



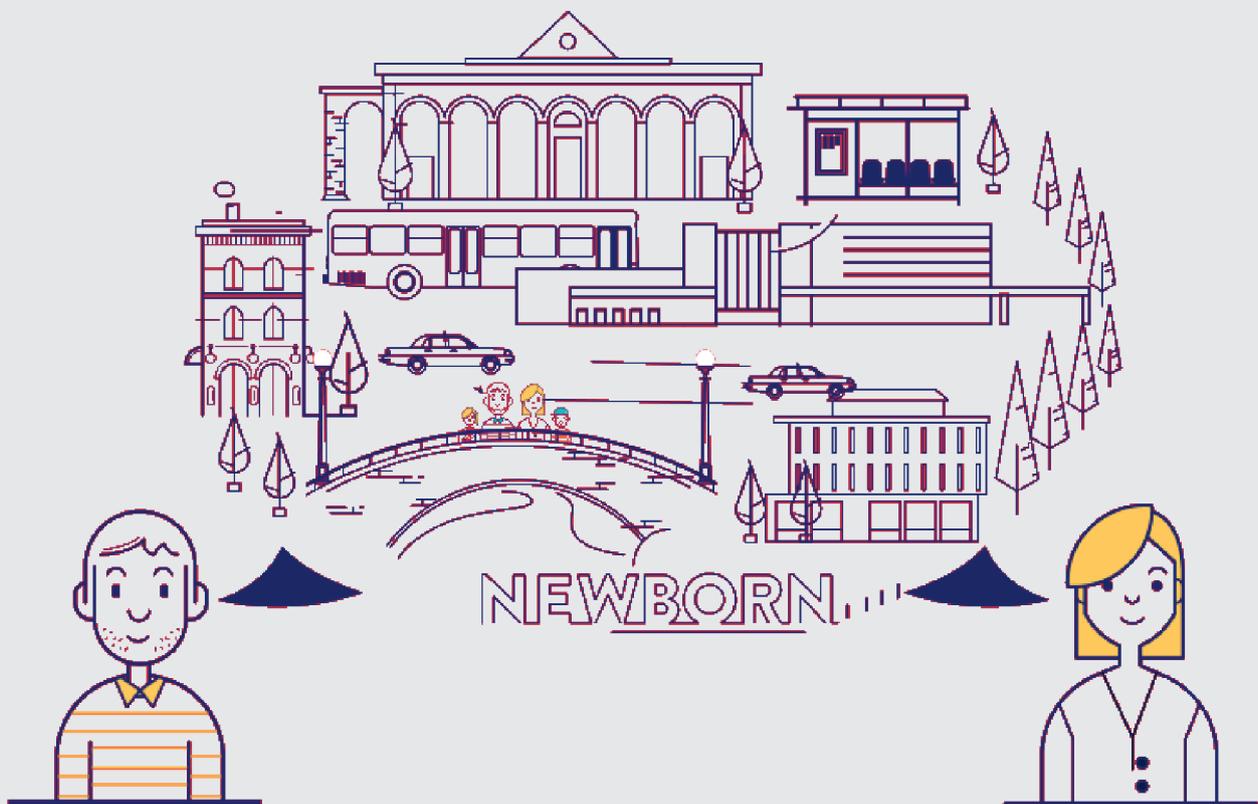
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Kosovo Women's Network
Serving, Protecting and Promoting the Rights of Women and Girls

Budgeting for a Better Environment

A Gender Analysis of Expenditures and Services in the Ministry of Environment of Spatial Planning



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Ministry of Environment of Spatial Planning

By Nicole Farnsworth, Iliriana Banjska, Nerina Guri and Donjeta Morina
for the Kosovo Women's Network

Prishtina, Kosovo
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Acronyms

AMRK	Kosovo Agency for Radiation Protection and Nuclear Safety
EBRD	European Bank for Reconstruction and Development
CSO	Civil Society Organization
DCAM	Department of Citizenship, Asylum and Migration
DIPR	Directorate on the Immovable Property Register
EU	European Union
GEO	Gender Equality Officer
GRB	Gender responsive budgeting
GRK	Government of the Republic of Kosovo
IAEA	EU and International Standards
IFC	International Finance Corporation
IPA	Instrument for Pre-Accession Assistance
KAS	Kosovo Agency of Statistics
KCA	Kosovo Cadastral Agency
KEC	Kosovo Energy Corporation
KEPA	Kosovo Environmental Protection Agency
KWN	Kosovo Women's Network
MPA	Ministry of Public Administration
MCO	Municipal Cadastral Offices
MESP	Ministry of Environmental and Spatial Planning
MEST	Ministry of Education, Science, and Technology
MIA	Ministry of Internal Affairs
MoF	Ministry of Finance
MTI	Ministry of Trade and Industry
OSCE	Organisation for Security and Co-operation in Europe
PFD	Partnerships for Development
PRKWM	Plan of the Republic of Kosovo on Waste Management
RTK	Radio Television of Kosovo
SAA	Stabilisation and Association Agreement
SPD	Sector Planning Documents
KLA	Kosovo Liberation Army
UNDP	United Nations Development Programme
UN-HABITAT	United Nations Human Settlements Programme
USAID	United States Agency for International Development
TOT	Training of Trainers

Executive Summary

Men and women, girls, and boys have different economic, social, educational, and health needs and priorities. Given their different gender roles in society, environmental protection and spatial planning policies may impact women and men differently. Gender responsive budgeting (GRB) is a strategy through which a gender perspective is inserted throughout the entire cycle of planning, implementing, monitoring, and evaluating government budgets and other fiscal policies. GRB is a legal obligation for all public institutions in the Republic of Kosovo because it can facilitate better performance-based planning to meet the needs of all Kosovo citizens. This gender analysis seeks to provide the Ministry of Environment and Spatial Planning (MESP) with concrete objectives and activities, from a gender perspective, that the Ministry can use in planning its 2017 and future budgets to better meet women's and men's needs.

This report puts forth several best practices that the Ministry, its departments, and divisions can implement in line with legal responsibilities under the Law on Gender Equality, towards ensuring that their work benefits both women and men. This includes:

- Ensuring that all staff collect and maintain gender-disaggregated data regarding persons consulted, reached, and targeted through their work. This data can be used to inform better planning with future expenditures to ensure they will benefit women and men.
- Conducting gender analyses on how a proposed new policy (e.g., industrial waste, on water, waste management, climate change mitigation and adaptation, etc.) may impact women and men differently. Always review draft laws, policies, and action plans to ensure a gender perspective. This task should be completed by the Gender Equality Officer (GEO) and involve no additional cost to the Ministry.
- Taking steps to ensure women and men participate in public consultations on laws, policies, and capital investments, towards addressing both women's and men's priorities and interests. Increase women's attendance in public consultations by encouraging municipalities to organize consultations at times and in places when both women and men can attend, as well as by ensuring women know about such consultations through cooperation with local women-led organizations.
- Reviewing public communications materials from a gender perspective to ensure the visuals and messages appeal to and communicate well to both women and men.
- Utilizing affirmative actions when job openings exist to actively recruit or promote qualified persons from the underrepresented gender (usually women), towards ensuring more balanced representation of women and men at all decision-making levels. This will contribute to more equitable expenditures on women and men from the wages and salaries economic category. Currently, women are underrepresented, comprising 37.8% of MESP employees and receiving 38.5% of expenditures from the wages and salaries expenditure category. Women hold only 22% of decision-making positions, receiving 29% of expenditures from the highest pay level.
- Creating a simple database and using it to regularly analyse gender disaggregated data on officials participating in official travels. This can be used to inform better planning to balance future expenditures among women and men, also ensuring diverse perspectives are represented in official meetings abroad. As a point of reference, in 2015, 36.9% of persons on official travel were women, and they received 29.1% of the total amount spent on remuneration of travel expenses.

The report contains further, specific recommendations for some departments, divisions, and agencies.

Introduction

Gender responsive budgeting (GRB) is an important tool used to decrease the level of gender inequalities. It is a strategy through which a gender perspective is incorporated throughout the entire cycle of planning, implementing, monitoring, and evaluating government budgets and other fiscal policies. Men and women, girls, and boys have different economic, social, educational, and health needs and priorities. The state and its budget organizations must ensure that: 1) women and men both benefit from expenditures and services, and 2) that they identify and address women's and men's specific and potentially different needs and priorities in their work.

As of 2015, GRB is a legal obligation for all public institutions in the Republic of Kosovo.¹ The Law on Gender Equality defines GRB as:

[T]he implementation of Gender Mainstreaming in the budgetary process. This means the valorisation of budgets from the viewpoint of gender, in which case the gender question is taken into account at all levels of the budgetary process, and restructuring incomes and expenditures with the aim of promoting the equality of women and men.²

The Ministry of Finance also has encouraged budget organizations to use GRB in their budget documents and budget planning processes since 2014. This encouragement became stronger in 2016 and 2017. The Ministry of Finance has provided tables that all ministries should complete as part of their 2017 budget.³

Together with the Ministry of Trade and Industry (MTI), the Ministry of Environment and Spatial Planning (MESP) is the third ministry that the Kosovo Women's Network (KWN) has supported towards institutionalizing GRB. This includes supporting the Ministry in conducting this gender analysis to inform its 2017 budget. KWN has provided technical support to MTI and MESP thanks to the financial support of USAID Partnerships for Development.

This report summarizes the findings of the gender analysis carried out with MESP, focusing on departments and divisions that provided sufficient data for such an analysis.⁴ Notably, all numbers have been rounded to the nearest Euro for the purpose of presentation. Examining prior trends in expenditures can be important for identifying potential inequalities, which then can be addressed through proper planning for future expenditures. Therefore, each section of this report examines proposed and spent budgets from prior years in order to inform projections for 2017 and beyond. Then, each section concludes with recommendations for objectives and activities that the department or agency can seek to achieve, which can be reflected in their 2017 budget and programmatic planning.

Why MESP?

Together with the MTI, MESP is the fourth Ministry conducting a gender analysis and working toward institutionalizing GRB with KWN's support. MESP was selected for many reasons. First and foremost, the internal and external policies of MESP impact the lives of many women, men, girls, and boys from diverse backgrounds. Only by analysing how spatial planning and environmental regulation policies may affect women and men differently can policies be developed that better meet the potentially different needs of women and men.

A second reason for conducting a gender analysis of MESP is the fact that as a post-conflict country, Kosovo deals with several specific issues related to spatial planning and the environment. After

¹ The Law on Gender Equality, Art. 5.1.5., states that public institutions are obliged to include gender responsive budgeting in "all areas, as a necessary tool to guarantee that the principle of gender equality is respected in collecting, distribution and allocation of resources".

² Assembly of the Republic of Kosovo, Law Nr. 05/L-020 on Gender Equality, 2015, at: <http://www.kuvendikosoves.org/common/docs/ligjet/05-L-020%20a.pdf>, Art. 3.1.17.

³ Republic of Kosovo, Ministry of Finance, Budget Circular 2017/01, at: <https://kk.rks.gov.net/kline/getattachment/26277141-8e00-4daa-90a6-9880a7f8a0f3/Qarkorja-Buxhetore-2017.aspx>.

⁴ Please note that in tables that concern different departments', divisions' and agencies' budgets, columns concerning economic categories for which the given body does not have any budget are not included in tables presented in this report.

the war, Kosovo faced rapid urbanization because of internal migration from rural to urban areas. This contributed to uncontrolled expansion of cities,⁵ which resulted in reduced use of agricultural land, poor infrastructure, limited social services, and environmental challenges.⁶ For example, Kosovo is at risk of frequent floods, heavy snowfall, drought, and other meteorological hazards.⁷ Kosovo also deals with regular meteorological and hydrological drought, which affects agricultural production in regions with no irrigation. Water scarcity affects mainly low-lying areas of the country.⁸

Environmental issues affect women's and men's wellbeing. Any policy or project that deals with people is not gender-neutral. "Gender-neutral" policies or projects assume that women and men have the same priorities, needs, expectations, and opportunities. Gender-neutral policies and projects run the risk of reinforcing existing gender-based discrimination or responding merely to men's priorities, especially in societies like Kosovo where decision-making is predominately performed by men. In order to create policies or implement environmental management projects that are sensitive from a gender perspective, questions such as weather women's and men's experiences are taken into account when it comes to the different ways of using and managing natural resources are taken into consideration. Or are response strategies in relation to hazards such as toxic chemicals tailored to the different affects it could have on women and men?

Similarly, in an ideal situation, spatial planning should ensure a safe and sustainable environment for all. It should involve understanding and responding to how different people use, experience, and feel about public space.⁹ By introducing spatial planning policies that recognize differences and similarities among women and men, according to their different roles and needs in society, the state can reduce potential inequalities.

About the Ministry of Environment and Spatial Planning

MESP is responsible for designing, supporting, and monitoring the implementation of environmental protection policies. Its responsibilities and competences include, among others:

- To participate in the drafting of environmental protection strategic documents and to set norms and standards in this field, in accordance with relevant international standards;
- To encourage the participation of the community in environmental protection activities, to develop campaigns and other advertisement projects to raise public awareness and increase conformity with environmental protection standards and also to support the increase of environmental education to nurture knowledge and expertise in relation to environmental protection;
- To supervise and estimate the state of environment, notably the effect of industrial and economic activity, and public services, since these are bound up to environmental protection; to develop policies concerning the management of water resources; and to support clean technologies development, implementation and transfer;
- To assure the inclusion of a spatial plan that is state-wide in the government policy and programs and supervise its implementation by relevant authorities and to draft laws in the field of environmental protection.¹⁰

⁵ *Ec ma Ndryshe* and Pro-Planning, *Sfidat e planifikimit dhe menaxhimit hapesinor ne komuna; roli i shoqerise civile ne adresimin e tyre*, Prishtina: 2016, p. 5 at:

http://www.ecmandryshe.org/repository/docs/I60530170335_EC_PRO_Analiza_SHQ.pdf.

