,000 for capacity building and support in starting businesses/providing business equipment for survivors of violence who were temporarily sheltered in shelters. The Gjakova Shelter - NGO "Safe House" Gjakova was supported with €8,500 (counselling sessions / psychosocial treatment of abusers have been financed, and a toll-free telephone line was established and funded to provide free counselling for women and girls in the Municipality of Gjakova).

Counselling for prevention - NGO SIT Social Counselling and Research Center in the amount of €14,500. 25 counselling sessions were delivered for boys/men - perpetrators and with violence problems; the online counselling platform “ADVICE FOR PREVENTION” was also designed and designated as the first of its kind in Kosovo and the region, operationalised in December 2021 <https://sitandtalk.org/>. Flyers with detailed information on where men and boys who manifest violent behaviour or have anger problems, change in behaviour and attitudes of perpetrators of violence can seek help. Social information and improvement centre - Lifeline was supported with €14 500 - free online psychological counseling services from 14:00 - 02:00;

- ✓ MESTI supported candidates for PhD scholarships in 2021 with €5,000 (€100,00 in total) for students studying in the best 500 universities in the world, 10 of them girls;
- ✓ MESTI awarded 500 scholarships every year for the Roma, Ashkali and Egyptian communities in the amount of €150,000;
- ✓ AGE produced the television video spot “Prevention of sexual harassment at the workplace”⁴³
- ✓ The municipalities that reported on the KPGE implementation have carried out outreach activities with girls and women regarding their rights and gender equality.
- ✓ In 2020 and 2021, the construction of about 20 preschool institutions started, but only a limited number of them have been finalised and operationalised;
- ✓ The number of support teachers was increased (e.g. in Gjakova 7 support teachers, 5 in Suhareka);
- ✓ MESTI: In 2022, in cooperation with partners, we conducted 3 analyses for early childhood education development as follows: with the World Bank, we conducted the analysis “Costing the provision of public, private and public-private partnership modalities for pre-primary education in the Republic of Kosovo”. With UNICEF, “Expansion of pre-primary education in Kosovo - A model instrument for projecting projections as a basis for expanding pre-school infrastructure in Kosovo”. With UNICEF, a Feasibility Study of Modular Kindergartens for increasing access to Early Education in Kosovo has been conducted;
- ✓ Additionally, a daycare centre was constructed (in Vrella-Istog), and 2 schools were adapted into kindergartens for children (in Çifllak-Vitia and Zhegra-Gjilan). Furthermore, in 4 newly constructed schools, 5 pre-school classes have also been established (in Gramaçel-Deçan; Uça and Llukavc-Istog, Batllava-Podujeva);

⁴³ <https://www.youtube.com/ëatch?v=3sĚ29it9dyU>

- ✓ MESTI co-organised an international conference on health, well-being, education and child rights, where special sessions and research were presented on pre-primary education;
- ✓ 48 teachers from primary source centres were trained in the use of pedagogical assessment tools for children with special needs in municipalities. The training was conducted under the INCLUDE Project of the Council of Europe, and 10 trainers were trained on the implementation of the inclusive education training program. The program consists of 10 modules. 73 teachers from primary and lower secondary schools were trained in the 10 modules of the inclusive education program. The training sessions are taking place in 25 schools, which will be supported by the Council of Europe "INCLUDE" Project;
- ✓ In support of the education of children with disabilities, 103 assistants for children with disabilities were employed in 2022;
- ✓ With the support of the Friedrich Ebert Stiftung Foundation, AGE identified the book "The Economics of Gender" by author Joyce P. Jacobsen as a university textbook. 230 copies of the book were donated to UP/FE; 20 copies to the Faculty of Philosophy, and 5 copies to the National Library of Kosovo as well as 10 copies to the Hivzi Sylejmani Library in Prishtina. The same was presented by AGE in Tirana and 30 copies were donated for the needs of the Faculty of Economics in Tirana and the South East European University in North Macedonia;
- ✓ OSCE, with a budget of €1,910 (October – December 2021), supported an awareness campaign on domestic violence for school students. A total of 10,000 brochures in Albanian and Serbian were distributed and police officers from the DV unit visited 29 schools in 14 municipalities of Kosovo, delivering lectures to students from Albanian, Roma, Egyptian and Ashkali communities;
- ✓ The Municipality of Skenderaj organised a briefing activity regarding rights and access to free legal services and aid;
- ✓ In the period from May to June 2021, OSCE supported five information sessions on the standards of the Istanbul Convention and the role of educational institutions, involving over 90 representatives from schools and education directorates in Prizren, Peja, Ferizaj, Skenderaj and Obiliq, with a budget of €4,430. Additionally, a five-day workshop on "Gender Equality in Education and the Challenge of Gender Stereotypes in Textbooks" was organized, with over 80 primary and secondary school teachers from five municipalities participating and receiving training on gender equality and the prevention of stereotypes in education.

2022

Government of Kosovo: central and local level

- ✓ MESTI: In 2022, in cooperation with partners, we conducted 3 analyses for early childhood education development as follows: with the World Bank, we conducted the analysis “Costing the provision of public, private and public-private partnership modalities for pre-primary education in the Republic of Kosovo”. With UNICEF, “Expansion of pre-primary education in Kosovo - A model instrument for projecting projections as a basis for expanding pre-school infrastructure in Kosovo”. With UNICEF, a Feasibility Study of Modular Kindergartens for increasing access to Early Education in Kosovo has been conducted;
- ✓ Additionally, a daycare centre was constructed (in Vrella-Istog), and 2 schools were adapted into kindergartens for children (in Çifllak-Vitia and Zhegra-Gjilan). Furthermore, in 4 newly constructed schools, 5 pre-school classes have also been established (in Gramaçel-Deçan; Uça and Llukavc-Istog, Batllava-Podujeva);
- ✓ MESTI co-organised an international conference on health, well-being, education and child rights, where special sessions and research were presented on pre-primary education;
- ✓ 48 teachers from primary source centres were trained in the use of pedagogical assessment tools for children with special needs in municipalities. The training was conducted under the INCLUDE Project of the Council of Europe, and 10 trainers were trained on the implementation of the inclusive education training program. The program consists of 10 modules. 73 teachers from primary and lower secondary schools were trained in the 10 modules of the inclusive education program. The training sessions are taking place in 25 schools, which will be supported by the Council of Europe “INCLUDE” Project;
- ✓ In support of the education of children with disabilities, 103 assistants for children with disabilities were employed in 2022;
- ✓ With the support of the Friedrich Ebert Stiftung Foundation, AGE identified the book “The Economics of Gender” by author Joyce P. Jacobsen as a university textbook. 230 copies of the book were donated to UP/FE; 20 copies to the Faculty of Philosophy, and 5 copies to the National Library of Kosovo as well as 10 copies to the Hivzi Sylejmani Library in Prishtina. The same was presented by AGE in Tirana and 30 copies were donated for the needs of the Faculty of Economics in Tirana and the South East European University in North Macedonia;
- ✓ AGE produced and posted a video spot on inheritance rights and the responsible institutions for initiating the inheritance procedure.

2023 and 2024

- ✓ MESTI supported research on the language used in school textbooks. The Ombudsperson Institution (OI) conducted and published the ex-officio report on the language used in primary education textbooks. Fortunately, the report was positive, concluding that the textbooks are not discriminatory;
- ✓ Gender equality is an integral part of the Kosovo Curriculum, part of the programs and school textbooks for primary and lower secondary education (grades 1-9) and in August 2023, textbooks for the subjects of Albanian Language, History, Society and Environment and Civic Education were reviewed. Thankfully, the report was positive and it was found that the textbooks are not discriminatory. Furthermore, OI has sent a notification email that they will continue this research for textbooks in grades 10, 11 and 12, covering subjects such as Albanian Language, Literature, History, Sociology, Philosophy, Psychology and Civic Education;
- ✓ MESTI has engaged the KosEd project to review textbooks, starting with the Albanian Language and Mathematics textbooks for grades 1-9. Texts have also been specifically viewed from a gender perspective. The reports have been finalized with recommendations and are expected to be addressed. The continuation of the review of textbooks in other subjects is expected to continue;
- ✓ In 2023, a package of modules for teachers on Child Protection was developed. One of the modules focuses on promoting gender equality and preventing domestic violence. Briefing sessions were held with teachers and quality coordinators across seven regions;
- ✓ Municipalities organized awareness-raising activities in schools regarding domestic violence and gender-based violence;
- ✓ The Municipality of Prizren allocated 10 scholarships for studies abroad in the United States, co-financed;
- ✓ A total of 55 students from the Roma, Ashkali and Egyptian communities received scholarships for the 2023/2024 academic year, each benefiting from 1,000 Euro. The total amount is 55,000 Euro. (MESTI planned 100 scholarships for students from these communities, but there were few applications);
- ✓ In 2023, MESTI engaged 20 support teachers in PLSSs and IPs, and in the first quarter of 2024, 4 additional support teachers were hired. In total, 24 support teachers were engaged;
- ✓ Municipalities organized career education fairs;

- ✓ The Municipality of Suhareka, in 2023, awarded scholarships to 1,903 students, including 961 boys and 942 girls;
- ✓ Career service modules are integrated into the Kosovo Curriculum, starting from early childhood through high schools and vocational schools;
- ✓ Based on AI on affirmative measures for communities to facilitate their registration in higher education institutions, a 12% quota is established for their admission. The AI stipulates a quota of 12 % in each faculty, as well as a special quota in dormitories and student centers;
- ✓ In 2023, the Municipality of Fushe Kosova conducted a campaign to raise awareness about early marriages and two awareness campaigns were held in the Municipality of Prishtina;
- ✓ OSBE: In cooperation with MESTI, the Mission organized an information session on the prevention of early marriages. The session brought together 21 representatives (19 women) from the Parent Council of Roma, Ashkali and Egyptian communities in Kosovo, held in the Municipality of Gjakova;
- ✓ In cooperation with MESTI, OSCE organized another session on the prevention of early marriages. During this session, 21 representatives (19 women) from the Parent Council of the Roma, Ashkali, and Egyptian communities in Kosovo, who are regularly cooperating with MESTI, were brought together. They have organized awareness campaigns for the Roma, Ashkali, and Egyptian communities;
- ✓ In 2022, in cooperation with partners, three analyses on early childhood education development were conducted, such as: With the World Bank, an analysis titled "Costing of public, private, and public-private partnership models for preschool education in the republic of Kosovo" was carried out. With UNICEF, "Expansion of pre-primary education in Kosovo - A model instrument for projecting projections as a basis for expanding pre-school infrastructure in Kosovo". With UNICEF, a Feasibility Study of Modular Kindergartens for increasing access to Early Education in Kosovo has been conducted; All three of these analyses were funded by partners;
- ✓ A Draft Law on Early Childhood Education has been developed. This Law has gone through preliminary discussions and public debates. The Law was approved by the Government of the Republic of Kosovo and provides the development of alternative forms for expanding the organization of early childhood education;
- ✓ MESTI reported that in 2023, two kindergartens were built and the construction of 19 more is ongoing. Three school buildings were adapted into kindergartens and the adaptation of seven more schools into kindergartens is in progress.