⁶ Ibid.

⁷ United Nations Development Programme (UNDP), *Kosovo Disaster Risk Reduction Initiative*, 2016, p. 4, at:

<http://www.undp.org/content/dam/kosovo/docs/KDRR/2013.05.28%20KDRRI%20Prod%20SIGNED.pdf>.

⁸ Ibid, p. 5.

⁹ Oxfam, *Gender and Spatial Planning: RTP good practice note 7*, London: 2007, p. 4.

¹⁰ Government of Kosovo, Regulation No. 02/2012 on the Areas of Administrative Responsibility of the Office of the Prime Minister and Ministries, 2011, at: http://www.kryeministri-ks.net/repository/docs/Rregullorja_02-2011-e_miratuar nga_Qeveria-finale.pdf, Appendix 13.

Towards implementing its responsibilities, MESP has created strategic objectives and an Action Plan on Biodiversity, which has four Strategic Objectives:

- **Strategic Objective 1:** Advancement of legal and institutional framework in accord with EU standards and its efficient implementation.
- **Strategic Objective 2:** Preservation, protection and improvement of the state/condition of plants and animals, natural dwellings and landscapes in natural balance.
- **Strategic Objective 3:** Assuring united protection of nature through collaboration with other sectors, sustainable use of biodiversity and equal sharing of profits.
- **Strategic Objective 4:** Raising of public awareness and promoting effective education for biodiversity.¹¹

MESP also has created a Plan of the Republic of Kosovo on Waste Management (PRKWM), which has three main objectives that correspond with these principles:

- Plan and support actions intended to strengthen the waste management system;
- Finance programs in areas which are problematic on waste generation, and
- Taking actions for advancement of information, and public awareness related to waste management.¹²

When these objectives were drafted, no gender analysis was carried out to assess the extent to which these issues and planned actions may affect women and men differently. Gender analyses can help to identify the potentially different needs of women and men, as well as how to address these needs with regard to environmental protection, biodiversity, and waste management. Such analyses also can provide information about ways to better involve diverse women and men in environmental protection efforts in Kosovo.

MESP also has a Framework Strategy for Climate Change, which mentions that women may have potentially unique needs related to climate change that should be addressed.¹³

Overall Budget

Table I contains the overall budget for MESP for 2014-2019.¹⁴ Overall, MESP has foreseen an increase in its budget for 2017. However, it has anticipated a decrease in the wages and salaries economic category.

¹¹ MESP, *Strategy and Action Plan for Biodiversity 2011-2020*, Prishtina, p. 12, at: http://www.ammk-rks.net/repository/docs/Strategy_and_Action_Plan_for_Biodiversity_2011-2020.pdf.

¹² MESP, *Plan of the Republic of Kosovo on Waste Management 2013-2017*, Pristina: 2013, p. 7, at: http://mmph-rks.org/repository/docs/Planne_of_Republic_Kosova_for_WM_2013-2017_-Eng_.644818.pdf.

¹³ Reviewing the entire Strategy from a gender perspective was outside the focus of this analysis. Further information is available at: Republic of Kosovo, Government, MESP, "Climate Change Framework Strategy (CCFS) for Kosovo", Prishtina: Republic of Kosovo, 2014, at: http://mmph-rks.org/repository/docs/Climate_Change_Framework_Strategy_19022014_FINAL_717626.pdf.

¹⁴ In the Table, 2014 Budgeted Data is from Law on Budget 2014. Other data is from the First Draft Budget for Year 2017 and from Expenses Reports for 2014, 2015, and 2016, provided by the Head of Finance and Budget Division in MESP. Budgeted Capital Investments are from the Law on Budget 2014, 2015, and 2016. In this table, MESP expenses include donations and credits for the entire Ministry. Donations amounted to approximately €519,960 in 2014, €588,676 in 2015, and €67,984 in 2016. Credits amounted to around €510,391 in 2014, €1,756,619 in 2015, and €40,353 in 2016.

Year		Empl oyees	Total Budget	Wages and Salaries	Goods and Services	Municipal Expenses	Subsidies and Transfers	Capital Investments
2014	Budgeted	293	€47,785,026	€1,442,857	€1,287,008	€97,906		€44,957,255
	Spent		€44,967,148	€1,613,389	€1,610,134	€45,763		€41,697,861
	% of Budget Used		94%	112%	125%	47%		93%
2015	Budgeted	293	€38,353,185	€1,834,195	€1,223,957	€83,220		€35,211,813
	Spent		€38,126,646	€1,817,788	€1,510,531	€41,701		€34,756,626
	% of Budget Used		99%	99%	123%	50%		99%
2016	Budgeted	335	€39,173,728	€2,138,187	€1,118,081	€83,220	€190,000	€35,644,240
	Spent (Jan. to Mar.)	301 ¹⁵	€7,975,979	€499,014	€260,221	€6,637		€7,210,107
	% of Budget Used		20%	23%	23%	8%	0%	20%
2017	Requested	335	€3,247,122	€2,045,821	€1,118,081	€83,220		
2018	Projected	335	€3,256,453	€2,055,152	€1,118,081	€83,220		
2019	Projected	335	€3,256,453	€2,055,152	€1,118,081	€83,220		

Salaries and Wages in MESP

In accordance with the new Law on Gender Equality, women and men must be represented equally in all decision making bodies in all public institutions (defined as 50% of each gender).¹⁶ Table 2 shows MESP employees working in the central administration, disaggregated by gender and level of pay. The table illustrates women's underrepresentation in MESP at all levels, particularly the highest level of pay, where women comprise only 20% of all employees. In total, women comprise 37.8% of all MESP employees. Partially as a result of women's underrepresentation in decision-making positions, women have benefitted much less than men from the wages and salaries economic category, receiving 38.5% of expenditures from this economic category in 2016.

Salary Level	Total Staff at Each Salary Level	# and % of Men	Amount Spent on Men	# and % of Women	Amount Spent on Women	Total Amount Spent
201-400	72	56 (78%)	€18,325 (76%)	16 (22%)	€5,771 (24%)	€24,096
401-600	154	81 (53%)	€39,056 (54%)	73 (47%)	€33,810 (46%)	€72,865
600+	18	14 (78%)	€6,740 (71%)	4 (22%)	€2,740 (29%)	€9,481
Total	244¹⁸	151 (62%)	€64,121 (60%)	93 (38%)	€42,321 (40%)	€106,442

Thus, MESP currently falls short in realizing its legal obligations for ensuring equal representation of women and men at all decision-making levels, in accordance with the Law on Gender Equality.

# of Officials			Amount Spent		
Women	Men	Total	Women	Men	Total
48 (37%)	82 (63%)	130	€28,151 (29%)	€68,596 (71%)	€96,747

Table 3 shows the number of MESP officials travelling outside Kosovo in 2015, disaggregated by gender. Officials involved in international travel qualify for per diems at a set rate. These funds come from the Goods and Services economic category.¹⁹ From the 130 officials who participated in official

¹⁵ This includes Cadastral Agency employees.

¹⁶ Assembly of the Republic of Kosovo, Law 05/L-020, Art. 6.8.

¹⁷ Provided to KWN by MESP, 8 August 2016.

¹⁸ Notably, this does not include Cadastral Agency employees.

¹⁹ KWN email correspondence with the Head of the Department of Finance, 14 September 2016.

visits in 2015, 63.1% were men and 36.9% were women. Thus, men participated more in official visits than women. In total, €96,747 was spent on per diems in 2015. Women received 29.1% of this sum, while men received 70.9%.²⁰ In 2015, a total of €1,510,531 was spent on Goods and Services (see Table 1). Which means that women received 1.9% from these funds for per diems, whereas men received 4.5% for the same purpose.²¹

Further, KWN disaggregated this data according to the location to which officials travelled. Table 4 shows the number of visits made by women and men; some individual officials participated in multiple visits. A higher percentage of men participated in official regional visits (67%) and international visits (70%) than women. Per diems for international visits are higher than for regional visits, which may explain in part why men received a higher percentage of per diems than women (see Table 3).

Region			International		
Women	Men	Total	Women	Men	Total
86 (33%)	171 (67%)	257	54 (30%)	124 (70%)	178

Capital Investments

Table 5 illustrates the capital investment projects that MESP has planned for 2017-2019. These capital investments, co-financed with municipalities, are initiated by municipalities. Municipalities send requests for capital investment projects to the Ministry, which submits these requests to the government before the Ministry of Finance drafts the Law on Budget. Municipalities are obliged to hold public consultations before selecting capital investment projects. However, the planned investments enlisted in Table 5 were not preceded by any public consultations.²² Most projects are continuing works that began in prior years. Only two new capital investment projects are planned for 2017: the Plants, Animals, Natural Habitats Inventory Project, and the Wastewater Factory Project in Peja.

Department/ Agency	Name of Project	2017 Total	2018 Projected	2019 Projected	2017-2019 Total
Department of Spatial Planning, Construction and Housing	Building and Renovating Houses of Repatriated Persons	€713,500	€1,000,000	€1,000,000	€2,713,500
	Memorial "Baza e Parë e Ushtrisë Çlirimtare të Kosovës (UÇK-së)" Lladrovç, Podujevo	€214,000	€0	€0	€214,000
	Creating Database for Management of Requests for Housing	€20,000	€20,000	€20,000	€60,000
	Adjustment Plan and Construction of the Special Protected Area of Resistance	€30,000	€30,000	€30,000	€90,000
	Construction of Memorial "Agim Zhitia", Lluga, Podujevë	€200,000	€157,759	€0	€357,759
Environmental Protection Department	Plants, Animals, Natural Habitats Inventory	€240,000	€0	€0	€240,000
	Planning of Green Areas in Llukë Cemetery	€300,000	€300,000	€300,000	€900,000
	Construction of an Object for Temporarily Storage of Dangerous Waste	€200,000	€800,000	€1,000,000	€2,000,000

²⁰ Calculated by KWN with data provided by MESP containing the names and amounts spent on each official.

²¹ Calculated by KWN.

²² KWN email correspondence with the Division of Budget and Finance at MESP, 14 September 2016.

	Construction of a Municipal Warehouse in Peja Region	€200,000	€1,000,000	€0	€1,200,000
	Cleaning of Lepenc River from Waste	€83,000	€0	€0	€83,000
	Construction of Solid Material Warehouse in Prishtinë	€500,000	€1,000,000	€0	€1,500,000
Waters Department	Wastewater Factory in Peja	€3,800,000	€0	€0	€3,800,000
	Adjusting Bistrica Riverbed, Peja	€200,000	€0	€0	€200,000
	Water Supply Project in Drenas	€29,187	€0	€0	€29,187
	Water Accumulation/Lake in Ibër River – Mitrovicë	€1,000,000	€337,182	€0	€1,337,182
	Adjusting Toplluha Riverbed in Suharekë	€100,000	€100,000	€0	€200,000
	Adjusting Dubonë-Dobrushë-Kashicë-Saradran, Istog Irrigation Canal	€54,156	€0	€0	€54,156
	Sewage in Raushiq Village	€100,000	€0	€0	€100,000
	Wastewater System and Adjusting Infrastructure Project of River Bistrica in Prizren	€1,400,000	€0	€0	€1,400,000
	Sewage Construction in Deçan	€160,000	€0	€0	€160,000
	Adjustment of Lepenc Riverbed in Kaçanik	€188,345	€0	€0	€188,345
	Rehabilitation of Water Supply and Water Capacity Building in 9 Villages in Kaçanik	€500,000	€169,160	€0	€669,160
	Adjustment of Krena Riverbed in Gjakovë	€200,000	€20,000	€0	€220,000
	Sewage Construction in Runik Village, Skënderaj	€200,000	€0	€0	€200,000
	Adjusting Drenica Riverbed in Drenas	€300,000	€300,000	€300,000	€900,000
Expropriation Department	Expropriations	€24,997,354	€36,828,229	€51,797,330	€113,622,913
Hadë Village	Hadë Village	€100,000	€150,000	€50,000	€300,000
Kosovo Environmental Protection Agency (KEPA)	Maintenance of the Network of Air Monitoring Stations	€100,000	€100,000	€100,000	€300,000
	Maintenance of the Hydrometric Kosovo Stations by Ponds	€20,000	€20,000	€20,000	€60,000
	Supply with Laboratory Material to the Hydrometeorological Institute Laboratory	€20,000	€20,000	€20,000	€60,000
	Advancement of Existing Meteorological Network and its Automation	€40,000	€20,000	€20,000	€80,000
	Purchasing Moving Materials (Terrain Engines) for Parks Guards Needs	€20,000	€0	€0	€20,000
	Marking and Digitization of Protected Nature Areas	€10,000	€0	€0	€10,000
	Preservation and Development of Sustainability of National Park Bjeshkët e Nemuna	€30,000	€40,000	€40,000	€110,000
	Purchase and Installing Central Software and Analyzers for Stations Network	€40,000	€20,000	€20,000	€80,000

	Functionalization of Nerodimë River Bifurcation	€10,000	€0	€0	€10,000
	KEPA Vehicles Purchase	€0	€60,000	€0	€60,000
Kosovo Cadastral Agency (KCA)	Gravimetric Relative Measures	€60,000	€60,000	€60,000	€180,000
	Extension of the Database (Hardware + Software)	€100,000	€150,000	€150,000	€400,000
	Air – Photographing	€50,000	€250,000	€0	€300,000
	Rebuilding Cadastral Information (MCOs with Minorities Majority)	€300,000	€200,000	€200,000	€700,000
	Intranet Extension of KCA with New Modules	€5,000	€5,000	€5,000	€15,000
	Archive Documents Scanning	€100,000	€100,000	€200,000	€400,000
	Kosovo's Lands Cadastral Information System Maintenance	€167,000	€167,000	€167,000	€501,000
	Buildings Cadastre (Municipal Cadastral Offices - MCOs with Minorities Majority)	€100,000	€75,000	€0	€175,000
	Developing Kosovo's Land Cadastral Information System	€250,000	€0	€0	€250,000
	Geo - Portal Development	€25,000	€0	€0	€25,000
Total		€37,476,542	€43,499,330	€55,499,330	€136,475,201

Recommended Objectives

1. Improve the extent to which gender, including the different needs and interests of diverse women and men, are reflected in environmental policy and urban planning.
2. When job openings exist, increase incrementally the percentage of women working at MESP from 37.8% in 2016, including in decision-making positions, thereby making progress towards more equal expenditures on women and men.
3. Improve data collection related to official travel and per diems.
4. Increase incrementally each year expenditures on per diems for women from 29.1% in 2015.

Recommended Activities

1. Conduct gender analyses to inform future strategies and action plans related to MESP competencies, including the Gender Equality Officer (GEO) and other external gender experts in the drafting process. If conducted by the GEO and members of the working group, this will not have any additional cost for the Directorate. For specific issues that require further research and information, the Directorate can set aside additional funding for contracting gender expertise.
2. Review draft policies and action plans to ensure that gender is incorporated within them in accordance with the Law on Gender Equality. This task should be completed for every policy and action plan by the GEO and involve no additional cost to the Ministry.
3. In implementing existing policies, seek to incorporate a gender perspective during the implementation, monitoring, and evaluation phases. In accordance with the Law on Gender Equality, this should be part of the regular responsibilities of all officials and should not require any additional cost for the Ministry.
4. Article 5 of the Law on Gender Equality asks public institutions to use affirmative actions in order to address existing gender inequalities. In accordance with this article, MESP can and should use affirmative measures in hiring new persons when job openings exist. Such affirmative measures, as per the Law on Gender Equality, do not constitute discrimination and are to be used only temporarily until existing gender inequalities are addressed. This will involve no additional cost to the Ministry and will be in accordance with its legal obligations under the Law on Gender Equality.
5. Create a database, maintain it, and use it to regularly analyse gender-disaggregated data on officials participating in official travels. Maintaining gender-disaggregated statistics is a legal obligation

according to the Law on Gender Equality.²³ This can be a regular task of an existing employee (e.g., the GEO in cooperation with the Finance Department), as it requires little time to enter immediately as MESP makes payments for per diems. This will not require any additional costs.

6. Encourage all departments and divisions to ensure a gender balance related to official travels, towards more balanced expenditures on per diems for women and men. This will not require additional resources, but better allocation of resources as foreseen by the Law on Gender Equality.

Central Administration

The Central Administration budget line includes budgets for the Division of Budget and Finance and the Office of the Minister. The budget is foreseen to decrease slightly in 2017, specifically related to wages and salaries. However, the number of employees is expected to remain constant.

Altogether, 68 people work in this Department and its divisions. Overall, women (44%) and men (56%) have fairly balanced representation within the Department. Women receive approximately 45% of expenditures and men receive 56%. Additionally, an equal share of women and men work at the highest salary level, though men receive slightly more of the expenditures at this level (58%). At the mid-level salary range, women comprise 58% of employees and receive 57% of expenditures. At the lowest salary level, men outnumber women substantially, comprising 79% of employees and receiving 78% of expenditures.

Table 6. Finance and General Services Department Employees by Gender and Level of Pay in Jan.-Aug. 2016²⁴

Salary Level	Total Staff at Each Salary Level	# and % of Men	Amount Spent on Men	# and % of Women	Amount Spent on Women	Total Amount Spent
201-400	24	19 (79%)	€77,388 (78%)	5 (21%)	€22,039 (22%)	€99,428
401-600	38	16 (42%)	€93,040 (43%)	22 (58%)	€123,150 (57%)	€216,190
600+	6	3 (50%)	€35,100 (58%)	3 (50%)	€25,533 (42%)	€60,633
Total	68	38 (56%)	€205,529 (55%)	30 (44%)	€170,722 (45%)	€376,250

Human Resources Division

The Human Resource Division coordinates human resource planning and manages the recruitment of staff. It is responsible for the implementation of recruitment procedures, selection procedures, complaints processing, leave requests, performance evaluation and developing training plans for staff.²⁵ Considering its mandate, this Division should support other departments and divisions in effectively applying affirmative measures foreseen by the Law on Gender Equality during recruitment, promotion, and hiring procedures.

Budget and Finance Division

The Budget and Finance Division is responsible for preparing budget proposals and coordinating budget processes for all administrative structures of the Ministry. It ensures that expenses comply with budgetary rules and procedures. It also monitors and reports on budget execution.²⁶

The Division has an important role to play in supporting the Ministry in implementing its obligations related to GRB, as stated in the Law on Gender Equality. This includes ensuring that all departments and divisions in the Ministry submit gender-disaggregated data and use it to inform the planning of their annual budgets, including towards identifying gender-disaggregated performance indicators. The Division also

²³ Assembly of the Republic of Kosovo, Law on Gender Equality 05/L-020, Art. 5.1.8.

²⁴ Monthly salaries data provided by Personnel. Calculations of the annual salary and rounding of numbers by KWN.

²⁵ Regulation GRK - No. 19/2013 on Internal Organization and Restructuring of Jobs in the Ministry of Environment and Spatial Planning, Art. 34

²⁶ Ibid, Art. 35.

must ensure that the guidelines put forth by the Ministry of Finance are followed, including with reference to GRB and the inclusion of gender-disaggregated data in budget requests.²⁷

Recommended Objectives

1. Improve enabling environment for implementing the Law on Gender Equality by installing policies and practices for using affirmative actions in hiring and promotions, towards ensuring a gender balance within the Ministry at all decision-making levels.
2. Improve implementation of gender responsive budgeting, as per the Law on Gender Equality.

Recommended Activities

1. Continue to increase the percentage of the under-represented gender employed at each pay level annually until the legal requirement of 50% representation at all levels of pay is fulfilled. When job openings exist, this can be achieved at no cost through affirmative actions in hiring procedures, as foreseen by the Law on Gender Equality.
2. Organize training and coordinate coaching for MESP staff by gender experts in gender responsive budgeting so that the Ministry may fulfil its legal obligations under the new Law on Gender Equality. This includes ensuring that training on gender responsive budgeting is included in introductory training for new employees. As training modules exist, this will involve little to no cost for the Ministry.
3. Work closely with the GEO, other departments, and divisions to mainstream gender in the Medium Term Expenditure Framework, as well as the Annual Budget Annex, including in the situation analysis, objectives, activities, and performance indicators. This should draw from an analysis of past trends, including gender-disaggregated data. This will require no additional cost and be part of fulfilling the Ministry's legal responsibilities under the Law on Gender Equality.

Procurement Department

The Procurement Department is obliged to develop procurement procedures in accordance with the Law on Public Procurement of the Republic of Kosovo.²⁸ It is responsible for preparing, coordinating, and implementing the annual plan of the Ministry related to public procurement. It must decide upon the methodology of tender procurement and procedures of price evaluation.²⁹ The Procurement Department's budget is included within the Central Administration's budget. The Department did not provide gender-disaggregated data, despite requests.

Internationally and in Kosovo, some steps have been taken towards integrating "social considerations" into procurement processes or operations. As a term, "socially responsible public procurement", means procurement operations that take into account social considerations, including promoting gender equality under the umbrella of promoting employment opportunities.³⁰ This form of public intervention can stimulate the integration of certain groups and further gender equality. In practice, this means that procurement guidelines can be drafted in order to encourage contracted businesses or to require them to have a greater gender balance in their employees' structures. Clear criteria as to the percentage of women and men employees that work in the contracted business can be set.

In Kosovo, Law No. 05/L-068, On Amending Law No. 04/L-042 On Public Procurement of the Republic of Kosovo, Changed and Supplemented by Law No. 04/L-237 has added that "Contracting authorities may decide, inter alia, specific contract conditions which allow social objectives to be

²⁷ Ministry of Finance of the Republic of Kosovo, Budget Circular 2016/02, at: <http://www.womensnetwork.org/documents/20150909113719743.pdf>.

²⁸ Republic of Kosovo, MESP, *Departamenti i Prokurimit*, at: <http://mmp-h-rks.org/sq/Departamenti-i-Prokurimit>.

²⁹ Regulation GRK - No. 19/2013 on Internal Organization and Restructuring of Jobs in the Ministry of Environment and Spatial Planning, Art. 39.

³⁰ European Commission, *Buying Social: A Guide to Taking Account of Social Considerations in Public Procurement*, Luxembourg: 2010, p.7., at: <http://www.bassetlaw.gov.uk/media/29130/BuyingSocial.pdf>.

considered.”³¹ Among them is the “Obligation to implement, during the execution of the contract, measures that are designed to promote gender equality or diversity on other grounds.”³² This means that MESP, as a contracting authority, can now legally put in place the affirmative actions towards encouraging women-owned and/or businesses with more women workers to apply; or MESP can ensure that both women and men benefit from the jobs created through government-funded projects. While municipalities are responsible for contracting companies to carry out new capital investment projects,³³ in procurement processes for which the Ministry is responsible, opportunities exist to further gender equality via procurement.

Public Communication Division

The Public Communication Division proposes, designs, and ensures implementation of communication plans. It also organizes media conferences and preparing publications. Moreover, it coordinates requests for access to public documents.³⁴ This Division’s budget is included within the Central Administration’s budget. KWN did not receive gender-disaggregated data from this Division. Even so, the Division can consider a gender perspective in several aspects of its work, as recommended below.

Recommended Objectives

1. Ensure a gender perspective is mainstreamed within communication plans and public outreach materials.
2. Encourage contracted companies and businesses that will execute investment projects to employ women and men equally in accordance with the amended Law on Public Procurement.

Recommended Activities

1. Include gender-disaggregated data in communications with the press. Design communications plans and materials so that they consider the potentially different interests, communication needs, and priorities of women and men. Ensure that illustrations do not reinforce traditional gender roles or leave out women or men. Communication plans can consider the best ways to reach women and men with information, given their often different means, times, and forms of communication.
2. Put in place affirmative actions within procurement documents towards encouraging women-owned and/or businesses with more women workers to apply; ensure that both women and men benefit from the jobs created through government-funded projects.

Legal Department

The Legal Department provides legal support in developing legislation related to the work of the Ministry. It ensures alignment with legislation and ensures harmonization of legislation with the European Union (EU) *acquis*, as well as other applicable laws in Kosovo.³⁵ This Department houses the Legislation

³¹ Republic of Kosovo, Law No. 05/L-068, On Amending Law No. 04/L-042 On Public Procurement of the Republic of Kosovo, Changed and Supplemented by Law No. 04/L-237, at: <http://www.kuvendikosoves.org/common/docs/liget/05-L-068%20sh.pdf>.

³² Ibid, Art. 17.

³³ KWN interview with Head of Finance Department, 21 April 2016.

³⁴ Regulation GRK - No. 19/2013 on Internal Organization and Restructuring of Jobs in the Ministry of Environment and Spatial Planning, Art. 38.

³⁵ Regulation GRK - No. 19/2013 on Internal Organization and Restructuring of Jobs in the Ministry of Environment and Spatial Planning, Art. 30.

Designing and Harmonization Division,³⁶ and the Division for Supervision of Implementation of Legislation, Legal Support, and Inter-institutional Cooperation in the Field of Legislation.³⁷

The Legal Department's budget is included within the Central Administration's budget. This Department and its divisions did not provide gender-disaggregated data. Therefore, it is unclear whether they have carried out gender analyses to inform policy proposals and/or supported the implementation of the Law on Gender Equality through advice and legal support.

Recommended Objectives

1. Ensure that all laws and policies proposed by the Ministry are based on gender analysis and integrate a gender perspective in accordance with the Law on Gender Equality.

Recommended Activities

1. Mainstream gender in all laws, regulations, strategies, action plans, regulations, and other documents, in accordance with obligations under the Law on Gender Equality. All policies should consider the potentially different needs and interests of women and men, as well as how the new policy or law may impact women and men differently. Involve the GEO in reviewing all new legal and sub-legal documents, as well as in participating in working groups. This can facilitate gender mainstreaming at no extra cost to the Department.
2. Ensure existing and new MESP legislation is fully harmonized with international gender equality requirements, including related to EU Accession. New and existing legislation should be aligned with the EU gender equality acquis and the new EU Gender Action Plan.³⁸ This should not require additional resources as it should be carried out as part of the regular duties of the Department. However, the Department may consider contracting gender expertise, as needed, to support the fulfilment of these obligations.
3. Conduct regular gender analyses of all existing laws, administrative instructions, regulations, and strategies. Ensure that they are in line with legal obligations relating to gender equality in accordance with the Constitution and the Law on Gender Equality.

Department for European Integration and Policy Coordination

The Department for European Integration and Policy Coordination provides support in coordinating activities related to the European Integration process, including harmonization of legislation with the EU *acquis*. It supports the exchange of information related to the European Integration process related to the Ministry's mandate.³⁹ This Department houses the European Integration Division and the Policy Coordination Division. The Department's budget is included within the Central Administration's budget. KWN did not receive gender-disaggregated data from this Department related to expenditures on salaries and wages or other economic categories, despite requests.