- ✓ After the adoption of the Law on Early Childhood Education, MESTI, in close cooperation with UNICEF, organized a conference to present the Law on Early Childhood Education. Following the adoption of the Law, MESTI established a Working Group to draft Administrative Instruction deriving from this Law, including the increase of child inclusion in early childhood education. We have drafted the Administrative Instruction on Inclusion of Children in Early Childhood Education Institutions and are also in the process of drafting the Administrative Instruction on the Organizational Forms of Early Childhood Education, which, according to the new law, are numerous and aim to increase inclusion at this educational level. These include: Public preschool institutions, private preschool institutions and those with public-private partnerships. In support of increasing the inclusion of children at this educational level, the Law has also provided for other forms of organization, such as: Community-based institutions, organization of preschool institutions within central, local institutions or various corporations, and other alternative forms organized in cooperation with municipalities. The enrollment rate of children in preschool education is expected to increase, especially with the introduction of mandatory pre-primary class for children aged 5-6, as set out in the transitional provisions of the Law on ECE, which will come into force in the 2024/2025 school year. In 2024, as part of the awareness campaign on the importance of investing in early childhood, MESTI, in cooperation with Swiss Caritas and the Faculty of Education in Prishtina, started preparations for organizing a national conference that will address “Policies and Quality in Early Childhood Education”;

- ✓ MASHTI drafted a curriculum for early childhood education, which in February 2024 began its pilot phase in 10 municipalities, 12 preschool institutions and 17 pre-primary classes. The new curriculum is designed for level 0 of education, covering children aged 0-6 years. As part of the pilot of this ECE curriculum document, which is considered the basic document for improving quality in early education, a basic document has been developed along with two practical guidelines for working in early childhood education institutions. For this process, a pilot process plan has been developed and 11 trainers have been trained to train educators for the pilot of the ECE curriculum. A total of 186 participants were trained for the pilot of the ECE curriculum. The training included educators from preschool institutions in 10 municipalities, 12 preschool institutions, and 17 pre-primary classes across these municipalities. In addition to the educators, the training also involved Directors, professional staff from kindergartens, Quality Coordinators and Municipal Education Officers. The curriculum training lasted for 4 days and was organized into 8 groups. Pedagogical documentation for the pilot process in kindergartens was also prepared. Additionally, 13 Education Inspectors were trained on the new curriculum, working in the 10 municipalities where the curriculum is being piloted. The mentoring of the pilot work for the ECE curriculum is being carried out by the trainers. The first mentoring sessions have been conducted and a report has been prepared for all these sessions. Additionally, 10 monitors were trained on the ECE curriculum process, including students from the Faculty of Education;

- ✓ AGE continued its cooperation with the Faculty of Economics for the development of the Gender Economics course by translating the second book, "An Advanced Introduction to Feminist Economics" by Joyce P. Jacobsen, as a university textbook. This will assist students in following the course with current professional literature in the Albanian language. AGE holds the copyright of the author, Prof. Jacobsen. The book has been translated and published in Albanian, with 200 copies produced for the needs of the University of Prishtina. This initiative was supported by the National Democratic Institute (NDI);
- ✓ In cooperation with NDI, AGE organized: *"Summer School on Gender, Economics and Policies"* with a 5-day program, with 30 students, aged 18 to 29 certified;
- ✓ ABGJ also supported the University of Prishtina "Hasan Prishtina" in drafting the Gender Equality Action Plan for 2023/24 - 2025/6 of the University of Prishtina. The same was approved by the UP Senate, published and promoted;
- ✓ In support of the education of children with disabilities, in 2023, MESTI employed 126 assistants for children with disabilities. The total number of employees for the past two years is 286;
- ✓ The Ministry of Internal Affairs launched an awareness campaign against festive shootings titled "Celebrate with heart, not with weapons";
- ✓ MIA, supported by the Islamic Community of Kosovo, delivered lectures in all mosques across Kosovo on the topic "So our joys do not turn into tragedies" aimed at promoting the non-use of weapons during family celebrations;
- ✓ The Municipality of Malisheva, in cooperation with the Kosovo Police, organized 17 lectures in 2023, covering all schools with topics such as: "Road safety as a right and responsibility for all"; "Juvenile delinquency, gender-based violence"; "Drugs, tobacco, alcohol"; and "Protection from trafficking in human beings". Similar activities were also carried out by the Municipalities of Prishtina, Klina, Rahovec and Vitia;
- ✓ The Municipality of Prishtina organized an activity with 50 students regarding bullying, sexual harassment and narcotic substances;
- ✓ In 2023, the OSCE organized workshops for teachers from 59 high schools on addressing sexual violence and sexual harassment;
- ✓ The Administrative Instruction MESTI No. 34/2014 on Functioning of the Pedagogical-Psychological Service in Schools, is under review and consideration;

- ✓ The EU Office has allocated 214,700 Euro from 2023-2026, through the Education Center in Kosovo, which aims to promote dignity, respect and anti-discrimination policies in schools and society. So far, approximately 5,000 students aged 15-18 from 15 schools, local authorities from 10 municipalities and the general public, including Kosovo's youth as the final beneficiaries, have benefited from this initiative.

SPORTS, 2020 and 2021

Government of Kosovo: central and local level

- ✓ Ministry of Culture, Youth and Sports during 2020, provided the following support from the emergency fund;
- ✓ A total of 91 women's clubs with a budget value of €442,750.00;
- ✓ Mixed clubs based on the reports of the federations, the women's clubs benefited €134,640 (30% of the total divided in the value of 448,800);
- ✓ MCYS allocated in 2020 a special budget for the promotion of women in sports, about 15% of the total subsidy code;
- ✓ The Department of Sports, within the program policies of 2020, allocated a special budget for women according to policy no. 1 of about €380,000, and has designed programs and opportunities for benefits in all the program policies of the Department of Sports;
- ✓ During 2021, support was provided to 91 clubs with a budget value of €442,750 and €134,640 to mix clubs from the emergency fund;
- ✓ Within the Economic Recovery Package for 2021, MCYS allocated €118,500 to 38 female athletes and 42 girls' clubs have been supported in the amount of €150,979;
- ✓ The Municipality of Suhareka created 5 recreational-sport fields for women and their children;
- ✓ The Municipality of Gjilan implemented the project in the area of sports "Gender Equality in Sport" and organised a debate with young people and professionals in the area on the topic "Passion has no gender". Funded by DCYS and implemented by AGE and NGO Gruaja Hyjnore.

2022

- ✓ In 2022, 40% of the MCYS funds for clubs were allocated to women's clubs. From individual special calls, categorizations, awards, scholarships, training and mobility, a total of 61 women benefited with a value of 310,266 Euro (the data for the total support was not found to calculate the percentage of their benefit);
- ✓ Through AGE's subsidy, the KGSC conducted the research "Women and Girls in Sports: Research on Gender Stereotypes and Barriers Hindering Equal Access to Sports";
- ✓ AGE also produced and posted the video spot: Prevention and Treatment of Sexual Harassment in Sports;
- ✓ The municipalities of Deçan, Prishtina, Malisheva, and Parandarijes have supported women's sports clubs;
- ✓ The Municipalities of Dragash, Suhareka, Prizren, Shtime and Lipjan, with the support of UN Women, conducted a gender analysis in the Directorate of Art, Culture, Youth and Sports.

2023 and 2024

- ✓ MCYS provided financial support for building professional capacities in sports for 6 girls and women through a public call. MCYS supported the publication of 1 book and 2 documentaries for the promotion of girls and women in sports. It created the platform and guide for safe sports and supported the organization of 36 national championships for girls and women. The budget for these activities was €242,924.00;
- ✓ In 2023, the Municipality of Malisheva supported 5 Girls' Sports Clubs;
- ✓ The Municipality of Gjilan supported the Volleyball Club "Drita", which became the champion of Kosovo in the girls' category;
- ✓ In the Municipality of Prizren, 5 roundtable discussions and 55 sports competitions were organized;
- ✓ The Municipality of Hani i Elezit supported 7 clubs, including the girls' volleyball club.

WOMEN IN MEDIA,

Government of Kosovo: central and local levels

- ✓ AGE: Conducting the research 'Women's representation in the print media 2016-2019';
- ✓ AGE in cooperation with the Kosovar Center for Gender Studies, the Independent Media Commission, and UN WOMEN signed a joint statement with the public broadcaster RTK on combating and preventing sexism.

2023 and 2024

- ✓ The subject of media literacy is taught in all high schools as extracurricular subjects;
- ✓ Training with journalists on Gender Sensitive Reporting. Participants in the training were journalists from national and local media;
- ✓ Prizren held a training/certification cycle in the area of combating violent extremism;
- ✓ AGE produced and displayed a video spot for: Creative women who changed history;
- ✓ AGE marked International Women's Day, March 8, with a dedication in memory of creative women, artists, university professors and journalists who broke barriers in the areas they worked in and built the history of our country with a female face and who are no longer alive. On this occasion, 3 discussion panels were organized with creative women, university professors and journalists. The conference was attended by the participants.

CULTURE,

Government of Kosovo: central and local levels

- ✓ AGE supported Artpolis with €10,000 for the financing of the theatrical performance;
- ✓ During 2021, through a public call, MCYS supported 2 NGOs led by women with €13,000 (from the total support of €56,000);
- ✓ MCYS supported 2 women with a total of €4,300 (from the total support of 18,700);
- ✓ within the Economic Recovery Package, MEST supported 8 women's NGOs with €29,400 (out of a total value of 82,600 Eur) in culture and 4 projects in the amount of 31,000 (out of a total of €169,000);
- ✓ MCYS supported 10 creative women with €25,800 (out of the total amount of €71,100);
- ✓ MCYS supported 5 women with a total of €4,300 from the total support of €63,240;

- ✓ MCYS supported 10 NGOs led by women for project activities in the amount of €82,000 (out of the total of €153,000);
- ✓ In the course of the regular call, MCYS has supported 29 NGOs led by women €88,180 out of a total of €281,530;
- ✓ In the course of the Economic Recovery Program in 2021, MCYS supported 37 women in the amount of €83,697 out of a total of €284,007;
- ✓ Within the Economic Recovery Programme 2020, MCYS supported 7 women in the area of visual arts with €19,500.
- ✓ In 2021, MCYS supported 7 individual projects of women i€42,145 out of a total of €108,648; 7 NGOs led by women were supported with €62,000 (out of a total of €202,000); and 3 scholarships were awarded to students in the amount of €31,806 (out of the total of €113,645);
- ✓ In 2022, MCYC supported 13 women's NGOs with €62.00 out of a total value of €206,000; 6 women in the amount of €27,500 out of a total of €169,000.