In the context of Kosovo's EU Accession, this Department, among others, should take steps towards furthering gender equality. For example, an objective of the third Pivotal Area of the new EU

³⁶ The Legislation Designing and Harmonization Division supports the design of new legislation and assures compliance with the EU acquis and other applicable laws in Kosovo (Regulation GRK - No. 19/2013 on Internal Organization and Restructuring of Jobs in the Ministry of Environment and Spatial Planning, Art. 31).

³⁷ This Division coordinates activities related to implementing legislation. It provides legal support, including designing proposed decisions, agreements, memoranda, and contracts (Ibid, Art. 32).

³⁸ European Commission, Gender Equality Action Plan, *Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016-2020*, Brussels: 2015, at: https://ec.europa.eu/europeaid/sites/devco/files/staff-working-document-gender-2016-2020-20150922_en.pdf.

³⁹ Regulation GRK - No. 19/2013 on Internal Organization and Restructuring of Jobs in the Ministry of Environment and Spatial Planning, Art. 27.

Gender Action Plan 2016-2020 is “Equal rights enjoyed by women to participate in and influence decision-making processes on climate and environmental issues”.⁴⁰ The Government of Kosovo, including this MESP Department, should consider this when taking steps towards implementing EU aims relating to gender equality.

European Integration Division and Policy Coordination Division

The European Integration Division ensures inclusion of EU policies in MESP in accordance with the *EU acquis*. It supports the implementation of Stabilisation and Association Agreement (SAA) criteria in MESP. This Division is responsible for preparing Action Plans and Sector Planning Documents (SPDs) for Instrument for Pre-Accession Assistance (IPA). In accordance with the new EU Gender Action Plan, all IPA documents must reflect a gender perspective, including gender-disaggregated data in the indicators and targets. This would apply to environmental sections of the documents as well, namely how environmental issues may impact women and men differently and how such issues may be addressed. Considering that environment is a crosscutting theme in all IPA documents, it would seem plausible to suggest that this Division also should review IPA documents from all line ministries to ensure they are meeting EU criteria related to the environment.

The Policy Coordination Division coordinates the process of developing MESP strategic documents, including with the budget planning process. This Division also provides data and information for the Ministry’s annual work plan, ensuring it is in accordance with the Medium Term Expenditure Framework and other strategic documents. It monitors and reports on the implementation of the Strategic Development Plan of the Ministry.⁴¹

A preliminary desk review of some MESP strategies and strategic plans shows that they are insufficiently gender sensitive. For instance, the “Kosovo Environment Strategy (KES) and National Environmental Action Plan (NEAP) 2011-2015” lacks gender-disaggregated objectives, activities, and indicators.⁴²

Recommended Objectives

1. Improve the gender perspective within IPA SPDs and Action Documents, including environmental sections of other ministries’ IPA documents, in accordance with the Law on Gender Equality and new EU Gender Action Plan.
2. Ensure gender is mainstreamed within all policy documents, including the new, updated version of the Kosovo Environment Strategy (KES) and National Environmental Action Plan (NEAP) 2011-2015.

Recommended Activities

1. Cooperate with the EU Office in Kosovo, the GEO, the Ministry of European Integration, and local experts to mainstream gender in IPA SPDs and Action Documents. Gender should not be mentioned only at the “Cross-cutting issues” section. Rather, it should be mainstreamed throughout the document. This includes ensuring gender disaggregated data is included within the situational analysis, logical framework, performance indicators, and environmental section. This is part of the responsibilities of the existing human resources of this Department, in accordance with the Law on Gender Equality, and therefore should not require any additional resources.
2. Ensure that all policies and plans include a gender perspective by involving the GEO in reviewing them, as well as consulting with gender experts. Include gender-disaggregated data in regular reporting on the Strategic Development Plan of MESP, as well as in the new KES and NEAP 2011-

⁴⁰ European Commission, Gender Equality Action Plan.

⁴¹ Regulation GRK - No. 19/2013 on Internal Organization and Restructuring of Jobs in the Ministry of Environment and Spatial Planning, Art. 29.

⁴² Ministry of Environment and Spatial Planning, *Kosovo Environment Strategy (KES) and National Environmental Action Plan (NEAP) 2011-2015*, Pristina: 2011, at: [http://www.kryeministri-ks.net/repository/docs/REVISING_and_UPDATING_the_KOSOVO_ENVIRONMENTAL_STRATEGY_\(KES\).pdf](http://www.kryeministri-ks.net/repository/docs/REVISING_and_UPDATING_the_KOSOVO_ENVIRONMENTAL_STRATEGY_(KES).pdf).

2015 in accordance with the Law on Gender Equality's requirement to maintain and report gender-disaggregated data.

Human Rights Unit

The Human Rights Unit makes recommendations for the General Secretary and personnel in MESP. It also evaluates the implementation of human rights standards within MESP and participates in drafting laws and policies in accordance with these standards.⁴³ In reviewing draft laws and policies, the Unit can ensure that women's rights as human rights are safeguarded, in accordance with CEDAW, as well as ensure a gender perspective has been considered, as relevant. The Human Rights Unit falls under the General Secretary, but has its own budget line in the 2016 Budget and first draft of the 2017 Budget. Its budget has been fairly consistent in 2015 and 2016, and will remain similar in 2017-2018.

Wages and Salaries

As Table 7 illustrates, the Unit has two women staff members. Therefore, women, receive 100% of expenditures in this economic category.

Salary Level	Total Staff at Each Salary Level	# and % of Men	Amount Spent on Men	# and % of Women	Amount Spent on Women	Total Amount Spent
201-400	1	0 (0%)	€0 (0%)	1 (50%)	€4,543 (100%)	€4,543
401-600	1	0 (0%)	€0 (0%)	1 (50%)	€6,645 (100%)	€6,645
Total	2	0 (0%)	€0 (0%)	2 (100%)	€11,188 (100%)	€11,188

Recommended Objectives

1. Ensure human rights and a gender perspective are considered in draft laws and policies.
2. Increase the percentage of men working in this Unit from 0% to 50%, thereby balancing expenditures among women and men, when job openings exist.

Recommended Activities

1. Review draft laws and policies from a gender perspective, safeguarding the rights of all genders.
2. When job openings exist, use affirmative actions to encourage more men to apply and in hiring procedures.

Department of Environmental Protection

The Department of Environmental Protection proposes policies for environmental protection and offers support regarding the use of natural resources. It also performs administrative and professional activities towards achieving membership in Conventions, Treaties, International Organisations, and Agreements.⁴⁴ The Department has four divisions: the Division for Environmental Education and Awareness, the Division for Management of Industrial Pollution, Waste and Chemicals Division, and the Division of Nature Protection. Further information for each division follows.

⁴³ Government of Kosovo, MESP website, at: <http://mmph-rks.org/sq/Nj%C3%ABsia-p%C3%ABr-t%C3%AB-Drejtat-e-Njeriut>.

⁴⁴ Government of Kosovo, MESP website, at: <http://mmph-rks.org/sq/Departamenti-per-Mbrojtjen-e-Mjedisit>.

Wages and Salaries

As Table 8 illustrates, a fairly equal percentage of women (48%) and men (52%) work in this Department. Further, the expenditures on wages and salaries for women (46%) and men (54%) is similar. Given the number of staff at each salary level, the Department and its divisions also maintain a gender balance in so far as possible at each salary level.

Salary Level	Total Staff at Each Salary Level	# and % of Men	Amount Spent on Men	# and % of Women	Amount Spent on Women	Total Amount Spent
201-400	1	0 (0%)	€0 (0%)	1 (100%)	€3,856 (100%)	€3,856
401-600	25	13 (52%)	€75,873 (54%)	12 (48%)	€65,774 (46%)	€141,647
600+	1	1 (100%)	€7,353 (100%)	0 (0%)	€0 (0%)	€7,353
Total	27	14 (52%)	€83,225 (54%)	13 (48%)	€69,631 (46%)	€152,856

Division for Environmental Education and Awareness

The Division for Environmental Education and Awareness in association with other institutions proposes and ensures implementation of policies related to environmental education and awareness. It supports awareness events, analyses, and regular reports in this field.⁴⁶

Table 9 shows the number of students participating in awareness raising lectures organized by this Division in primary schools in 2014 and 2015. Gender-disaggregated data was unavailable, though one could hypothesize that the gender balance mirrored that of the students in the targeted classrooms.

While the Division carries out other outreach activities as well, no further information was provided about these outreach efforts or the communication materials used, despite requests.

Division for Management of Industrial Pollution

The Division for Management of Industrial Pollution proposes policies related to protection from pollution caused by industry. It also monitors and reports on rights and obligations in accordance with international agreements.⁴⁷ The Division assesses projects to be implemented in the future and how pollution from a project may affect people. The Division uses analyses conducted by the Department of

Municipality	# of Students	
	2014	2015
Mitrovicë/Kosovska Mitrovica	117	610
Kamenicë/ Kosovska Kamenica	135	0
Viti/Vitina	125	0
Gjilan/Gnjilane	119	500
Hani i Elezit/Elez Han	103	0
Malishevë/Mališevo	54	130
Vushtrri/Vučitrn	122	93
Rahovec/Orahovac	71	0
Klinë/Klina	104	0
Suharekë/Suva Reka	101	0
Glogoc/Glogovac	132	87
Shtime/Štimlje	125	0
Lipjan/Lipljan	137	0
Prishtinë/Priština	0	875
Pejë/Peć	0	728
Ferizaj/Uroševac	0	635
Obiliq/Obilić	0	227
Kacanik/Kaçanik	0	130
Gjakovë/Djakovica	0	258
Fushë Kosovë/Kosovo Polje	0	110
Podujevë/Podujevo	0	89
Skënderaj/Srbica	0	113
Istog/Istok	0	226
Junik/Junik	0	76
Prizren/Prizren	0	115
Dragash/Dragaš	0	105
Total	1445	5107

⁴⁵ Personnel provided data on monthly salaries. Calculations of the annual salary and rounding of numbers by KWN.

⁴⁶ Regulation GRK - No. 19/2013 on Internal Organization and Restructuring of Jobs in the Ministry of Environment and Spatial Planning, Art. 8.

⁴⁷ Ibid, Art. 9.

Environmental Protection and KEPA to identify policies and strategies related to the quality of air, environment, and water.⁴⁸

During the process of drafting strategies and other reports, the Division historically has not carried out gender analyses on how polluted areas may impact women and men differently. In some instances, the impact of industrial pollution, specifically the impact of lead, on pregnant women has been considered.⁴⁹

Maintaining and using gender-disaggregated data with regard to diverse women and men most impacted by industrial pollution, as well as gender-disaggregated data on the owners and managers of identified top polluting industrial companies could facilitate the design of improved communications targeting polluting industries, as well as prioritizing which companies should be addressed first as per their more significant impact on women and men.

Division of Waste and Chemicals

The Division of Waste and Chemicals is responsible for developing and ensuring implementation of policies in harmony with the applicable law and EU legislation related to waste management, chemicals, and biocidal products. It also deals with licensing applications, draft-consents, and draft-permits related to compliance with relevant environmental protection policies.⁵⁰

The Division has produced unpublished leaflets that present the impact of different chemicals on humans. Particular chemicals could affect women and men differently. Leaflets should present gender-disaggregated information, where possible. Further, leaflet illustrations should depict women and men, avoiding portraying women or men in traditional gender roles.

Division of Nature Protection

The Division of Nature Protection is responsible for developing and ensuring implementation of policies related to nature protection. It monitors the implementation of rights and obligations within international agreements in the field of nature protection. It contributes to assessing network projects regarding ecology.⁵¹

Table 10 shows the number of people that attended public debates on the draft-laws on Bjeshkët e Nemuna and Sharr National Parks disaggregated by gender. The data illustrates that very few women participated in these public debates in all three municipalities. In Deçan/Deçane, of the 50 participants no women took part. In Reçan/Reçane, only 19.2% of participants were women, whereas in Junik/Junik only 23.8% were women. This may mean that women's particular needs and interests may not have been sufficiently considered when creating this draft-law. Further, from a gender budgeting perspective, it also suggests that the Division's human resources and other resources for programming (e.g., consultations organized by the Division) have been spent more on consultations with men than with women.

Place	Women	Men	Total
Junik: "Bjeshkët e Nemuna"	10 (24%)	32 (76%)	42
Deçan: "Bjeshkët e Nemuna"	0 (0%)	50 (100%)	50
Reçan: "Sharri"	5 (19%)	21 (81%)	26
Total	15 (13%)	103 (87%)	118

Recommended Objectives

1. Improve institutionalization of gender-sensitive environmental education for pre-university students, potentially reducing future costs of awareness raising.
2. Increase use of gender analysis in prioritizing and addressing issues related to industrial pollution.

⁴⁸ See for example *Plani i Kosovës për veprim në mjedis* (only available in Albanian), at: http://ammk-rks.net/repository/docs/Plani_i_Kosoves_per_Veprim_ne_Mjedis.pdf.

⁴⁹ KWN discussion with the Head of the Division, 5 May 2016.

⁵⁰ Regulation GRK - No. 19/2013 on Internal Organization and Restructuring of Jobs in the Ministry of Environment and Spatial Planning, Art. 10.

⁵¹ Ibid, Art. 11.

3. Ensure communication materials on waste and chemicals target women, men, boys, and girls.
4. Increase women's participation in public consultations on future draft policies, strategies and legislation from 12.7% on the national parks draft law (as a baseline) to 20% on other, future policies and laws.