2022

- ✓ In 2022, 40% of the MCYS funds for clubs were allocated to women's clubs. From individual special calls, categorizations, awards, scholarships, training and mobility, a total of 61 women benefited with a value of 310,266 Euro (the data for the total support was not found to calculate the percentage of their benefit);
- ✓ Through AGE's subsidy, the KGSC conducted the research "Women and Girls in Sports: Research on Gender Stereotypes and Barriers Hindering Equal Access to Sports";
- ✓ AGE also produced and posted the video spot: Prevention and Treatment of Sexual Harassment in Sports;
- ✓ The municipalities of Deçan, Prishtina, Malisheva, and Parandarjes have supported women's sports clubs.

2023 and 2024

HEALTH, 2020 and 2021

Government of Kosovo: central and local level

- ✓ During 2021, the Ministry of Health reported that within the “home visits to mothers and children” program in 22 municipalities, the total number of visits was 22,888; 19,182 home visits to children; 3,695 visits to pregnant women and 813 visits to children of the Roma, Ashkali and Egyptian communities;
- ✓ In the area of maternal and child health, there were 20 municipalities that organised awareness-raising campaigns;
- ✓ Visits to mothers and babies were also reported by the municipalities of Vushtrri, Gjakova, Lipjan, Mitrovica, Gjakova; Prishtina; etc;
- ✓ Some municipalities, such as Vushtrri subsidised births with €120 and Suhareka with €250 per birth;
- ✓ IN the course of October - Breast Cancer Awareness Month, AGE illuminated the Government building with pink colour and a white ribbon, a symbol of the fight against breast cancer and raising awareness for preventive screenings;
- ✓ Training was held on MISP (Minimum Initial Package for Reproductive Health) in an emergency - 17 training session with 290 health professionals trained;
- ✓ Outreach activities in municipalities (Gjakova, Prishtina) regarding vaccination, family planning, breast cancer and cervical cancer;
- ✓ In 2022, 300 HPV vaccines will be provided for the first time in Kosovo;
- ✓ UNFPA organised 45 teacher training sessions on Reproductive Health and Inclusive Sexual Education;
- ✓ Marking the World Contraceptive Day 2020-2021 with 1,750 beneficiaries;
- ✓ Marking European HIV Testing Week 2020-2021, 1,550 beneficiaries;
- ✓ Marking World AIDS Day 2020-2021, 2,050 beneficiaries;
- ✓ AGE produced the video spot on breast cancer;
- ✓ Marking the World Tuberculosis Day;

- ✓ In 2020-2021, the Ministry of Health organized roundtables with 50 health professionals at the level of heads of the directorates, heads of units within MFMCs, head nurses, quality coordinator on the topic: Presentation of Law on Protection against Discrimination;
- ✓ AGE produced and broadcast the AGE video spot: Identification of psychological violence;⁴⁴

2022

- ✓ In 2022, from January to June, as part of the “Home Visits for Mothers and Children” program, a total of 22,888 visits were conducted in 22 municipalities. The number of home visits for children was 19,182, while the number of visits for pregnant women was 3,695;
- ✓ The Ministry of Health is finalising the perinatal report for 2022;
- ✓ AGE illuminated the Government Building in celebration of Breast Cancer Awareness Month;
- ✓ AGE produced and posted a video spot on Prevention of Cervical Cancer <https://www.youtube.com/watch?v=lSvixnVGawM>;
- ✓ In 2022, 300 HPV vaccines were provided, and starting in 2023, the vaccine has become part of the vaccination schedule;
- ✓ Municipalities organized activities to raise awareness among the population about reproductive and sexual health;
- ✓ The Ministry of Health trained 45 health care workers (HCWs): 19 HCWs for the identification, management and referral of survivors of gender-based violence, 21 for managing STI syndromes, and 21 for family planning; 25 HCWs were trained for adolescent health; 44 PHC professionals were trained on the code of ethics and deontology; Training of Trainers) Peer Education; 16 ToT sessions in 2020, certifying 560 Peer Educators; 15 ToT sessions in 2022, certifying 239 Peer Educators;
- ✓ The Ministry of Health organised the Cervical Cancer Week from 26-31 January 2022 (in cooperation with the “Smear to smear” Roundtable, with 42 participants, distributing 1,562 brochures);
- ✓ The Ministry of Health provided training to 1,436 adolescents on Reproductive Health;

⁴⁴ <https://www.youtube.com/watch?v=e2p50yBKv1M>

- ✓ In 2022, UCKK reported 130 mammogram examinations;
- ✓ The Ministry of Health organized 30 training sessions for teachers on Comprehensive Reproductive Health and Sexual Education and jointly with UNFPA developed three handbooks for teachers for reproductive health education and sexual education. During 2022, a total of: 839 teachers were trained, including 645 female teachers and 194 male teachers;
- ✓ Lectures and awareness-raising activities on reproductive and sexual health have been organised by the municipalities of Mitrovica and Gjiilan;
- ✓ The Ministry of Health organized World Contraception Day 2022 with 1,750 beneficiaries; marked European HIV Testing Week with 1,550 participants and World AIDS Day with 2,050 participants;
- ✓ MIA launched a campaign to prevent festive shooting and misuse of weapons during family gatherings, with the motto "Every bullet has a target, Celebrate with heart, not with weapons". Meetings were held with community representatives, members of CSBCs, students from lower secondary schools and parents;
- ✓ Awareness-raising activities on the risks of carrying weapons, risky behaviours in traffic, abuse of psychotropic substances, alcohol and tobacco have also been organised in the municipalities of Suhareka, Vushtrri, Malisheva and Klina;
- ✓ The Ministry of Health marked World Tuberculosis Day as the main awareness campaign for this disease, T2, and organized community training sessions on TB, T4 prevention;
- ✓ A total of 300 participants attended the World TB Day event, with a total of 700 trained;
- ✓ Outreach activities on the prevention and treatment of TB were organised by the municipalities of Vitia, Mitrovica and Klina;
- ✓ In 2022, MESTI also organised information sessions with students from 4 municipalities to prevent sexual harassment. Activities were also organised by the municipalities of Prishtina, Suhareka and Gjakova;
- ✓ In order to improve the quality of health care services, five (5) presentation and discussion sessions were held with primary health care professionals with the financial support of the AQH project, where the Law on Protection against Discrimination was presented in the following five (5) municipalities: MFMC – Lipjan; MFMC - Klina; MFMC – Kamenica; MFMC – Rahovec; MFMC – Malisheva. The sessions included 61

health professionals at the following levels: heads of centres, heads of units within the MFMC;

- ✓ The Ministry of Health provided training to 185 health professionals on reproductive health in emergency situations;
- ✓ Training and activities related to health education, including reproductive health and specific health needs of women and men, organised by the municipalities of Gjakova, Vitia, Obiliq, Fushe Kosova, Suhareka, Prishtina, Mitrovica, Klina and Dragash;
- ✓ In November-December 2022, OSCE, with a budget of 1,220 Euro, delivered 11 health education sessions for women across Kosovo, including free mammograms for the participants.

2023 and 2024

- ✓ Training has been provided in municipalities to provide home visits to mothers and children;
- ✓ In the Municipality of Gjilan, 7 information sessions were held for mothers and fathers to raise awareness about the importance of proper nutrition;
- ✓ AGE marked October as Breast Cancer Awareness Month. The Government Building was illuminated with purple and pink ribbons and promotional materials were distributed;
- ✓ Awareness-raising activities have been organized by most municipalities that reported on this final assessment;
- ✓ OSCE supported the Directorate of Health in Lipjan to hold a needs assessment and awareness-raising session with 28 women from non-majority communities living in villages on the occasion of Breast Cancer Awareness Month;
- ✓ Manuals for teachers and parents on sexual education and reproductive health have been developed and launched. They have been launched. These manuals are supplementary materials and do not replace textbooks, but are alternative materials that help teachers achieve results. 12 videos have been produced for 12 classes, a brochure for parents and a Handbook for children with disabilities have been produced. Training sessions with 2,040 teachers were held, based on subjects that address sexual and reproductive health.

ENVIRONMENT

2020 and 2021

- ✓ MESPI held lectures on education and environmental awareness from 4 to 20 June in primary education institutions including 2 PLSSs in each of the following municipalities: Prishtina, Mitrovica, Peja, Prizren, Ferizaj, Gjilan, Gjakova;
- ✓ MESPI marked World Water Day on 22 March 2021, through activities, including the publication of 2 promotional videos under the global motto “Join the conversation of #WorldWaterDay”. What does water mean to you?;
- ✓ World Earth Day 22 April 2021: the Ministry of Environment, Spatial Planning and Infrastructure in cooperation with the Ministry of Education, Science and Technology, the Ministry of Culture, Youth and Sports as well as PLSS “Hasan Prishtina” in Prishtina marked World Earth Day. A video message by the Minister of MESPI was published.
- ✓ MESPI marked World Biodiversity Day on 22 May 2021, World Environment Day on 5 June 2021; World Car-Free Day on 22 September 2021; International Day of Free Walking in Nature on 15 October 2021;
- ✓ Awareness-raising activities on environmental protection were also reported by the municipalities of Fushe Kosova, Junik and Gjakova.

2022

- ✓ The Ministry of Environment and Infrastructure organised a series of activities related to raising awareness about environmental protection, including holding professional lectures on environmental protection topics such as Land, Water, Air, Biodiversity and Climate Change. Participation of students has been over 700 PLSS students and school staff, education and Environmental Awareness - Marking environmental holidays, according to the Environmental Calendar; Organising and marking March 22nd as “World Water Day”; Organising and marking March 23rd as “World Meteorological Day”; Organising and marking April 22nd as “International Earth Day”; Organising and marking May 22nd as “International Day for Biological Diversity”; Organising and marking June 5th as “World Environment Day”; Organising and marking 16-22 September as European Mobility Week and 22 September 2022, as “International Car-Free Day”; Organising and marking October 4th as “World Animal Protection Day”;

- ✓ Activities to raise awareness about environmental protection have also been organised by the municipalities of Fushe Kosova, Prishtina, Podujeva, Klina and Skenderaj;
- ✓ The Ministry of Economy, as part of the energy efficiency program, supported 45 single parents with energy-efficient equipment;
- ✓ The municipalities of Deçan, Obiliq and Fushe Kosova developed municipal plans focusing on environmental protection and energy efficiency;
- ✓ The Ministry of Health organised 8 training sessions on MISP (Minimum Initial Service Package) for reproductive health in emergencies and organised 8 training sessions with 185 health care professionals.

2023 and 2024

- ✓ On 22 March 2023, the Ministry of Environment, Spatial Planning, and Infrastructure, in cooperation with the SKAT program IWRM-K, organized a public meeting for drafting the concept document in the area of water on “World Water Day” with participants from municipalities and NGOs;
- ✓ MESPI, in cooperation with MESTI, NIPHK-MH and municipal departments, organized lectures on “World Water Day” and “World Meteorological Day” on 23 March 23 in PLSSs across the country, respecting the environmental calendar according to the relevant world holiday and motto with approval and request from the Minister of MESTI to all MEDs;
- ✓ On the occasion of 23 March 2023 marking World Meteorological Day, MESPI organized a short laboratory visit with about 50 students of the PLSS “Iliria” at the Kosovo Hydrometeorological Institute;
- ✓ On 22 April 2023, in lieu of the “World Earth Day”, MESPI, in cooperation with the Office of the Presidency, the Municipality of Prishtina, UNDP, the Luxembourg and Japanese Embassies, USAID and various development partners, held activities, including a children’s event where they built a playground from single-use plastic in “Skënderbeu” Square;
- ✓ On 22 May, in lieu of the “International Biodiversity Day”, the Ministry of Environment, Spatial Planning and Infrastructure, in cooperation with the Ministry of Education, Science, Technology and Innovation, the University of Prishtina, the University of Prizren, INDEP-KSDW and the NGO “Era”, organized a presentation in Prizren;
- ✓ Students of the University of Prishtina “Hasan Prishtina”, Faculty of Mathematical and Natural Sciences, Biology Department presented: Kosovo’s Biodiversity; Biodiversity Conservation in Kosovo; Who is endangering Kosovo’s Biodiversity? Biodiversity Convention;

- ✓ Students of the University of Prizren “Ukshin Hoti”, Faculty of Life and Environmental Sciences, presented: The topic according to the global motto for 22 May 2023, “International Biodiversity Day – From Agreement to Action: Restore Biodiversity”;
- ✓ In the Municipality of Rahovec, in cooperation with PAMKOS, a cleaning activity titled “Drini flows freely without plastic” was held, with around 100 children from this locality and communities living in the Municipality of Rahovec participating;
- ✓ MESPI, in cooperation with CNVP, organized painting activities with students and planting of saplings at the PLSS “Vëllezërit Frashëri” in the Municipality of Lipjan;
- ✓ MESPI, in cooperation with INDEP and the Municipality of Prishtina, held painting activities with children titled “Painters of the Planet”, with around 30 children participating;
- ✓ The Ministry of Environment, Spatial Planning and Infrastructure, in cooperation with the Ministry of Education, Science, Technology and Innovation, the Kosovo Police, the Municipality of Prishtina and the NGO “Marakli t’biciklave”, celebrated the “International Car-Free Day” on 22 September 2023, with activities according to the agenda;
- ✓ A bicycle march was held on “Dëshmorët e Kombit” street in Prishtina, with a car circulation ban, creating public spaces for activities, walking, and cycling, with about 100 participants;
- ✓ Leaflets were distributed to car drivers;
- ✓ Bike On Cinema – a cinema event in Taukbashqe Park, Prishtina, where participants were encouraged to come by bike;
- ✓ Ministry of Environment, Spatial Planning and Infrastructure, in cooperation with the Ministry of Education, Science, Technology, and Innovation, the Animal Rights Foundation and the NGO ERA, celebrated the “World Animal Protection Day” on 4 October 2023;
- ✓ A visit with students from the University of Prishtina (FMNS) was organized to a site of special importance in Blinaja, with around 100 participants;
- ✓ The Ministry of Environment, Spatial Planning and Infrastructure, in cooperation with the Ministry of Education, Science, Technology and Innovation and the Institute for Development Policy – INDEP, celebrated the “International Mountain Day” on 11 December 2023, with various activities;

- ✓ MESPI, in cooperation with MESTI and MEDs organized lectures on environmental education and awareness as part of “International Mountain Day” in PLSSs across the country, following the environmental calendar according to the relevant global theme;
- ✓ Activities were carried out by many municipalities in the area of environmental protection;
- ✓ In 2023, MESPI held awareness activities related to air quality and nature conservation. These activities were also part of the cooperation project between the KEPA and the Swedish Environmental Agency, as well as a two-day workshop titled “The contribution of women to the protection of water resources and gender equality inclusion”, supported by the Integrated Water Resources Management Program in Kosovo. The understanding of roles, responsibilities, priorities and the different essential needs for each project related to water management was highlighted;
- ✓ Additionally, the air quality portal (<https://airqualitykosova.rks-gov.net/?lang=sq>) was maintained and improved and data and information were published on the KEPA website (ammk-rks.net) and the KHMI website (ihmk-rks.net).

Other organisations, some of the activities of the Second KPGE Pillar

- ✓ Through the support of UN Women, more than 370 young women and girls from vulnerable groups continued their uninterrupted education during COVID-19. A total of 220 girls from the Roma, Ashkali and Egyptian communities, as well as 150 women and girls with disabilities received IT equipment (laptops, tablets and assistive technologies);
- ✓ The Council of Europe INCLUDE Project organised the training of 126 members of pedagogical assessment teams in municipalities, and 48 teachers of resource centres regarding the use of the instrument for pedagogical assessment for children with special needs in municipalities. 10 trainers were trained to implement the comprehensive education training program and 73 primary and lower secondary school teachers were trained in the 10 modules of the comprehensive education program;
- ✓ UNDP conducted a cross-border campaign with North Macedonia on Small Arms and Light Weapons under the slogan “Celebrate with your heart, not with your weapon”;
- ✓ UNDP also implemented a heatwave campaign to educate the general public about the increasing risk of dangerously high temperatures due to climate change;

- ✓ As part of the INCLUDE Project, the Council of Europe held training for 70 education professionals on Inclusive Education, assessment of students with special educational needs, and individual education plans. Additionally, 250 education professionals completed two workshops on creating a democratic learning community, emphasising the gender aspect of discrimination in schools;
- ✓ The Kosovo Police trained 102 members of the Coordinated Mechanism against Family Violence for case management of gender-based violence;
- ✓ The Council of Europe's project with the Academy of Justice, "Alignment of Laws and Policies with the Istanbul Convention", provided Training of Trainers for Legal Professionals on "Prevention and Combating of Violence against Women and Domestic Violence" based on the Council of Europe's manual for judges and prosecutors. A total of 33 professionals (21 women and 12 men) were trained and certified as trainers, including prosecutors, judges, legal associates from courts and prosecution offices; police; victims' advocacy officers; and gender equality officers from the Gender Equality Agency;
- ✓ UN Women supported 64 survivors of domestic violence who were certified in basic tailoring skills, and 50 completed entrepreneurship and social skills training after completing an intensive professional training course held by Women for Women partner with the aim of preparing them for the job market and increasing their chances of economic independence. All 114 trained women are registered with the Employment Office ready to enter the job market, 50 of whom are equipped with individual business plans. Additionally, 30 women received assistance for 7 new businesses;
- ✓ UN Women supported the Ministry of Justice in drafting the Protocol for the Treatment of Cases of Sexual Violence, approved on 5 December 2022. The Ministry of Justice submitted the Draft Law on Amending and Supplementing the Criminal Code of Kosovo on 14 October, to impose severe penalties on persons convicted of rape, sexual assault, and domestic violence, making the judgments against these convicted individuals public and adding two new provisions: 1) criminalising virginity testing and 2) protecting women and girls from violence in public life;
- ✓ RROGRAEK during 2020 and 2021 organized 6 "door-to-door" awareness-raising campaigns with the involvement of about 180 Ashkali and Egyptian Roma families. It organised lectures on early marriages in 12 primary and secondary schools, in classes with students from the Roma, Ashkali and Egyptian communities;
- ✓ In 2021, KWN briefed 535 girls and boys on sexual harassment and reporting;

- ✓ UN Women organized activities with 300 individuals from the Roma, Ashkali and Egyptian communities, who are now more informed of the importance of education for women and girls through the “door-to-door” campaign. Additionally, 57 school directors and teachers were informed on how to reduce the school dropout rate among girls and young women from minority communities;
- ✗ UN Women supported the development of a platform and a digital map report to identify municipalities at high risk of school dropout for women and young girls from minority communities;
- ✗ In 2021, MESTI in cooperation with the World Bank drafted and finalised the Saber Report on Early Childhood Development (ECD) in Kosovo and the finalisation of the Situation Analysis of Early Childhood Development (ECD) Services in Kosovo;
- ✓ UNFPA organized training sessions on health education, reproductive health and gender equality, with a total of 20 training sessions delivered to 400 health workers in total;
- ✓ KWN Kosovo Women's Fund (KWF) (2021): 20 women with disabilities briefed on reproductive and sexual health through training sessions;
- ✓ In 2020, UNFPA organised 11 HRS awareness-raising campaigns developed by UNFPA's implementing partners resulting in the engagement through online platforms of 422,536 persons;
- ✓ In 2021, UNFPA's implementing partners conducted 6 outreach activities, reaching 1,450,950 people through online platforms;
- ✓ The development and printing of comprehensive sexuality education (CSE) manuals with UNFPA support for pre-university levels 1-12 teachers were finalised, printed and being distributed. Also, 12 videos, one for each grade, were produced and are available on the MEST website;
- ✓ In 2021, UNFPA supported the development of a teacher's manual on CSE for students with disabilities; CSE brochure for parents, and the inclusion of CSE in the curriculum of the faculty of education and adoption of CSE standards for Kosovo;
- ✓ UNFPA, through the implementing partner KOPF, has supported the training of pre-university teachers on comprehensive sexuality education (CSE): in 2020, 380 teachers trained on CSE, and 798 teachers in 2021;
- ✓ In 2020, the Association of Journalists of Kosovo in cooperation with UN WOMEN continued the cycle of training for journalists, organising online training on the topic “Risk of disinformation during pandemic times”;

- ✓ In 2021, the Association of Journalists of Kosovo - AJK, supported by UN WOMEN Kosovo, completed the training cycle on the role of the media in peace building. UN WOMEN Kosovo, in cooperation with UNOPS and the Association of Journalists of Kosovo, marked the “16 Days of Activism Against Gender-Based Violence” campaign;
- ✓ In 2021, UN Women supported the training of more than 15 journalists from local and central media, who attended an online training on Gender-Responsive Budgeting;
- ✓ In 2022, the OSCE allocated a budget of 5,137 Euro and organized two discussion tables on “16 Days of Activism Against Gender-Based Violence – Access to Justice for Victims of Domestic Violence, with a Focus on Security”. Participants included representatives from ministries, legal bodies, Center for Social Works, NGOs, security forums, shelters for victims of violence and the media. In December 2022, the mission supported a shelter for violence victims in Peja for the production of 10,000 paper bags with messages against violence, which were distributed in regional bakeries to raise awareness about violence against women;
- ✓ In December 2022, the OSCE allocated a budget of 3,188 Euro and, in cooperation with the Gjilan City Theater, organized a role-play performance and interactive event at the art gallery to mark the 16 Days of Activism Against Gender-Based Violence. The event was attended by 40 participants, including 22 women and 18 men (36 Kosovo Albanians and 4 Kosovo Serbs);
- ✓ On 6 December, to mark the 16 Days of Activism Against Gender-Based Violence, the OSCE supported the Municipal Coordination Mechanism against Domestic Violence (MCMDV) in Shtime to organize a discussion table titled “United Against Domestic and Gender-Based Violence”. The event was attended by 19 participants, including 4 women, 15 men and the Mayor of Shtime. The allocated budget was 800 Euro;
- ✓ In December 2021, with a budget of 22,556 Euro, the OSCE supported the “16 Days of Activism Against Gender-Based Violence” campaign by producing videos, billboards and TV debates in three languages, addressing sexual harassment, violence against women in politics, property and inheritance rights, as well as the importance of shelters for victims.