Recommended Activities

1. Towards a more efficient and sustainable approach to awareness-raising, the Division for Environmental Education and Awareness should collaborate with the Ministry of Education, Science, and Technology (MEST) to institutionalize environmental education within the permanent curricula of pre-university students, thereby sustainably reducing the costs of awareness-raising efforts targeting children. Ensure that curricula are gender sensitive in content, including illustrations. The development of curricula may require some initial resources, which could be secured using IPA funding if aligned with educational objectives related to environmental protection as part of EU Accession. Some additional funding may be required for the initial training of teachers in consultation with MEST. However, following these initial expenditures, this program could be sustained as part of the regular curricula without recurring future costs to the Ministry.
2. The Division for Management of Industrial Pollution can draw from gender-disaggregated data regarding the impact of industrial pollution on diverse women and men (e.g., in different locations) and use this information to inform agenda-setting with regard to the industries prioritized for specific measures or address.⁵² Such gender analysis should be part of the regular responsibilities of officials in accordance with the Law on Gender Equality and thus need not require additional resources. For specific contracted studies, the Division may wish to budget for gender expertise.
3. Cooperate with the GEO and women's rights CSOs towards mainstreaming gender in all published brochures, leaflets, and other publications. Ensure that both women and men have access to and can receive public outreach materials. This does not require any additional resources.
4. Ensure that women receive information about public debates and that debates are organized at a time and location in which women can attend. Cooperate with women's CSOs to inform women about public debates and encourage women to attend. This can be done at no additional cost to the Ministry via proper planning.
5. Maintain gender disaggregated data on all participants of awareness raising events, roundtables, and conferences, as required by the Law on Gender Equality. This will help in analysing whether men and women benefit equally from Department funds allocated to public events. This task can be carried out by existing officials in accordance with their legal obligations under the Law on Gender Equality at no additional cost to the Ministry.

Department of Water

The Department of Water deals with all issues related to water, focusing on water resources, usage, and protecting water from contamination. The Department of Water has four divisions:⁵³ the Strategic Planning Division,⁵⁴ the Water Resource Management Division,⁵⁵ the White Drin River Basin

⁵² KWN will publish research on pollution and women and men's health in 2016, which may be useful.

⁵³ Correspondence with Acting Department Director, 29 June 2016.

⁵⁴ The Strategic Planning Division performs work related to strategic plans and programs for long-term water usage. It coordinates and administers implementation of water policies at central and local levels. It also prepares action plans on sustainable water usage and water protection. This includes international and bilateral cooperation related to water (Regulation GRK - No. 19/2013 on Internal Organization and Restructuring of Jobs in the Ministry of Environment and Spatial Planning, Art. 17).

⁵⁵ The Water Resource Management Division deals with legal affairs concerning water usage and water power. It monitors implementation of strategic documents related to water usage within Kosovo's broader social and economic development. It also supervises use of the public water supply, cooperating with ministries, municipalities, and institutions (Ibid, Art. 18).

and Plava Division,⁵⁶ and the Iber, Morava of Binça, and Lepenc River Basin Division.⁵⁷ The Department's expenditures on goods and services are used for needs within the Department.⁵⁸ From 2014 to 2016, capital expenditures were used primarily for repairing riverbeds, among other expenditures.⁵⁹

Wages and Salaries

The Water Department has more women (63%) than men (38%) employees (Table 11). Slightly more of the wages and salaries economic category has been spent on women (59%) than on men (41%).

Table 11. Water Department Employees by Gender and Level of Pay in Jan. – Aug. 2016⁶⁰

Salary Level	Total Staff at Each Salary Level	# and % of Men	Amount Spent on Men	# and % of Women	Amount Spent on Women	Total Amount Spent
201-400	1	0 (0%)	€0 (0%)	1 (100%)	€3,856 (100%)	€3,856
401-600	14	5 (36%)	€29,728 (37%)	9 (64%)	€50,022 (63%)	€79,750
600+	1	1 (100%)	€7,353 (100%)	0 (0%)	€0 (0%)	€7,353
Total	16	6 (38%)	€37,081 (41%)	10 (63%)	€53,879 (59%)	€90,960

Programs and Activities

Generally speaking, policy makers working on water issues as a common property resource may not see the relevance of gender considerations. However, men and women may have different demands, access to, and control over water resources. Women and men can have different levels of power, wealth, influence, and ability to express their needs, concerns, and rights.⁶¹ Without a gender perspective, policy-makers can miss the potentially different impacts that water management, protection and usage may have on women and men. As CAP-NET has observed, assessing how women and men manage water could inform this Department how to:

- Make use of water more effectively and sustainably;
- Share benefits from access to water more equally;
- Maximize social and economic benefits from sustainable use of water;
- In the contexts of economic crises, enable more effective use of financial instruments, and national policies to protect the most vulnerable groups from suffering disproportionately.⁶²

The Department does not maintain gender-disaggregated information regarding the list of water permits issued to companies. Nor is it clear if records on water property and fines issued for pollution are disaggregated by gender. The Department and its divisions have not organized any public hearings or consultative meetings with citizens in 2014-2016, such as related to proposed new policies on water (e.g., sustainable water usage and water protection) or monitoring the usage of public water supplies. As a representative of the Water Resource Management Division commented, “the nature of work and responsibilities of the sector do not include this.”⁶³

However, it seems that the drafting of new water policies and the supervision of public activities related to water usage would require some consultations with and/or outreach targeting women and

⁵⁶ The White Drin River Basin and Plava Division is responsible for establishing a database for these basins, governing water resources at the basin, planning water usage, deciding on compensation for water pollution, and protecting public interest. It cooperates with relevant institutions and controls temporary Hydro Economic Permits (Ibid, Art. 19).

⁵⁷ Iber, Morava of Binça, and Lepenc River Basin Division carries out the same tasks as the aforementioned Division, focusing on these three basins (Ibid, Art. 20).

⁵⁸ Email correspondence with KWN, 29 June 2016.

⁵⁹ Ibid.

⁶⁰ Data provided by Personnel in monthly salaries. Calculations of the annual salary and rounding of numbers by KWN.

⁶¹ Sadhu, G. and Chakravarty, N., “Gender Mainstreaming in Water Management,” *International Journal of Scientific and Research Publications*, Volume 2, Issue 11, 2012, p. 1, at: <http://www.ijsrp.org/research-paper-1112/ijsrp-p1110.pdf>.

⁶² CAP-NET, GWA 2014. *Why Gender Matters in IWRM: A Tutorial for Water Managers*; Full Resource Document, p. 11, at: <http://www.thewaterchannel.tv/gender/content/img/frd-full-resource-document-web-version.pdf>.

⁶³ Email correspondence with KWN, 3 June 2016.

men in order to discuss how they use water, as well as for better communicating to women and men the importance of conserving water. Better understanding how women and men use water can facilitate preparing better policies for protecting precious water resources. At the same time, public consultation is foundational to the democratic governance of public resources. Public interest can only be protected, as foreseen among the Department's responsibilities, when officials making and implementing policies are familiar with the interests and needs of diverse women and men.

Recommended Objectives

1. Increase the percentage of men working in the Department of Water from 38% in 2016 to 44% in 2017, thereby increasing the percentage of wages and salaries spent on men.
2. Improve reflection of a gender perspective within new policies related to water, including by organizing more consultations with women and men concerning new water policies.
3. Improve data collection and use of gender-disaggregated data related to companies receiving water permits by maintaining gender-disaggregated information.
4. Improve outreach in targeting women and men regarding water usage, protection, and preservation.

Recommended Activities

1. In hiring the two open positions within the Department in 2017, use affirmative actions to encourage more men to apply, as well as in the evaluation criteria, towards furthering the gender balance at all levels of decision-making within the Department and its divisions, in accordance with the Law on Gender Equality.
- 2.1. In creating new water policies, ensure that consultations are organized with diverse women and men to better understand how they use water resources. This can inform policies and plans for water usage that meet the potentially unique needs of diverse women and men. This is part of the existing responsibilities of officials in accordance with the Law on Gender Equality and should involve little to no additional resources (e.g., for organizing meetings with women and men). The Department also could consider cooperating with the Kosovo Agency of Statistics (KAS) to collect information regarding diverse women's and men's needs and uses of water via regular household surveys, such as the "Living Conditions" survey, which would not involve additional costs.
- 2.2. During the process of drafting new water policies, ensure the GEO is involved and consult with gender experts, towards mainstreaming a gender perspective within policies. This is the responsibility of officials and the GEO as per the Law on Gender Equality and does not require any additional cost.
3. Maintain gender-disaggregated information regarding the list of Water Permits issued to companies.
- 4.1. Further assessing diverse women's and men's use of water can facilitate the planning of outreach and communications strategies for targeting women and men, respectively, with information about the importance of water conservation. Questions related to this could be incorporated within an existing regular household survey undertaken by KAS, with minimal if any cost to the Ministry.
- 4.2. Ensure that communications materials and meetings target women and men, including a gender balance in the illustrations used in outreach materials related, for example, to water conservation and contamination. Such outreach materials could inform women and men how to make more efficient use of water in their day to day activities, towards decreasing usage and better preserving this limited resource. Consider consulting with the GEO and women-led organizations for review of communications materials from a gender perspective. If existing planned communication materials involve gender considerations, no additional resources will be required.

Department of Spatial Planning, Construction, and Housing

The ways men and women use and experience public spaces can vary. Spatial planning that considers this will ensure that the design, provision, and management of public services equally benefits both men

and women.⁶⁴ UN-HABITAT has observed that planning processes with a gender-sensitive approach to spatial planning should address questions, such as:

- What are the different priorities, needs and roles of women and men, boys and girls, that need to be addressed by the plans or policies?
- How will women and men, boys and girls, benefit from the plans or policies?
- How will plans or policies be implemented, monitored, and managed?⁶⁵

In order to answer these questions, diverse citizens should be invited to public consultations, be informed, and have access to planning documents. Assessments of their needs should be carried out, including collecting gender disaggregated data.

Within MESP, the Department of Spatial Planning, Construction, and Housing monitors, analyses, designs, and proposes strategies and programmes, as well as takes measures related to spatial planning, construction, and housing. It also monitors the implementation of MESP policies related to spatial planning, construction, and housing.⁶⁶ The Department has three divisions: the Spatial Planning Division, the Construction Division, and the Housing Division.

The Department has planned a significant decrease in its total budget for 2017, including decreases in all economic categories, but particularly capital investments.⁶⁷ Other information related to individual divisions of this Department follows.

As Table 12 illustrates, the Department in collaboration with other actors, local and international provided 14 trainings in 2014-2016. Altogether, women comprised 75% of beneficiaries where as men comprised 25%. The Department can take steps to ensure improved gender balance in future trainings.

Training	Organizer	Total	# and % of Women	# and % of Men
Energy Efficiency in Buildings	MESP/European Bank for Reconstruction and Development (EBRD)	12	7 (58%)	5 (42%)
Public Policies Development and Leadership	USAID	5	2 (40%)	3 (60%)
Training of Trainers Program: Public Participation in Spatial Planning; Drafting Municipal Development Plans	UN-HABITAT	1	0 (0%)	1 (100%)
Data Collection, Orthophotos & Satellite Image Interpretation	UN-HABITAT	2	2 (100%)	0 (0%)
Drafting Environmental Strategic Assessments	UN-HABITAT	5	4 (80%)	1 (20%)
Public Participation in Spatial Planning	UN-HABITAT	2	2 (100%)	0 (0%)
Basic Training in ArcGIS, Gender and Property Rights in Kosovo	UN-HABITAT	2	2 (100%)	0 (0%)
Drafting Municipal Development Plans	UN-HABITAT	5	4 (80%)	1 (20%)
Common Framework of Self-Assessment	Ministry of Public Administration (MPA), Kosovo Institute of Public Administration	1	1 (100%)	0 (0%)
Spatial Planning and Urban Development School	<i>Ec ma Ndryshe</i>	2	2 (100%)	0 (0%)

⁶⁴ United Nations Human Settlements Programme (UN-Habitat), *Gender Mainstreaming in Spatial Planning: a Step-by-Step Approach for Municipalities*, Pristina: 2014, p. 12., at: http://home.fa.utl.pt/~camarinhas/Gender_Mainstreaming_in_SP.pdf.

⁶⁵ Ibid.

⁶⁶ MESP website, at: <http://mmph-rks.org/sq/Departamenti-i-Planifikimit-Hapesinor.Ndertimit-dhe-Banimit->

⁶⁷ This may have been because capital investments were not fully reflected in the first draft of the 2017 budget within the individual budget tables of each department, division, or sector (though they were overall).

SPAK Training of Trainers Workshop	EU Implementation and Enforcement of Rural Spatial Planning Project	4	4 (100%)	0 (0%)
Training for applying of Q GIS	EU Implementation and Enforcement Of Rural Spatial Planning Project	6	5 (83%)	1 (17%)
Capacity Development for Kosovo Zoning Map and Municipal Zoning Map	USAID Partnership for Development Project	5	4 (80%)	1 (20%)
Roundtable on Law for Spatial Planning and Municipal Zoning Map	USAID Partnership for Development Project	5	4 (80%)	1 (20%)
Total		57	43 (75%)	14 (25%)

Wages and Salaries

Although the Law on Budget for 2016 foresaw that the Department and its divisions would have 19 employees, the Department had only 17 employees as of August 2016. The 2017 Draft Budget plans for 19 employees, but the budget requested for wages and salaries has decreased by €7,365, so any new employees hired probably will be in the lowest salary level. At present, the gender balance among employees within this Department and its divisions is fairly balanced with men comprising 41% of employees and women 59%. Approximately 43% of the wages and salaries economic category was spent on men and 57% on women.