Table A 3: Progress in the implementation of activities under Strategic Objective 3

No.	Activity	2020 and 2021	2022	2023 and January-April 2024
III.1.2	Appointment of profiled judges and prosecutors to deal with gender-based violence cases	YES, in Mitrovica and Peja and on-call judge in Prishtina	YES	YES
III.1.3	Inclusion of gender-based violence cases in the existing reporting and follow-up mechanism for specific cases in the police, prosecution office and courts to enable monitoring of cases	YES	YES	YES
III.1.4	Continuous training of the police, prosecutors, judges, victim advocates, social workers, service providers licensed by ShoC related to gender-based violence, with special emphasis on the new definitions of the Criminal Code	YES	YES	YES
III.1.5	Draft the manual on the topic of gender-based violence	YES for the Police	NO	NO
III.1.6	An extension of the deadline for applying for a pension for survivors of sexual violence during the war	YES	YES	NO
III.1.7	Awareness raising of society through advocacy and awareness of access to justice focusing on property rights, gender-based violence, survivors of sexual violence of war and other rights arising under the relevant legislation	YES	YES	YES
III.1.8	Analysis of the situation of women serving sentences in the correctional service, including access to rights, rehabilitation and reintegration	YES	NO	NO
III.1.9	Provision of rights-related training for imprisoned women including access to rights, rehabilitation and reintegration	YES	NO	NO
III.1.10	Analysis of the situation from the gender aspect of the position of women convicted of domestic violence, including punitive policies	YES, in progress	NO	NO
III.1.11	Analysis of the situation of the gender-based violence phenomenon	NO	YES KAS conducted a survey on domestic violence, which is planned to be published in 2024	YES
III.1.12	Strengthen the capacities of the Governmental Commission for the Verification and Recognition of the Status of Survivors of Sexual Violence during the War and organisations involved in the application process for status recognition	YES	YES	NO
III.1.13	Designing specific programs for access to justice for survivors of sexual violence during the war	NO	NO	NO
III.1.14	Designing rehabilitation programs for	YES	NO	NO

	survivors of sexual violence during the war			
III.1.15	Organise the International Conference on the Process of Verification of the Status of Survivors of Sexual Violence during the War	NO	NO	NO
III.1.16	Carry studies to measure the presence of physical and psychological violence among girls and women	NO	NO	NO
III.2.1	Capacity building for regular monitoring of the implementation of the LGE within public institutions	NO	NO	NO
III.2.2	Aligning and supplementing the Law on Elections, Law on the Financing of Political Parties and the Rules of Procedures of the Assembly with LGE	NO	NO	NO
III.2.3	Undertaking affirmative measures to ensure equal gender participation in accordance with the requirements of the Law on Gender Equality in decision-making positions	NO	NO	NO
III.2.4	Conducting periodic research on the representation of women in decision-making positions in the public and private sector	NO	YES	NO
III.2.5	Organising training sessions according to the gender equality curriculum related to the integration of gender mainstreaming within the civil service	NO	NO	NO
III.2.6	Providing scholarships for the professional advancement of women in public institutions at the local and central level	NO	NO SCHOLARSHIPS	NO SCHOLARSHIPS
III.2.7	Leadership training for women for the possibility of running for decision-making positions at the local and central level	NO	YES, IN 2 MUNICIPALITIES	YES
III.2.8	Holding awareness-raising and outreach activities on gender equality for the group of women deputies of the municipal assemblies and the central level	YES	YES	YES
III.2.9	Undertaking awareness-raising campaigns to increase the number of women in the process of managing and monitoring the electoral process in accordance with LGE	YES	NO	YES
III.2.10	Research on women's participation and representation within political parties through political party structures and mechanisms and public opinion polls	YES	NO	NO
III.2.11	Awareness-raising campaigns and activities on transparency and equal Budget of funds for women and men in political parties	NO	NO	NO
III.3.1	Research on forms of discrimination and safe environments for men and women in the security sector	YES	NO	YES
III.3.2	Establishing the Women, Peace and Security Advisory Board within the security institutions	NO	NO	NO
III.3.3	Analysis of the situation on the need to establish the women's association within the Kosovo Security Force	NO According to the legal advice of the MoJ Legal	NO IN KSF According to the legal advice of the MoJ Legal Department,	NO IN KSF According to the legal advice of the MoJ Legal Department,

		Department, there is no legal basis for the establishment of the women's association within the Kosovo Security Force.	there is no legal basis for the establishment of the women's association within the Kosovo Security Force.	there is no legal basis for the establishment of the women's association within the Kosovo Security Force.
III.3.4	Encourage the establishment and support of women's associations in the security sector	YES, only through training sessions	KP DOES, WHILE KFS DOES NOT	KP YES
III.3.5	Training of members of security institutions regarding the requirements of the Law on Gender Equality, including gender budgeting and the mainstreaming of the gender perspective	YES	YES	YES
III.3.6	Review and advance the curriculum of the police, Kosovo Security Force and other security institutions from a gender perspective in accordance with LGE and international practices	YES IN KP AND MoD	YES IN MOD	YES IN MOD
III.3.7	Undertaking affirmative measures in order to increase the number of women in the security sector	NO	NO	NO
III.3.8	Ongoing research on the position of women in the Kosovo Security Force, the Kosovo Police and the Correctional Service	YES IN MoD NO in KP and Correctional Service	NO	NO
III.3.9	Undertaking awareness-raising campaigns on the recommendations from the ongoing research on the position of women in the security sector	YES	NO	NO
III.3.10	Research on the impact of small arms on the gender perspective safety of men and women	NO	NO	NO
III.3.11	Draft the Gender Equality Agenda and the Kosovo Police Action Plan 2021-2023 to meet the requirements set out in the United Nations 2030 Agenda on Sustainable Development and the 17 Sustainable Development Goals	YES	YES	YES
III.4.1	Organise public debates on the representation of women in the negotiation, peace and reconciliation processes	YES	YES	NO
III.4.2	Lobbying and advocacy regarding the inclusion of women in the negotiation, peace and reconciliation process	YES	NO	NO
III.4.3	Setting up a database for women participating in emergency or humanitarian activities domestically and internationally	YES	YES	YES

2020 and 2021

ACCESS TO JUSTICE AND SERVICES

- ✓ The Constitution of Kosovo was amended to enshrine the Istanbul Convention in the list of directly applicable international documents;
- ✓ The development of the Strategy for Protection against Domestic Violence and Violence against Women for 2022-2026 was finalised in November 2021 and the new Strategy was approved by the Government of Kosovo on 26 January 2022;
- ✓ AGE carried out a training cycle on Standard Operating Procedures for Protection against Domestic Violence for the needs of the Kosovo Police, whereby the police officers are briefed and guided on their institutional responsibilities in accordance with the Standard Operating Procedures and the new obligations deriving from the Istanbul Convention for the treatment of victims of domestic violence and gender-based violence. During June - December 2021, 6 training sessions were held and 196 rapid response police officers were certified in the municipalities of Prishtina, Ferizaj, Gjiilan, Mitrovica, Gjakova;
- ✓ In 2020, the Ministry of Justice, in cooperation with EULEX, organised the campaign against domestic violence with the motto "Domestic violence is not a private matter", the campaign is built on the three elements of domestic violence according to the Criminal Code, Article 248, with billboards "Domestic violence is not a private matter" posted in all municipalities, in the two official languages; radio messages were broadcast in the two official languages, Radio Dukagjini and Radio KFOR; and a TV video spot was broadcast on public television/RTK, in the two official languages and sign language;
- ✓ KWN organized 1 campaign in the course of the 16 Days of Activism and five campaigns targeting marginalized groups, focusing on raising awareness about the legal framework and reporting mechanisms for violence;
- ✓ At the national level, in 2020 and 2021, the 16 Days of Activism Against Domestic Violence campaign was marked, along with the commemoration of 25 November - International Day for the Elimination of Violence Against Women;
- ✓ AGE, in cooperation with the Kosovar Center for Gender Studies, held a high-level conference with institutional stakeholders, experts and civil society representatives on "Institutional response to violence against women in the (post) COVID-19 period";
- ✓ AGE produced and broadcast an *information video spot on the identification and consequences of psychological violence and marking the 10th anniversary of the Istanbul Convention* (by donor funds);
- ✓ Through AGE funding, the Center for Information and Social Improvement established the "Advice for Prevention" online platform to offer online counselling sessions to perpetrators;

- ✓ AGE funded 3 NGOs in a total amount €37,500 specialised in providing psychotherapeutic treatment services/sessions for counselling and treatment of perpetrators;
- ✓ Age continued its support by organising two workshops for the Commission for the Verification and Recognition of the Status of Survivors of Sexual Violence during the War, while in 2021 it also supported a workshop of the Commission;
- ✓ On 10 December 2021, the Government of Kosovo approved the Draft Law on Crime Victim Compensation, which includes direct compensation of crimes for survivors of domestic violence, in all its forms;
- ✓ Law No. 08/L-035 on Amending and Supplementing the Law No. 04/L-017 on Free Legal Aid was amended. Through the amendment of the law, free legal aid has been advanced as an important mechanism contributing to the rule of law in the country. Regardless of economic and social status, free legal aid is provided to categories such as victims of domestic violence; victims who witness violence, who are dependent on victims of domestic violence; victims of gender-based violence; victims of any type of sexual violence, including sexual harassment; sexually abused persons during the war in Kosovo in 1998-1999;
- ✓ In 2020, AGE subsidised two NGOs that worked with survivors of sexual violence during the war, and survivors of violence against women, financing initiatives for economic empowerment, initiation and development of small businesses for both categories of survivors;
- ✓ AGE supported the publication “Kosovo shelter operational budgeting and design guidelines”.⁴⁵
- ✓ In February 2020, the OSCE funded €3,000 for organizing four regional workshops with 133 Police Officers (26 women, 107 men) on the role of community policing in preventing domestic and gender-based violence;
- ✓ In 2021, the EU Office supported the empowerment of women’s NGOs with €400,000 through the Kosovo Women’s Network (KWN) to promote gender equality during the COVID-19 pandemic. The goal was to ensure women’s inclusion in decision-making processes and that their needs were reflected in the state’s response to the pandemic;
- ✓ From April to October, the OSCE funded €10,700 for training 30 new members of four Local Public Safety Committees (LPSCs), including 9 women and representatives from both majority and minority communities (23 Kosovo Albanians, 6 Kosovo Serbs, 1 Roma);
- ✓ In August 2021, the OSCE funded €7,090 for organizing eight one-day workshops in the regions of the Kosovo Police (KP), with 124 participants (41 women). Participants included 102 Police Officers, 16 representatives from Centers for Social Work and 6 from the Victims Advocacy and Assistance Office;

⁴⁵ https://abgi.rks-gov.net/assets/cms/uploads/files/A4-ALB%20-%20ShelterCosting_Kosovo%20DomesticViolence.pdf

- ✓ In June 2020, the OSCE supported the organization of an online Training of Trainers (ToT) for 30 women from the Islamic community of Kosovo with €4,800;
- ✓ In September 2022, 24 women aged 20-27 participated in the program; 12 were from Prishtina and 12 were from Belgrade (OMIK AoR: 11 Kosovo Albanians, 1 Kosovo Roma; OMIS AoR: 11 Serbs, 1 Albanian);
- ✓ From February to November 2022, the OSCE supported 34 local women politicians and members of LWCs across Kosovo (31 Albanian and 3 Serbian) who participated in at least one of four PA sessions;
- ✓ In 2021, the OSCE allocated €2,350 and over 40 women actively participated in five meetings and two training sessions, with two out of three trainers being women;
- ✓ From 28 June to 2 July 2021, the OSCE allocated €10,000 for the empowerment and advancement of young women. The activity included 16 participants and all four trainers were women.

SECURITY

- ✓ The Ministry of Defense conducted a study surveying 175 women and female soldiers regarding discrimination and a safe environment for men and women in the security sector;
- ✓ The Kosovo Police Training Division established a working group that is revising the program on the treatment of domestic violence, as a result of the amendment of the Criminal Code, and the adoption of the Istanbul Convention;
- ✓ In the vocational training curriculum for correctional officers, there is also a module for local legislation, which also includes the LGE;
- ✓ The Basic Training Center (BTC) curriculum has been advanced by including gender equality in the elimination of gender discrimination, negative stereotypes, inequality and prejudice. The BTC programme provides lectures on Basic Training for the active and reserve components, while the School of Non-Commissioned Officers provided 10 classes on human rights, gender equality and sexual harassment in the three development programme for KSF non-commissioned officers;
- ✓ In 2021, the Gender Equality Agenda in the Kosovo Police and the Action Plan 2021-2023 were approved;
- ✓ In May and June 2021, the OSCE funded €3,680 for two one-day training sessions for the chairpersons of Local Public Safety Committees (LPSCs) in the Mitrovica and Gjilan regions. The training sessions were attended by 50 participants (13 women, 37 men), including representatives from the Kosovo Police. The sessions covered the role of the media in promoting community safety and the importance of advocating for women's roles in security forums through local media;

- ✓ In December 2021, the OSCE funded €7,905 for training 20 Kosovo Police officers on domestic violence, including 9 women;
- ✓ In May and June 2021, the OSCE funded €3,000 for two one-day training sessions for the chairpersons of Local Public Safety Committees (LPSCs) in the Mitrovica and Gjilan regions. The training sessions were attended by 50 participants (13 women and 37 men).

2022

- ✓ The Ministry of Justice developed the National Strategy for Protection against Domestic Violence and Violence against Women and the Action Plan, 2022-2026 (approved in January 2022);
- ✓ Ministry of Justice: With the approval of the Strategy ("NSPDV"), the presidents of the courts have assigned coordinators. According to the one-year report on this Strategy, so far all courts have appointed coordinators. In some courts, judges have been profiled, while for the rest, such profiling remains to be done;
- ✓ The Municipality of Gjilan has financially supported the shelter for women survivors of domestic violence and has paid rent for 28 survivors of family violence;
- ✓ The Ministry of Justice, through Law No. 04/L-017 on Free Legal Aid, provided free legal aid regardless of economic and social status, including to persons sexually assaulted during the war in Kosovo in 1998-1999;
- ✓ State Protocol for the Treatment of Cases of Sexual Violence - The main purpose of this Protocol is to standardise the necessary actions for a continuous, comprehensive and responsible response, for the identification, protection, treatment, documentation, referral, sustainable empowerment and reintegration of victims, survivors and survivors of sexual violence, through immediate and professional interventions in the responsible institutions. The third part contains general information on the treatment of cases of victims/survivors of sexual violence during the war;
- ✓ AGE provided public financial support for funding projects of 3 NGOs that contribute to raising awareness and general consciousness about combating violence against women, in implementing the priorities outlined in the Strategic Objectives of the National Strategy for Protection against Domestic Violence and Violence against Women 2022-2026 and the Action Plan. Beneficiary organisations are: Youth Organisation - AKTI, Business Women Mitrovica, Centre for Education and Community Development Friends;
- ✓ AGE illuminated the Government Building as part of the 16 Days of Activism, the International Campaign to Eliminate Violence against Women and Gender-Based Violence. It has printed promotional materials (umbrellas, tote bags, white ribbons, brochures with contact numbers of institutions providing services to victims of violence against women and other materials) as part of marking the 16 Days of Activism;

- ✓ Awareness-raising activities during the 16 days of activism against family violence have been organised in municipalities; AGE produced and posted a video spot on reporting sexual violence - The importance of collecting biological evidence: <https://www.youtube.com/watch?v=MpFOMw8f8LY>
- ✓ AGE conducted 11 training sessions on implementing the priorities set in the KPGE and the direct implementation of the Istanbul Convention, with a total of 130 participants trained from the municipalities of Klina, Malisheva, Mamusha, Drenas, Obiliq, Vitia and Junik;
- ✓ The Ministry of Justice amended and supplemented the Law on Compensation for Crime Victims, which entered into force on 17 November 2022, addressing a range of amendments such as:
 - Extending the deadline for application from 6 months as it was in the old law, to 3 years after the receipt of the final judgment;
 - Creating the possibility of immediate access to compensation for victims of domestic violence, child victims, etc.;
 - Changing the methods and amount of compensation, especially for criminal offences of domestic violence, which were easily rejected under the previous law on compensation;
 - Increasing the budget in the compensation fund from 78,000 Euro to 148,000 Euro;
 - Simplifying application forms and application methods. Applicants may submit their requests electronically to the commission's email address, in person, or by mail;
 - In 2022, legal amendments have been made to the beneficiaries of free legal aid. On 13 March 2022, Law No. 08/L-035 on Amending and Supplementing Law No. 04/L-017 on Free Legal Aid entered into force, and based on this law, Special Categories of beneficiaries of free legal aid are added, to whom free legal aid is provided regardless of the criteria required in Articles 8 and 9 of the basic law.
- ✓ The OSCE allocated a budget of €3,884 in 2022 for organizing five two-day workshops on sexual assaults and harassment, training 60 secondary school students (30 girls, 30 boys, including students from the Ashkali and Bosniak communities) in five municipalities. LJS also organized 16 information sessions, including six for 190 students (130 girls, 60 boys) in Skenderaj and supported three NGOs in organizing six sessions for 142 participants (136 girls, 6 boys). During the 16 Days of Activism, trained students led three peer sessions for 60 students (40 girls, 20 boys), supported by school psychologists. All activities were carried out without budgetary expenses;

- ✓ Between February and March 2022, the OSCE funded €12,300 for training 39 Kosovo Police officers from eight regions on risk assessment and drafting security plans for domestic violence cases with a gender-sensitive approach. The training included 24 women, 15 men and four participants from non-majority communities;
- ✓ In October 2022, the OSCE supported the Kosovo Police with €2,600 to organize five workshops for new officers. The training sessions addressed legislation on violence against women/ domestic violence, inter-institutional mechanisms and police standard procedures, focusing on protection orders, risk assessments and preventing re-victimization. A total of 144 officers participated, including 40 women, 104 men, and 21 representatives from non-majority communities;
- ✓ The OSCE allocated €6,600 in 2022 for a gender analysis with five chairwomen of Kosovo Assembly Committees, identifying challenges and perspectives for women's leadership.

2023 and 2024

- ✓ Regarding the right to compensation, the Republic of Kosovo is the first country in the region to implement a crime victim compensation program, as compensation for crime victims is a legal category enshrined in the Law on Crime Victim Compensation. The claims handled by the Crime Victim Compensation Commission include offenses such as murder, rape, sexual abuse of minors, domestic violence, trafficking in human beings, etc. In 2023, the Commission received and reviewed a total of 129 compensation claims. Of these, 98 claims were approved, while 24 were rejected and 7 claims were carried over to 2024. Of them, 86 are women and 43 are men;
- ✓ On 26 October 2023, the Assembly of the Republic of Kosovo adopted the Criminal Code and the Criminal Procedure Code. In addition to the punishments provided in the Criminal Code, new criminal offenses and accessory punishments have been introduced for rape and domestic violence offenses: prohibition of purchasing assets in public auctions, public property or licenses issued by a public authority for any service, for a period of three (3) to ten (10) years; prohibition from applying as a strategic investor or benefiting from any privileges granted by the applicable legislation for a period of three (3) to ten (10) years; prohibition from running for any public position for a period of three (3) to ten (10) years for individuals convicted of rape or domestic violence; prohibition from employment in the public sector at all levels for individuals convicted of rape; Revocation of the right to obtain a driving license and operate a motor vehicle of any category for a period of one (1) to five (5) years for individuals convicted of rape; the Court orders the publication of the judgment for individuals convicted of rape, sexual assault and domestic violence. The Kosovo Judicial Council maintains and publishes a registry of individuals convicted of rape, sexual assault and domestic violence. Newly introduced criminal offenses include virginity testing; violence against women in public life; cybercrimes;
- ✓ The Ministry of Justice/ Office of the National Coordinator against Domestic Violence, in its 2024 Work Plan, planned to amend the Criminal Code to include femicide as a distinct criminal offense;