Table 13. Spatial Planning, Construction and Housing Department Employees by Gender and Level of Pay in Jan. - Aug. 2016⁶⁸

Salary Level	Total Staff Members at Each Salary Level	# and % of Men	Amount Spent on Men	# and % of Women	Amount Spent on Women	Total Amount Spent
201-400	1	0 (0%)	€0 (0%)	1 (100%)	€3,856 (100%)	€3,856
401-600	15	6 (40%)	€34,292 (40%)	9 (60%)	€51,395 (60%)	€85,687
600+	1	1 (100%)	€7,353 (100%)	0 (0%)	€0 (0%)	€7,353
Total	17	7 (41%)	€41,645 (43%)	10 (59%)	€55,252 (57%)	€96,897

Capital Investments

Table 14 displays the capital investments planned by this Department for 2017. Despite requests, data was not provided regarding public consultations held with women and men to identify these as priority capital investments. Nor was information provided regarding the expected number and percentage of women and men who will benefit from investments. From a gender responsive budgeting perspective, the prioritization, planning, implementation, and usage of all capital expenditure projects should involve consultations with women and men regarding their priorities.⁶⁹ Consultations with both women and men are important for ensuring that such public expenditures are prioritized by both women and men, as well as planned in such a way that they will benefit women and men.

Table 14. Planned Capital Investments of the Department of Spatial Planning, Construction, and Housing

Investment	MESP Co-financing for Municipalities 2017	Own Source Revenues 2017	Total 2017	Projected for 2018	Projected for 2019	Total 2017-2019	External Financing
Construction and Renovation of Houses	€713,500	€0	€713,500	€1,000,000	€1,000,000	€2,713,500	€0

⁶⁸ Data provided by Personnel in monthly salaries. Calculations of the annual salary and rounding of numbers by KWN.

⁶⁹ For details on what this entails and guidance, including templates for tables that can be used in planning capital expenditures, please see: KWN, *A Practical User's Guide: Gender Responsive Budgeting at the Central Level*, Pristina: 2014, at: <http://www.womensnetwork.org/documents/2014/11/28/100658219.pdf>.

of Repatriated Persons							
Construction of Memorial "Baza e Parë e UÇK-së" Lladrovç, Podujevo	€214,000	€0	€214,000	€0	€0	€214,000	€0
Creating Database for Management of Requests for Housing	€20,000	€0	€20,000	€20,000	€20,000	€60,000	€0
Adjustment Plan and Construction of the Special Protected Area of Resistance	€30,000	€0	€30,000	€30,000	€30,000	€90,000	€0
Construction of Memorial "Agim Zhitia", Lluga, Podujevo	€200,000	€0	€200,000	€157,759	€0	€357,759	€0
Total	€1,177,500	€0	€1,177,500	€1,050,000	€1,050,000	€3,435,259	€0

Spatial Planning Division

The Spatial Planning Division introduces and ensures implementation of policies related to spatial planning. It prepares regular reports related to spatial planning and assesses the legality of local level acts related to urban and rural planning.⁷⁰ MESP has prepared a manual for mainstreaming gender in the process of regulating informal settlements, drafted with support from the Organisation for Security and Co-operation in Europe (OSCE) Mission in Kosovo. Using this manual, MESP also organized a roundtable in 2014 to guide municipal officials and spatial planners in including a gender perspective in the process of regulating informal settlements, based on good practices applied elsewhere in the world. In total, 74 municipal officials participated, 30% of whom were women. While this manual contains a distinct gender perspective, not all policies proposed have undergone gender analysis.

In accordance with the Law on Gender Equality, all policies should involve gender analysis and a gender perspective. For example, spatial planning should attend to the potentially diverse needs of women and men of different ages and abilities. In order to ensure that policies meet diverse needs, it is crucial to organize public consultations on local and central level policies, involving specific measures to safeguard the attendance of diverse women and men in these meetings. Thus, consultative meetings must be well-advertised and held in a location and at a time when diverse women and men can attend. The Division can cooperate closely with the Spatial Planning Institute, to draw from the information collected during Institute-organized consultations, ensuring women's and men's needs are considered.

Construction Division

The Construction Division introduces and ensures implementation of policies related to construction. In the future, it should monitor the processes of licensing professionals working in construction and coordinate their activities. The Division offers advice and guidance for professional chambers where members must pass Professional and Licensing Examinations. It collaborates with international organizations and specialized agencies to share experiences related to construction.⁷¹

In accordance with the Law on Gender Equality, all policies should draw from gender analysis and include a gender perspective. To date, it seems that construction strategies and programs have not included gender analysis. This may mean that they do not consider sufficiently the potentially differing needs of women and men.

⁷⁰ Regulation GRK - No. 19/2013 on Internal Organization and Restructuring of Jobs in the Ministry of Environment and Spatial Planning, Art. 13.

⁷¹ Regulation GRK - No. 19/2013 on Internal Organization and Restructuring of Jobs in the Ministry of Environment and Spatial Planning, Art. 14.

The Ministry plans to license construction professionals through a special law which is still being developed. Therefore, it has not yet begun licensing construction professionals.⁷² The database with names of licensed professionals should contain gender-disaggregated data.

Housing Division

The Housing Division develops and ensures implementation of policies related to housing. It supports municipalities in executing their legal responsibilities. It also supports private and public institutions with investments and development projects related to housing in Kosovo.⁷³ The Division has a programme for renovating and building houses for repatriated persons in 2014-2016, funded through the budget of Kosovo.

In 2015, 16,546 persons were repatriated from various countries to Kosovo, including 54.6% by force and 45.3% voluntarily.⁷⁴ Of those returned by force, 29% were women and 71% men. Among voluntary returns, 23.8% were women and 76.2% were men. From January to June 2016, 3,897 persons were repatriated, 87% by force.⁷⁵ Of those returned by force, 32.8% were women and 67.2% men. Of those who returned voluntarily, 43% were women and 57% were men. This suggests a trend by which more men are being repatriated than women, potentially because more men have emigrated than women in the first place though this is difficult to track. Information regarding the percentage of persons returning who already have a home to which they can return, disaggregated by gender, was unavailable. Such information can be useful in identifying the level of need, including among women and men.

In 2016, the fund related to housing for returned persons had €471,200.⁷⁶ As Table 16 illustrates, 92.2% of reconstructed homes and 95% of renovated homes had male heads of households. Thus, households led by men received the vast majority of financing. This is unsurprising as in Kosovo houses tend to be defined as led by men. However, without knowing the overall beneficiaries *within households* by gender or a gender analysis of the level of need (e.g., how many returnees already have homes, by gender), it is difficult to assess the extent to which this program meets the needs of women and men. In order to analyse expenditures on reconstruction and/or renovation of houses, more gender-disaggregated data is needed. Other details on how the reconstruction of houses considers the potentially differing needs of women and men was unavailable.

	Men-headed households	Women-headed households	Total
Reconstruction	65 (92.2%)	4 (5.8%)	69
Renovation	57 (95%)	3 (5%)	60

According to the Head of the Department, in 2017 and 2018 with donor support the project will continue with an estimated amount of €9.5 million. The Department should ensure that this money is spent in a responsive way by conducting a gender analysis of different needs and spending accordingly.

Recommended Objectives

- I. Ensure improved gender balance among participants in future trainings.

⁷² Email correspondence with a representative of the Division, 20 July 2016.

⁷³ Regulation GRK - No. 19/2013 on Internal Organization and Restructuring of Jobs in the Ministry of Environment and Spatial Planning, Art. 15.

⁷⁴ Republic of Kosovo, Government, Ministry of Internal Affairs, Department of Citizenship Asylum and Migration, *Raporti Statistikor Vjetor 2015* [Annual Statistical Report 2015], Department of Citizenship, Asylum and Migration (DCAM) / Ministry of Internal Affairs (MIA), at: http://mpbks.org/repository/docs/WEB_Report_2015_Shqip.pdf.

⁷⁵ Calculations made by KWN based on: Republic of Kosovo, Government, Ministry of Internal Affairs, Department of Citizenship Asylum and Migration, *Raporti Statistikor K1*, 2016 DCAM/ MIA, at: http://mpb-ks.org/repository/docs/TM1_-_SHQIP_2016_web.pdf, and *Statistical Report K2*, 2016 DCAM / MPB, at: http://mpb-ks.org/repository/docs/Rap_K2_2016_Alb_web.pdf.

⁷⁶ Email correspondence with the Head of the Division, 30 May 2016. The budget was under the Spatial Planning, Construction and Housing budget since 2015.

2. Increase slightly the percentage of men employees from 41% in 2016 to 47% in 2018, towards improving further the gender balance within this Department and its divisions, as well as more equitable spending of wages and salaries on women and men.
3. Improve procedures for prioritizing, planning, implementing, and monitoring usage of capital expenditure projects from a gender perspective, using best practices in gender-responsive budgeting.
4. Ensure women and men participate in public consultations related to prioritizing, planning, and implementing capital investment projects.
5. Ensure the database for managing requests for housing involves gender-disaggregated data in accordance with the Law on Gender Equality (as detailed below).
6. Improve system for tracking public expenditures on memorials.
7. Ensure all spatial planning and construction policies and strategies are informed by gender analysis and involve a gender perspective.

Recommended Activities

1. Track in a simple database who is attending trainings by gender. When training opportunities exist, seek to ensure a balance of women and men attend, regardless of the topic.
2. Use affirmative measures to encourage more men to apply for the two vacant posts and in the scoring of candidates, in accordance with the Law on Gender Equality.
3. Create a simple Microsoft Excel database using the templates provided in KWN's *A Practical User's Guide: Gender Responsive Budgeting at the Central Level*. Use these in identifying, planning, implementing, and monitoring usage of all capital expenditures supported by the Department. This will help to assess, as well as provide better evidence, as to whether women and men have been consulted sufficiently within targeted communities. Quality public consultations provide better justification for public expenditures, as well as contribute to better designed investments. The templates enable the Department to identify: whether the planned expenditure is a priority for the community (e.g. compared to other potential spatial planning expenditures); how the investment should be designed, including its architecture and features, so as to maximize usage of it by diverse women and men; the extent to which women and men are involved in the actual construction (e.g., employed through public expenditures), which can be encouraged in procurement processes by using affirmative actions foreseen in the Law on Gender Equality; and the extent to which women and men use the investment after it is constructed. The latter can inform the prioritization of future similar investments with data about potential usage later on. Data can be easily maintained by existing staff in the Department and its divisions as part of their legal responsibilities to maintain gender-disaggregated data in accordance with the Law on Gender Equality. Therefore, maintaining such data will have no additional cost to the Department, but will contribute to better informed capital investment projects, as well as better evidenced requests for their financing.
4. Cooperate with the Spatial Planning Institute, targeted municipalities, and local women-led organizations to organize well-advertised public consultations with diverse women and men to ensure that their potentially different needs and interests related to spatial planning and specific capital investment projects are considered. If organized in public buildings, this should require little to no additional budget. However, meetings could contribute substantially to the design of improved policies that meet women's and men's needs in spatial planning. For example, in making more convincing requests for capital expenditures such as the construction and renovation of houses of repatriated persons, requests should include the expected number of women and men who will benefit from such public expenditures. Activities should be identified for consulting with women and men in the construction and renovation process to ensure that housing meets the needs of both women and men in its architectural design.
5. Ensure the terms of reference for the database for managing housing requests includes gender-disaggregated data regarding who has made the request, who will use the housing, and whether the person seeking use is from a vulnerable group, including persons who have suffered gender-based violence. Considering governmental aims to provide public housing for persons who have suffered

gender-based violence, including domestic violence,⁷⁷ the database also would ideally maintain confidential data as to whether person(s) requesting housing were from a vulnerable group prioritized by the government for use of public housing.

6. Create a simple Microsoft Excel database for tracking the construction of publicly-financed memorials, including: the name of the memorial; its location; the number of women and men consulted in prioritizing its construction over other potential public construction projects; the number of women and men consulted in its design; the date of construction; the cost of construction; and the number of women and men making use of it in the first year after construction. Maintaining such data can provide better information to inform the planning of memorials in the future, including their justification in budget requests. This could be easily developed at no cost and maintained by existing employees in line with responsibilities for maintaining gender disaggregated data. Thus it would have no additional cost to the Department, but facilitate better informed budget planning in the future. Civil society groups have raised concern that an insufficient percentage of memorials focus on women's contributions to Kosovo.⁷⁸
7. Undertake gender analysis to inform the creation of policies and programs related to spatial planning and construction. This can ensure that the potentially differing needs of diverse women and men are considered in spatial planning and construction works. The GEO, gender equality experts, and representatives of women-led organizations can be invited to take part in working groups drafting policies in order to review them from gender perspective and to support mainstreaming gender within them. This will involve little to no additional cost for MESP.

Department of Expropriation

The Department of Expropriation in accordance with the legislation in force receives and handles applications for expropriation, proposes relevant draft-decisions, and provides compensation for property expropriated.⁷⁹ This Department has two divisions: the Division for Property Issues⁸⁰ and the Financial and Technical Division.⁸¹ The Department has planned for the amount budgeted for most economic categories to remain the same in 2017. The overall budget appears to have decreased, but this likely is due to the fact that capital investments were not fully reflected in the first draft of the 2017 budget within individual budget tables of each department, division, or sector.

Wages and Salaries

The Department had six employees in 2016, though seven were initially foreseen in the budget. An equal share of women and men work for the Department, though men receive slightly more of the wages and salaries expenditures (55%) due to their positions within the Department.

⁷⁷ See, for example, the Government of Kosovo, *Kosovo Programme Against Domestic Violence and Action Plan 2011-2014*, Pristina: 2011, at: <http://gbvaor.net/wp-content/uploads/sites/3/2015/03/Kosovo-Programme-against-Domestic-violence-and-action-plan-2011-2014.pdf>.