- ✓ On 23 November 2022, the Government of the Republic of Kosovo issued a decision to allocate financial resources in the amount of €500,000.00 to Non-Governmental Organizations (NGOs) that provide social and family services, including shelters for the protection of victims of domestic violence and trafficking. The implementation of this decision began in the period from January to April 2023;
- ✓ In May 2023, MoJ issued a public call for financial support to legal entities and licensed non-governmental organizations in the area of social and family services for the period from May-December 2023 to February 2024. Alongside the MoJ public call, on 15 March 2023, the commission for the evaluation of projects for public financial support for projects of licensed NGOs in the area of social services was established. After receiving 49 legal entities (shelters, NGOs), 41 of them were granted financial support, including 10 shelters. From the MoJ's budget for the period from May-December 2023 to February 2024, the total funding amount for shelters was €692,000 Euro. As part of the Government's decision, the budget allocation to legal entities/NGOs has been increased from €1,000,000 to €1,500,000;
- ✓ Ministry of Justice, with the approval of the Strategy ("NSPDV"), requested from the Presidents of the Courts to assign coordinators. According to the one-year report on this Strategy, so far all courts have appointed coordinators. In some courts, judges have been profiled, while for the rest, such profiling remains to be done;
- ✓ The Ministry of Justice maintains a national database for recording cases of domestic violence from which data on domestic violence disaggregated by gender is generated. The number of institutions providing data has been increased by developing modules for three new institutions: the Correctional Service, the Probation Service and the Agency for Free Legal Aid;
- ✓ AGE carried out 6 two-day training sessions on Standard Operating Procedures for Protection against Domestic Violence, whereby the police officers are briefed and guided of their institutional responsibilities in accordance with the Standard Operating Procedures and the new obligations deriving from the Istanbul Convention for the treatment of victims of domestic violence and gender-based violence. During the months of January to December 2023, 119 Police Officers were certified, including 85 men and 34 women, in the municipalities of: Peja, Prishtina, Gjakova, Mitrovica and Gjilan;
- ✓ AGE conducted 4 trainings for Local Coordinating Mechanisms against Domestic Violence in cooperation with GEOs of these municipalities, where the responsibilities and obligations of the local mechanism were presented based on the priorities set in the NSPDV 2022-2026. Municipalities: Fushe Kosova, Deçan, Vushtrri, Lipjan, with a total of 72 people participating, including 46 women and 26 men;
- ✓ In Gjilan, 2 trainings were held for CMAVAW members;

- ✓ AGE marked the International Campaign for the Elimination of Violence against Women and Gender-Based Violence - 16 Days of Activism. AGE illuminated 1 Government Building with the campaign symbol and the MoJ Building for the organization of the Conference. Promotional materials for the national campaign were printed, including umbrellas, tote bags, white ribbons and notebooks for the 16 Days of Activism;
- ✓ In cooperation with the Kosovo Institute for Public Administration and with the support of UN Women technical assistance, AGE conducted 16 trainings on Preventing and Addressing Cases of Sexual Harassment in the Workplace. 36 Gender Equality Officers (GEOs) were certified in Ministries and Municipalities. In the Ministry of Justice and Ministry of Environment and Spatial Planning, 112 officers at the leadership and managerial levels were certified. Trainings were conducted in 11 Municipalities: Drenas, Vitia, Lipjan, Klina, Deçan, Obiliq, Dragash, Kamenica, Skenderaj, Istog, Prizren, with 227 officers at the leadership and managerial levels certified;
- ✓ AGE marked International Women's Day in 2024 under the slogan "Together for Equality," calling for unity in defending the rights of women and girls everywhere. In line with the global topic "Investing in women accelerates progress", the conference discussed the necessary approaches to increase impact and strengthen the role of women in the socio-economic development processes and agendas of the country, for a sustainable and equal social transformation. Around 75 participants attended the conference;
- ✓ In 2024, AGE established a Working Group and held an introductory meeting for the Working Group on amending and updating the Standard Operating Procedures for Protection from Domestic Violence, Violence against Women and Gender-Based Violence;
- ✓ The Municipality of Gjilan organized activities during the 16 Days of Activism campaign against Violence against Women: costs were covered by 1000 informed persons. The Municipality building was illuminated in orange and lectures were held in the secondary schools of the Municipality of Gjilan on the topic: "Prevention of Violence against Women", supported by SWISS SOLIDAR;
- ✓ AGE visited the Lipjan Correctional Center, where they met with imprisoned women and discussed the rights guaranteed by Kosovo legislation to advance and improve the position of women in society;
- ✓ The Ministry of Justice delivered training for imprisoned women on the topics: 'Anger management', attended by 8 imprisoned women; 'Conversation on changes', attended by 1 imprisoned woman; 'Domestic violence', attended by 6 imprisoned women;
- ✓ As part of the "16 Days Against Gender-Based Violence" campaign, an information session on "Domestic Violence" was held for 60 Correctional Institution Officers, with the aim of continuing in 2024. Brochures were distributed to staff, supported by OSBE;
- ✓ In coordination with the Office of Good Governance within the Office of the Prime Minister, with the support of OSBE, an information session on "The Manual on implementing the policy against sexual harassment in public administration bodies"

was held. Nearly 30 officers from the Kosovo Correctional Service participated in this session;

- ✓ In cooperation with OSCE, two lectures on domestic violence were held at the Lipjan Correctional Center for 34 Civil and Correctional Officers from various correctional institutions. An information session was held to raise citizen awareness on responding to all forms of violence, with the screening of the documentary “Backlash - Misogyny in the Digital Age”, supported by EULEX through the NGO CCNO;
- ✓ The Ministry of Justice, through Law No. 04/L-017 on Free Legal Aid, provided free legal aid regardless of economic and social status, including to persons sexually assaulted during the war in Kosovo in 1998-1999. State Protocol for the Treatment of Cases of Sexual Violence - The main purpose of this Protocol is to standardise the necessary actions for a continuous, comprehensive and responsible response, for the identification, protection, treatment, documentation, referral, sustainable empowerment and reintegration of victims, survivors and survivors of sexual violence, through immediate and professional interventions in the responsible institutions. The third part contains general information on the treatment of cases of victims/survivors of sexual violence during the war;
- ✓ The Ministry of Infrastructure organized an activity on the occasion of 8 March, “International Women’s Day”, led by the Gender Equality Officer at MESPI, held at the Driving License Unit in Ferizaj, wherein eight (8) women who will take the driving test were exempted from the fee on the occasion of “8 March - International Women’s Day”. This activity was undertaken to encourage women to apply for and obtain a driving license;
- ✓ The EU Office supported Solidar Suisse (2023-2025) with €193,982 to raise awareness that violence against women is a human rights violation and to encourage citizens to challenge it. The project promotes effective measures for preventing and combating violence against women at both central and local levels;
- ✓ In 2023, OSCE, in cooperation with the Office of Good Governance, allocated €3,265.75 for workshops aimed at increasing awareness and assisting in capacity building for the implementation of the Sexual Harassment Policy in Public Administration. 1,600 officials were trained and support was also provided for the publication of the guidelines for this policy and the training of approximately 110 public officials;
- ✓ From 7 October to 24 November 2022, OSCE organized five workshops for the implementation of the Sexual Harassment Policy in Prishtina, Mitrovica, Gjiilan, Prizren and Peja. In total, 66 participants attended (43 women and 23 men).

REPRESENTATION OF WOMEN IN PUBLIC LIFE AND SECURITY SECTOR

Participation and representation of women in public institutions

- ✓ AGE organised a two-day training for the Group of Women MPs and the Parliamentary Committee on Budget and Finance regarding Gender Responsive Budgeting as a policy instrument towards achieving gender equality;
- ✓ The Kosovo Police and the Ministry of Defence organized briefings and encouraging campaigns for the inclusion of women in the Kosovo Police and in the KSF;
- ✓ In 2020, the annual meeting of the International Association of Women Police (IAWP) Board and the International Conference titled “The Role of Police Officers in Responding to Transnational Threats” was organized. These two events held in Kosovo were highly appreciated by the Government of Kosovo and were classified as the biggest event of women’s power that brought together about 500 men and women from the security sector who shared their expertise and contributed to peace and security around the world;
- ✓ KIPA: 2020 - until October 2022, 20 officers were trained on GRB and 91 on gender issues, policies and contemporary practices;
- ✓ The Kosovo Police Training Division, in cooperation with local and international institutions, held in 2020 several training sessions and workshops on domestic violence, gender perspective, gender equality, women’s rights, etc. 21 workshops and training sessions were held in 2020 with 254 police officers, mostly female officers, participated. Whereas in 2021, 213 training sessions, workshops, etc. were held and were attended by 4,816 police officers of both sexes.

2022

- ✓ AGE organised a high-level conference to mark March 8th, International Women’s Day on the topic “Breaking stereotypes, aiming for inclusiveness aiming at women’s participation in decision-making processes at the legislative, executive, diplomatic missions and civil service levels”;
- ✓ AGE, in cooperation with KGSC, held the traditional high-level consultative meeting on the topic “Women’s Participation in the Labour Market”;
- ✓ AGE produced and posted a video spot on the *Prevention of Discrimination*: <https://www.youtube.com/watch?v=X81HgDOXFDc>;
- ✓ Training sessions on women’s leadership for the possibility of candidacy for decision-making positions at the local and central levels have been organised by the municipalities of Gjilan and Vushtrri;

- ✓ Awareness-raising and consciousness-raising activities on gender equality for the group of female deputies have been organised by the municipalities of Gjilan, Vushtrri, Malisheva and Skenderaj;
- ✓ Ministry of Defense: In 2022, 25 meetings have been held with citizens, NGOs, municipal officials in all municipalities, with the aim of encouraging and informing women and young girls as well as communities to become part of KSF;
- ✓ Ministry of Defense: Seven (7) meetings have been held with commanders of KSF Regiments and Units regarding the functioning of the Human Rights and Gender Equality Network within the KSF;
- ✓ The Ministry of Defence organised a training session for cadets on the requirements of the Law on Gender Equality, including gender budgeting and mainstreaming gender perspectives at the Center for University Studies;
- ✓ Within the Center for Basic Studies Program (BSP) at the Training and Doctrine Program (TDP), the Ministry of Defence delivers lectures on Basic Training for the active and reserve components. Additionally, the School for Non-Commissioned Officers conducts, in three development programs for KSF non-commissioned officers, teaching classes on human rights, gender equality and sexual harassment;
- ✓ The Ministry of Defence held seven meetings with commanders of KSF Regiments and Units regarding the functioning of the Human Rights and Gender Equality Network within the KSF;
- ✓ The Municipality of Mitrovica organised a public debate on women's representation in negotiation processes, peace and reconciliation in 2022;
- ✓ OSCE, with a budget of 4,000 Euro, organized an event on 23-25 March 2022 to strengthen women's leadership and participation in the security sector in the course of implementing the Women, Peace and Security Agenda in Kosovo. The event included 14 participants, among them 10 women and 4 men.