⁷⁸ For further commentary on gender and memorials in Kosovo, see: Eli Krasniqi, *Memorials in Kosovo Today*, at: http://www.academia.edu/2627127/Memorials_in_Kosovo_Today.

⁷⁹ Regulation GRK - No. 19/2013 on Internal Organization and Restructuring of Jobs in the Ministry of Environment and Spatial Planning, Art. 24.

⁸⁰ The Division for Property Issues receives applications for expropriation as per the legislation in force; organizes public hearings about expropriation applications and Government decisions; and advises related to the expropriation process. It addresses complaints received by the Commission and Department related to expropriation and the movement of residents (Regulation GRK - No. 19/2013 on Internal Organization and Restructuring of Jobs in the Ministry of Environment and Spatial Planning, Art. 25).

⁸¹ The Financial and Technical Division recognizes and addresses compensation documents and prepares documents for the execution of payments. It cooperates with shareholders and supports the organization of public hearings for received expropriation applications (Ibid, Art. 26).

Salary Level	Total Staff at Each Salary Level	# and % of Men	Amount Spent on Men	# and % of Women	Amount Spent on Women	Total Amount Spent
201-400	1			1 (100%)	€3,856 (100%)	€3,856
401-600	4	2 (50%)	€11,874 (50%)	2 (50%)	€11,895 (50%)	€23,769
600+	1	1 (100%)	€7,353 (100%)			€7,353
Total	6	3 (50%)	€19,227 (55%)	3 (50%)	€15,752 (45%)	€34,979

Programs and Activities

Property expropriation began in 2010 when the first highway, “Vermicë-Merdare”, was built. To date, the Government of Kosovo has approved 62 Final Decisions on Expropriation and 10,000 properties have been expropriated.⁸³ Table 17 shows the different types of properties expropriated from 2010 to 2016. Data has not been disaggregated by gender.

Private property	70.15%
Municipal property	5.64%
Public property	4.80%
Social property	19.41%

Table 18 summarizes the number of complaints, requests, requests for information, and notifications from 2012 to 2015, disaggregated by gender. Every year men tended to file the vast majority of these. This may relate to the fact that women comprise only 15.3% of individual or joint property owners in Kosovo.⁸⁴ Therefore, women would be less likely than men to file correspondence relating to property. Further qualitative inquiry by the Division could investigate why women tend not to file correspondence with the Department.

Year		Type			
		Requests	Complaints	Notifications	Information
2012	Women	0	0	0	0
	Men	7	0	1	0
	Total	7	0	1	0
2013	Women	1	0	0	0
	Men	18	0	0	1
	Total	19	0	0	1
2014	Women	0	0	0	0
	Men	18	4	0	2
	Total	18	4	0	2
2015	Women	11	0	0	0
	Men	196	17	0	0
	Total	207	17	0	0

Recommended Objectives

1. Increase expenditures on women from the wages and salaries economic category from 45% in 2016.
2. Ensure that data related to expropriations is disaggregated by gender, in accordance with the Law on Gender Equality.

⁸² Data provided by Personnel in monthly salaries. Calculations of the annual salary and rounding of numbers by KWN.

⁸³ Data from email correspondence with KWN, 2 June 2016.

⁸⁴ Republic of Kosovo, Government, MESP, Kosovo Cadastral Agency webpage, at: <http://akk-statistics.rks-gov.net/>, updated 11 August 2016.

Recommended Activities

1. Considering that the budget foresees hiring one more staff member, utilize an affirmative action to encourage women to apply, as well as to give qualified women candidates additional points in the hiring process, in accordance with the Law on Gender Equality. While there are an equal share of women and men, since men currently receive slightly more of these expenditures, hiring a woman as the seventh employee could contribute to further balancing expenditures from the wages and salaries economic category between women and men.
2. Disaggregate by gender expropriations made, including the amount of compensation provided and the size of the property expropriated. Ideally, data would be collected with regard to the gender of family members within the affected households. This would not involve any additional cost to the Department.
3. In expropriation applications, ensure that the name of the woman and man are on the form, towards ensuring that women and men are both informed of the expropriation procedure and compensation amounts. This would have no additional cost to the Ministry, but could contribute to furthering gender equality in Kosovo by protecting women's rights to know about decisions taken relating to their property.
4. In areas affected by expropriation, actively involve local women's groups and non-governmental organizations in supporting the organizing of public consultations and spreading information about the rights that women and men have to expropriation. This is important for ensuring that women and men know their rights, towards avoiding potential discrimination against women within households with regard to the receipt of these funds. This will not involve any additional cost to the Ministry.
5. Include in forms for registering complaints, requests, information, and notifications a question as to the reasons for the person submitting the request rather than another family member, such as: "my spouse was unavailable; the property is in my name; I deal with these things in the household and not my spouse; and other reason (write in)." This could help collect information as to why men tend to file correspondence more often than women. This also would not require any additional funding from the Ministry, though some human resource time would need to be allocated for analysis of the information collected. This would be in line with the Law on Gender Equality, which requires all institutions to maintain gender disaggregated data.

Department of Environmental, Nature, Water, Building and Planning Inspection

The Department of Environmental, Nature, Water, Building, and Planning Inspection coordinates inspections in accordance with the annual plan of the Inspectorate for each field and applicable laws.⁸⁵ It also participates in national and international activities regarding environmental protection; receives complaints and appeals from associations and citizens; and reviews these in accordance with applicable laws. The Department has two divisions: the Division of Inspection for Protection of Environment, Nature, and Water; and the Division of Inspection of Building and Planning. The Department only had expenditures pertaining to wages and salaries, and goods and services, respectively. It planned for these to remain fairly similar in 2017.

⁸⁵ In the budget and regulation, this is called a Department. However, the Head of the Division with the same name, referred to it as an Inspectorate. See Regulation GRK - No. 19/2013 on Internal Organization and Restructuring of Jobs in the Ministry of Environment and Spatial Planning, Art. 21.

Wages and Salaries

While the 2016 budget foresaw 29 employees, as of August 2016, the Department and its divisions had 28 staff, 29% of whom were women. Approximately 29% of the wages and salaries economic category were spent on women and 71% on men.

Salary Level	Total Staff at Each Salary Level	# and % of Men	Amount Spent on Men	# and % of Women	Amount Spent on Women	Total Amount Spent
201-400	1	0 (0%)	€0 (0%)	1 (100%)	€4,543 (100%)	€4,543
401-600	26	19 (73%)	€105,274 (71%)	7 (27%)	€42,267 (29%)	€147,541
600+	1	1 (100%)	€7,353 (100%)	0 (0%)	€0 (0%)	€7,353
Total	28	20 (71%)	€112,627 (71%)	8 (29%)	€46,810 (29%)	€159,436

The Department did not provide gender-disaggregated data with regard to its activities. Ideally, the Department would maintain a list of the locations inspected, providing gender-disaggregated data where possible, such as whether companies involved were led by women or men, as well as the composition of the communities affected, by gender.

Division of Inspection of Protection of Environment, Nature, and Water

The Division of Inspection of Protection of Environment, Nature, and Water oversees: the application of legal provisions related to environmental protection; activities that cause environmental degradation, identifying the party causing degradation; the quality of air, water, earth, and nature; the management of natural resources with regard to environmental protection; environmental protection measures; and the management of water resources. This Division also controls and monitors all other activities related to the appropriate use of water in harmony with the legislation in force.⁸⁷

Table 20 illustrates the number of written requests that the Inspectorate of Environmental Protection received from February to June 2016. Of the 12 requests submitted, only one (8.3%) was filed by a woman. Table 21 disaggregates by the type of requests submitted: requests, complaints, and petitions. Women tend to submit fewer complaints, referrals, and petitions related to environmental inspections than men.

Women	Men	Institutions	Total
1 (8.3%)	9 (75.0%)	2 (16.7%)	12

Referral/Requirements				Complains				Petition			
Women	Men	Institutions	Total	Women	Men	Institutions	Total	Women	Men	Institutions	Total
1 (12.5%)	5 (62.5%)	2 (25.0%)	8	0 (0.0%)	2 (100%)	0 (0.0%)	2	0 (0.0%)	2 (100%)	0 (0.0%)	2

Division of Inspection of Building and Planning

The Division of Inspection of Building and Planning prepares the annual work plan, supervises application of legal provisions related to construction and spatial planning, and supervises all construction and planning activities in harmony with the legislation in force.⁸⁸ This Division did not send gender-disaggregated information. Information regarding the gender of inspectors; the gender of owners and

⁸⁶ Data provided by Personnel in monthly salaries. Calculations of the annual salary and rounding of numbers by KWN.

⁸⁷ Regulation GRK - No. 19/2013 on Internal Organization and Restructuring of Jobs in the Ministry of Environment and Spatial Planning, Art. 22.

⁸⁸ Ibid, Art. 23.

managers of businesses inspected; and the gender of employees in inspected businesses could be useful for informing the Division's work.

Recommended Objectives

1. Increase the percentage of women working for the Department and its divisions from 29% in 2016 to 31% in 2017, thereby increasing the percentage of expenditures on women in the wages and salaries economic category.
2. Increase the number and percentage of different types of requests filed by women from one (8.3%) in the first half of 2016 to 20 (50%) in 2017.

Recommended Activities

1. Considering that the budget foresees hiring another employee, utilize an affirmative action to encourage women to apply, as well as to give qualified women candidates additional points in the hiring process, in accordance with the Law on Gender Equality.
2. Raise awareness among women regarding their rights and procedures for making written requests and complaints. This can be done in cooperation with local women's organizations and through a public services announcement at Public Television RTK at little to no cost. This can contribute to ensuring that the services provided by this Division benefit both women and men, and that women and men receive a timely response to potential environmental risks.

Hade Village Project Office

The Kosovo Energy Corporation (KEC) has been expanding its mining operations. Expanding the mining surface will require physical and economic displacement of some parts of Hade Village, particularly Shala neighbourhood. The Hade Project Office was established to assist with planning the evacuation and displacement of inhabitants. In July 2009, the Government officially tasked Hade Office with leading the process of implementing the Shala neighbourhood displacement plan.⁸⁹ In accordance with the Law on Gender Equality, as a public policy, this displacement plan should consider the potentially different needs and priorities of women and men, girls, and boys in Hade Village. The resettlements plan was drafted in accordance with international standards such as World Bank Operational Policies for Involuntary Resettlements and International Finance Corporation (IFC) Performance Standards on Environmental and Social Sustainability.⁹⁰ These clearly require measures to include a gender and human rights perspective in order to meet the needs of vulnerable groups within the resettled community,⁹¹ and to identify the potential risks and impacts of the resettlement process of these groups.⁹²

However, the Hade resettlement plan could include more of a gender perspective by integrating implementable strategies for stimulating women's participation in public meetings and complaint processes. The plan also foresees establishment of small enterprises and new institutions in the new settlement, such as a school, medical centre, day-care, and sports and recreation centre. At present, women comprise approximately 16% of the 135 active employees in the community.⁹³ Affirmative actions could be used to increase the percentage of women employees following the creation of the aforementioned new positions.

⁸⁹ *Resettlement Action Plan: Shala Neighborhood Hade Project Kosovo*, 2011, p. 18, at: http://mzhe.rks.gov.net/repository/docs/Plani_i_veprimit_per_zhvendosje-Lagjia_ShalaHade_-_ENG.pdf.

⁹⁰ Ibid.

⁹¹ World Bank, *World Bank Operational Policies for Involuntary Resettlements*, Required Measures, Art. 8, p. 4, 2001, at: <http://siteresources.worldbank.org/INTFORESTS/Resources/OP412.pdf>.

⁹² IFC World Bank Group, *IFC Performance Standards on Environmental and Social Sustainability*, Identification of Risks and Impacts, p. 7, 2012, at: http://www.ifc.org/wps/wcm/connect/c8f524004a73daeca09afdf998895a12/IFC_Performance_Standards.pdf?MOD=AJPE RES.

⁹³ *Resettlement Action Plan: Shala Neighborhood Hade Project Kosovo*, 2011, p. 30.

Recommended Objectives

- I. Ensure a gender perspective is mainstreamed within the displacement plan for Shala neighbourhood.

Recommended Activities

- I. Review the displacement plan for Shala neighbourhood towards ensuring a gender perspective is mainstreamed within it. This can be done by the GEO in consultation with gender experts and local organizations working with women in the affected area. Organize public consultations regarding the draft plan together with women and men, ensuring women's active participation, to discuss their needs and priorities as part of their relocation. Ensure that the issues raised during these consultations are included in the revised plan. Use affirmative actions to increase employment among women in the village where possible.

Kosovo Environmental Protection Agency

The Kosovo Environmental Protection Agency (KEPA) is responsible for monitoring the state of the environment and nature. It also creates and administers environmental databases and information systems. KEPA analyses data and drafts reports on the state of the environment. KEPA has several institutes, including the Nature Protection Institute, Hydrometeorological Institute, and the Spatial Planning Institute. Further, KEPA houses the Directorate of National Park Bjeshket e Nemuna, the Directorate of the National Park Sharri, and the State of the Environment Directorate (now called the Directorate for Environment Monitoring, Assessment, Reporting).⁹⁴ KEPA's budget for 2017 will remain fairly similar to 2016, aside from a decrease in wages and salaries and an increase in goods and services. Similar to other departments, the planned capital expenditures were not yet reflected within the individual Department's budget table.

Wages and Salaries

Table 22 illustrates the number and percentage of women and men staff members in KEPA, its agencies, institutes, and directorates as of May 2016.