2023 and 2024

- ✓ The Ministry of Defense conducted and delivered to the GS an analysis regarding the representation of women and girls in decision-making positions within the Ministry of Defense;
- ✓ Five meetings have been held in the KSF barracks to identify the challenges and difficulties faced by women/girls in uniform and to address them;
- ✓ Ministry of Defense: Trainings were held for KSF members in all barracks, where the legal package on Human Rights and Gender Equality was presented;
- ✓ The Ministry of Justice has included a module on local legislation, which includes the LGE in the professional training curriculum for Correctional Officers;
- ✓ Ministry of Defense: The Basic Training Center Program provides lectures in the Basic Training for active and reserve components on the topic – Prevention of Sexual Harassment in the Military. With the update of the Module (which is done every 2 years);
- ✓ HRU has recommended that the gender perspective be included in accordance with the LGE and international practices;
- ✓ The Ministry of Justice recruited 50 Correctional Officers at the beginning of 2023;
- ✓ The Ministry of Defense started holding meetings to research the position of women in the Kosovo Security Force;

OTHER ORGANIZATIONS IN 2020 AND 2021

- ✓ UN WOMEN in cooperation with the Kosovo Police launched the Handbook on gender-sensitive police services for cases where girls and women are subjected to violence;
- ✓ Several reports have been published on the situation of women serving their sentences in the correctional service: the KRCT 2020 and 2021 annual reports; the Security Council 2020/21 report; the 2020 CPT report; the human rights report for Kosovo for 2020 and 2021 from the US; and the report from the European Union/Program for the Justice Sector in Kosovo (EUKOJUST) January-March 2022 - access to justice by imprisoned women;

- ✓ About 40 women prisoners have attended training in anger management, skills for the workplace, training on how to think and respond in difficult situations, etc;
- ✓ In 2021, UN Women organized training for 40 Kosovo Police officers on Effective Police Responses to Gender-Based Violence;
- ✓ UN WOMEN jointly with the Kosovo Police introduced the “Handbook on Gender Responsive Police Services for Women and Girls Exposed to Violence”;
- ✓ UN Women supported the 2021 study “Public perceptions on gender equality and violence against women in Kosovo”;
- ✓ UN WOMEN supported the study on Violence against Women in Politics;
- ✓ KWN organised three meetings with the Gender Equality Lobby, which consists of municipal assembly members, gender equality officers, representatives of political parties;
- ✓ KWN carried out 2 campaigns on local and central elections;
- ✓ KWN Organised 11 public discussions with 130 girls from nine different municipalities, as part of the launch of “A seat at the table” report;
- ✓ UNDP supported the implementation of the report ‘Understanding the Misuse of Firearms in Domestic Violence in South East Europe’, in which Kosovo was also included.

2022

- ✓ NDI trained 120 men and women from political parties, civil society, media and academia to participate in political and public life; 12 women leaders in politics have been trained;
- ✓ The organisation “Women for Women” conducted information sessions for 112 women to address the topic of violence against women and girls, from which 24 Change Agents have been selected to complete advanced training led by an expert in the field of VAEG. They have also been mobilised within their communities as activists against violence, engaging in various activities including distributing information leaflets on the streets, organising discussions with family members and in schools, and facilitating discussions with women from their communities;

- ✓ The organisation “Women for Women” also organized public debates on women’s representation in negotiation, peace, and reconciliation processes, with the participation of 30 women from Mitrovica (10 each from Albanian, Serbian, Romani, Ashkali and Egyptian communities);
- ✓ UN Women provided certification for 64 survivors of DV/GBV on basic sewing skills, and 50 have completed training on entrepreneurship and social skills. After completing an intensive professional training course conducted by the partner organisation KWN, aimed at preparing them for work and increasing their chances of becoming economically independent. All 114 trained women have registered at the Employment Office, ready to enter the job market, with 50 of them equipped with individual business plans. Additionally, initial assistance for start-up businesses was provided to 30 women and 7 women were employed;
- ✓ UN Women supported the implementation of gender analyses in 16 municipalities;
- ✓ UNDP conducted awareness-raising campaigns for the 16 Days of Activism, including events such as: Event: ‘Marking the completion of the Humanitarian Assistance Project in Kosovo’; ‘ORANGE HACKATHON: ECSHlire 2.0. Digital solutions against gender-based violence; GBV awareness sessions at Suhareka secondary school; Panel discussion on “Stand for my property” in Suhareka; #UNiTE silent mini-parade! in Suhareka; Orange illumination of the Suhareka Bridge along with the local authorities; Roundtable on the topic ‘Online and offline protection against GBV through Digital’ 16 days of lectures in schools in Prishtina, ‘Gender-based online violence and cyberbullying’ 16 days ending with ‘Orange Walk: with orange umbrellas’;
- ✓ OSCE, with a budget of 1,889 Euro, organized two training sessions on 23 and 25 November 2021 for the Association of Women in the Kosovo Police (AWKP) to enhance knowledge and practical skills in combating trafficking in human beings. The training aimed to strengthen the role of women in the KP in preventing and addressing trafficking cases. A total of 50 participants (45 women and 5 men) gained practical skills for identifying victims, a crucial step in combating this crime;
- ✓ In 2022, OSCE supported the development of leadership skills and emotional intelligence among Police Officers to improve their influence on organizational culture with contemporary practices. The training included 11 participants, 8 women, 3 men and 2 from minority communities;
- ✓ With a budget of 7,862 Euro in November 2022, OSCE organized an event with over 100 public security officials, scholars and academics to discuss the impact of the COVID-19 pandemic on police integrity, enforcement measures and increased domestic violence against women and girls. The role of women in the police and the challenges in protecting victims were highlighted. Participants included 35 women, 65 men and 15 from minority communities;

- ✓ In April-June 2022, with a budget of 1,800 Euro, OSCE produced 5,000 pocket cards for the Kosovo Police (KP) Domestic Violence Section (PK) with step-by-step guidelines based on the newly approved Standard Operating Procedures (SOP) for handling domestic violence cases;
- ✓ In December 2022, with a budget of 10,900 Euro, OSCE supported the Kosovo Police (KP) to improve technical and operational capacities in reporting domestic violence (DV) cases for probationers. This included providing 15 laptops (two for each of the seven KP regions and one for the central level) and organizing a roundtable discussion for KP officers on challenges and best practices in reporting DV perpetrators during their probation period. A total of 21 people participated, including 13 women and 8 men;
- ✓ OSCE supported the Kosovo Police (KP) in launching the Gender Equality Agenda (GEA) for the Police and the Action Plan 2021-2023. GEA aims to improve the career development and positioning of women at all levels of the Kosovo Police (KP), aligning with the Law on Gender Equality, UN Resolution 1325 and the UN 2030 Agenda. The launch event had 30 participants (14 men, 16 women), including senior KP managers and local and international guests. The mission will continue to support the implementation of the GEA, focusing on equality, diversity and human rights within the KP;
- ✓ OSCE supported the Kosovo Police and the Association of Women in the Kosovo Police (AWKP) in organizing the Annual Board Meeting of the International Association of Women Police (IAWP) from 7 to 10 March 2020 in Prishtina. The event brought together around 30 IAWP members from around the world and over 150 senior law enforcement officers from Kosovo to share expertise and improve the role of women in policing.

2023 and 2024

- ✓ In 2023, OSCE organized training for 20 Kosovo Police officers from all eight regions and the KP Headquarters. Two staff members from the Police Inspectorate of Kosovo will be certified as trainers in the Domestic Violence Risk Assessment. An information workshop on DV risk assessment and workshops on women's rights, access to justice and safety were held for 50 Police Officers: 104 new KP officers, representatives from the Victim Advocacy and Assistance Office, Centers for Social Work and Kosovo Police. The training targeted 47 representatives from the KP, domestic violence prosecutors, the Victim Advocacy and Assistance Office, Centers for Social Work, women's non-governmental organizations and domestic violence shelters;
- ✓ OSCE developed a guide for the effective performance of the Coordinating Mechanisms against Domestic Violence at the municipal level;

- ✓ NDI: Conducted a three-module training program for personal assistants of MPs. Module 1 focused on “Developing and analyzing inclusive and gender-sensitive budgeting”. Module 2 focused on “Gender-sensitive budgeting”, and Module 3 focused on “Effective and inclusive communication”;
- ✓ NDI implemented the Leadership Mentoring Program, which includes training content aimed at closing the knowledge gap regarding women’s political participation. The program features personal skill-building sessions, motivational speaker series and mentorship, pairing women who are ready or aspiring to enter politics with women mentors.
- ✓ NDI organized 10 local dialogues to make cities more inclusive;
- ✓ OSCE organized 5 regional training workshops on public communication for female municipal officials. A two-day workshop was held with 20 municipal directors, where they learned about the theoretical concepts of gender-responsive governance and comparative examples of best practices. Five mayors participated in a study visit to the city of Graz, Austria, bringing back best practices for promoting gender equality at the municipal level based on the city’s example;
- ✓ OSCE held a meeting to establish a platform for building broader political consensus and exploring ways to create structured cooperation to advance the position of women in the Assembly of Kosovo across different levels of governance and public life in general. Additionally, OSCE organized a roundtable with Government and local representatives to discuss inclusive legislative and representative processes and supported the participation of three female MPs from the Assembly of Kosovo in a regional conference organized by the OSCE Mission in Skopje under the Presidency of OSCE in North Macedonia;
- ✓ Through the EmPower Program, the women chairing committees were engaged as mentors for active women in local politics throughout Kosovo;
- ✓ A high-level panel titled “Supporting the Role of the Assembly of Kosovo in Monitoring the Istanbul Convention through Strengthening its Internal and External Coordination Mechanisms” was held as part of the “16 Days of Activism against Gender-Based Violence” campaign;
- ✓ NDI organized the Women’s Week Dialogue Platform, with over 120 participants, to raise awareness about violence against women in politics. NDI also organized five episodes of the “Prijme” program;
- ✓ OSCE organized a workshop on the annual review of the Strategy and Action Plan for the Development of the Women’s Association in the Kosovo Police (AWKP) 2022-2024 and conducted training on interviewing techniques for minors - approach to minors;

- ✓ NDI supported the Regional Conference of the Women's Caucus on Parliamentarism and Resolution 1325 by the Women's MPs Caucus of the Assembly of the Republic of Kosovo. This important event aimed to explore the role of parliaments in advancing the Women, Peace and Security (WPS) agenda in the Western Balkans, with a special focus on the implementation of UN Security Council Resolution 1325.