	Total Staff	# and % Women	# and % Men
Kosovo Environment Protection Agency	4	1 (25%)	3 (75%)
Nature Protection Institute	6	1 (17%)	5 (83%)
Hydrometeorological Institute	21 ⁹⁶	4 (19%)	17 (81%)
Spatial Planning Institute	12	5 (42%)	7 (58%)
Directorate of Environmental Information System	3	2 (67%)	1 (33%)
Directorate of National Park Sharri	19	0 (0%)	19 (100%)
Directorate of National Park Bjeshket e Nemuna	2	0 (0%)	2 (100%)
Directorate for Environment Monitoring, Assessment and Reporting	13	3 (23%)	10 (77%)
Total	80	16 (20%)	64 (80%)

In August 2016, more men were employed in KEPA than women, comprising 79% of employees (Table 23). Overall, KEPA spent approximately 77% of wages and salaries on men and 23% on women.

⁹⁴ KEPA website, MESP Regulation No. 03/2014 of Responsibilities, Internal Organization and Systematization of Jobs in the Agency Environmental Protection of Kosovo, at: http://mmph-rks.org/repository/docs/ministri-projektregullorja_per_organizim_te_brendshem-ammk-1312-14_437699.pdf.

⁹⁵ Data provided by Human Resources Department, 23 May 2016.

⁹⁶ Representatives of this Institute said there are 17 employees, 7 July 2016.

Salary Level	Total Staff at Each Salary Level	# and % of Men	Amount Spent on Men	# and % of Women	Amount Spent on Women	Total Amount Spent
201-400	42	37 (88%)	€142,513 (86%)	5 (12%)	€22,714 (14%)	€165,227
401-600	31	20 (65%)	€111,940 (65%)	11 (35%)	€61,210 (35%)	€173,151
600+	7	6 (86%)	€50,637 (87%)	1 (14%)	€7,353 (13%)	€57,990
Total	80	63 (79%)	€305,091 (77%)	17 (21%)	€91,276 (23%)	€396,367

Nature Protection Institute

The Nature Protection Institute is responsible for gathering data; monitoring biological diversity and landscapes; and proposing measures for protecting them. It also performs statistical analyses and writes reports related to nature protection. This Institute oversees implementation of international documents in this field and prepares professional standards for protecting and preserving nature.⁹⁸ While the Division for Nature Protection creates policies on nature protection, the Institute carries out professional work to protect nature. No further gender-disaggregated data was provided, despite requests.

Hydrometeorological Institute

The Hydrometeorological Institute maintains a network of hydrological and meteorological stations. It organizes measurements of hydrological, meteorological, bio-meteorological, and hydro-biologic factors and phenomena. The Institute also provides weather forecasts, monitors air quality, and studies how weather, climate, surface, and subterranean waters impact the biosphere. It writes reports on these matters. The Institute has two sectors: the Hydrological Sector that monitors surface waters and the Laboratory Sector that performs physicochemical analyses of water, soil, and air quality.⁹⁹ The Institute has not yet integrated a gender perspective when studying how changes in weather, climate, and water may affect women and men differently.¹⁰⁰ However, UNDP recently supported an assessment on gender and climate change adaptation that can inform future policy-making and programming of this Institute and MESP more broadly, in close consultation with other relevant ministries and non-governmental actors.¹⁰¹ The Institute's budget is shared with KEPA.

Wages and Salaries

The Institute's wages and salaries budget line has remained the same each year from 2014 to 2016 (€66,969), during which time the Institute has had 17 employees. Table 24 shows that in the Hydrometeorological Institute only 29% of employees are women, and 31% of wages and salaries are spent on women.

Salary Level	Total Staff at Each Salary Level	# and % of Men	Amount Spent on Men	# and % of Women	Amount Spent on Women	Total Amount Spent
201-400	15	11 (73%)	€3,447 (74%)	4 (27%)	€1,235.4 (26%)	€4,682.8
401-600	2	1 (50%)	€402 (45%)	1 (50%)	€496.18 (55%)	€897.98
Total	17	12 (71%)	€3,849 (69%)	5 (29%)	€1,732 (31%)	€5,581

⁹⁷ Data provided by Personnel in monthly salaries. Calculations of the annual salary and rounding of numbers by KWN.

⁹⁸ KEPA website, Nature Protection Institute, at: <http://www.ammk-rks.net/?page=1,118>.

⁹⁹ KEPA website, Hydrometeorological Institute of Kosovo, at: <http://www.ammk-rks.net/?page=1,127>.

¹⁰⁰ KWN correspondence with official, 7 July 2016.

¹⁰¹ For further information and more specific recommendations, see: UNDP, *Integrating Gender into the Climate Change Adaptation and Disaster Risk Reduction Policies and Strategies in Kosovo*, Prishtina: UNDP, 2016, at: http://www.ks.undp.org/content/kosovo/en/home/library/environment_energy/the-gender---drr---cca-report.html.

Participation in trainings and official travels are funded through the goods and services economic category. Table 25 illustrates that only 10% of participants in trainings provided by the Hydrometeorological Institute were women.¹⁰² Further, women were underrepresented in official travels, comprising 30% of participants. While exact expenditures were not provided, it can be inferred that expenditures related to training and per diems for employees have tended to benefit men more than women.

	# and % Women	# and % Men	Total
Participants in trainings	1 (10%)	9 (90%)	10
Participants in official travels	5 (30%)	14 (70%)	20
Total	5 (29%)	12 (71%)	17

Spatial Planning Institute

This Institute creates the Spatial Plan of Kosovo and plans special zones of interest to the state, such as Bjeshkët e Nemuna, Sharr, and Mirusha. It also develops human capacities and provides technical professional help to employers at the municipal level in preparing municipal plans.¹⁰³ As these are public policies, in accordance with the Law on Gender Equality, the Institute needs to ensure that a gender perspective is included within municipal spatial planning documents, bearing in mind the potentially differing needs and uses of public spaces by diverse women and men.

Wages and Salaries

As Table 26 illustrates, in 2016 the Spatial Planning Institute employed an equal share of women and men. However, men receive slightly more expenditures from the wages and salaries economic category because a man is employed at the highest salary level. Even so, this Institute has fairly balanced expenditures on women and men employees.

Salary Level	Total Staff at Each Salary Level	# and % of Men	Amount Spent on Men	# and % of Women	Amount Spent on Women	Total Amount Spent
401-600	9	4 (44%)	€22,800 (45%)	5 (56%)	€28,320 (55%)	€51,120
600+	1	1 (100%)	€7,320 (100%)	0 (0%)	€0 (0%)	€7,320
Total	10	5 (50%)	€30,120 (52%)	5 (50%)	€28,320 (48%)	€58,440

Programmes and Activities

The Institute has organized public hearings, such as for the spatial plan of Bjeshkët e Nemuna. Most people who attended these hearings were men. “When we asked the participants to notify women to come to the public hearings, they said, for example, ‘What do you need our women for,’” said the Head of the Institute.¹⁰⁵ In such situations, best practices in other communities in Kosovo have shown that it can be useful to cooperate with local women’s organizations to organize meetings with women separately from men to hear women’s specific ideas and concerns. If joint decisions are needed by the community, another meeting can be organized later involving both women and men, supported by local organizations.

¹⁰² KWN requested data on all trainings employees from this Institute received. However, the Institute only sent data on trainings that deal with gender equality. This means that these numbers are not representative for all employees and all trainings held in 2014-2016.

¹⁰³ KEPA website, Spatial Planning Institute, at: <http://www.ammk-rks.net/?page=1,94>.

¹⁰⁴ Data from this table provided by the Spatial Planning Institute. The Institute does not have a budget line, since its budget comes from KEPA. The table has rounded net salaries according to coefficients of employees.

¹⁰⁵ Conversation with KWN, 16 May 2016.

As for draft strategic documents, the Head of the Institute stated that these are accessible to everybody on the Institute's website, "without discrimination on the basis of gender, age, religion, profession, etc."¹⁰⁶ However, certain groups may not be able to review and contribute to such documents due to a lack of access to internet in certain regions or among certain genders, ages, or religious groups. Some groups also may lack knowledge about policy-making or how to participate in decision-making processes.

With regard to urban planning in specific municipalities, municipal officials have organized some consultations with citizens. For example, the Municipality of Prishtina/Priština organized consultations with citizens related to urban planning. However, non-governmental organizations like *Ec ma Ndryshe* have "noted some shortcomings in relation to the organization of these discussions." In a press release, the organization stated that "the manner of information of citizens and incomprehensive targeting of community groups has produced for these public hearings to be attended by over 90% of male participants [*sic*]."¹⁰⁷ It is important for this Department and its divisions to provide guidance to municipalities and support them in implementing best practices in organizing public hearings, ensuring that diverse women and men attend. Otherwise, their needs and priorities may not be adequately considered in creating spatial plans, and, as a result, spatial planning may not meet their potentially differing needs.

Directorate of National Park - Bjeshkët e Nemuna

MESP established the Directorate of National Park Bjeshkët e Nemuna for managing this park.¹⁰⁸ KEPA administers the Directorate's budget. The Directorate did not provide gender-disaggregated data, despite requests.

Directorate of the National Park Sharri

The Directorate of the National Park Sharri manages use of natural resources and should complete the legal infrastructure for sustainable management of this park. It collaborates with local and municipal governments, police, prosecutors, courts, inspectors, firefighters, and ecological associations. This Directorate has two sectors: Forestry Sector and Biological Sector.¹⁰⁹ KEPA administers the Directorate's budget. Of its 18 employees, all are men.¹¹⁰ Thus, 100% of expenditures from the wages and salaries economic category are spent on men. The Directorate did not provide further gender-disaggregated data related to its work, despite requests.

Directorate for Environment Monitoring, Assessment and Reporting

This Directorate designs criteria for monitoring based on European and national environmental standards and indicators. It gathers information from polluters in Kosovo, including related to energy, industries, transport, agriculture, and forestry sectors, among others. It also collects data on the state of air, water, and soil quality, as well as on the state of nature, biodiversity, waste, and environment. It is tasked with examining the relations between these and health. The Directorate also organizes monitoring of changes in the environment in accordance with MESP requirements, strategic plans, and programs. This Directorate performs chemical analyses, processes data gathered, and assesses in advance potential environmental incidents that may occur.¹¹¹ In accordance with the Law on Gender

¹⁰⁶ Email correspondence with the Head of the Spatial Planning Institute, 2 June 2016.

¹⁰⁷ *Ec Ma Ndryshe*, press release, *Public discussions about urban plans in Prishtina to be all-embracing*, Pristina: 2014, at: http://www.ecmandryshe.org/repository/docs/Public_discussions_about_urban_plans_in_Pristina_to_be_all-embracing.pdf.

¹⁰⁸ Assembly of the Republic of Kosovo, Law No. 04/L-086 On National Park Bjeshkët e Nemuna, Art. 4, at: <http://www.kuvendikosoves.org/common/docs/ligjet/Law%20on%20National%20Park-%20Bjeshket%20e%20Nemuna.pdf>.

¹⁰⁹ KEPA website, Directorate of National Park Sharr, at: <http://www.ammk-rks.net/?page=1.123>.

¹¹⁰ Email correspondence with the Directorate, 29 June 2016.

¹¹¹ KEPA website, Directorate for Environment Monitoring, Assessment, and Reporting, at: <http://www.ammk-rks.net/index.php?page=2,30>.

Equality the Directorate should carry out gender analyses as part of these analyses. This includes collecting gender-disaggregated data with regard to how pollution and poor air, water, and soil quality may affect women, men, girls, and boys differently.

However, this Directorate has never carried out gender analyses regarding how the environment or environmental programs may affect women and men differently.¹¹² The Head of the Directorate has participated in training on topics, including energy, that addressed gender issues, such as the effect gender roles within the household have on environmental protection. However, this training has not changed in how the Directorate implements its work.¹¹³

Wages and Salaries

As Table 27 illustrates, women comprise 38.5% of employees in this Directorate. In the lowest salary level, (€201-400) women make up 100% of employees, whereas they represent 40% of employees at the mid-level salary range and 0% at the highest level. While actual expenditures on women and men was not provided, it can be inferred that more of the wages and salaries economic category has been spent on men than on women.

Salary Level	Total Staff at Each Salary Level	# and % of Men	Amount Spent on Men	# and % of Women	Amount Spent on Women	Total Amount Spent
201-400	1	0 (0%)		1 (100%)		
401-600	11	7 (60%)		4 (40%)		
600+	1	1 (100%)		0 (0%)		
Total	13	8 (61.5%)		5 (38.5%)		

Recommended Objectives

1. Increase the percentage of women working in KEPA from 21% in 2016 to 24% in 2017, thereby increasing the share of the wages and salaries economic category spent on women.
2. Ensure awareness-raising regarding nature protection meets the potentially different communication needs of women and men.
3. Increase the percentage of women from the Hydrometeorological Institute who participate in official travel (30%) and benefit from training (10%).
4. Ensure that a gender perspective is included in reviewing all municipal spatial planning documents.
5. Improve the gender perspective within spatial development plans, including for national parks.
6. Improve inclusion of gender analysis in environmental monitoring, assessment, and reporting.

Recommended Activities

1. KEPA can use affirmative actions in recruiting the three additional staff members towards furthering the gender balance among women and men, in accordance with the Law on Gender Equality. This will have no additional cost and will contribute to ensuring that KEPA implements its legal responsibilities to ensure equal gender representation as per the Law on Gender Equality.
2. In preparing measures for protecting nature, the Nature Protection Institute should consider the best ways to reach out to women, men, girls, and boys to raise awareness regarding the importance of protecting nature. Communication and awareness-raising plans can bear in mind the potentially different communication needs and interests of women and men. Communication materials can be screened to ensure that they are not gender biased. The GEO can be involved in this process and women's rights organizations consulted at no additional cost to the Ministry.

¹¹² KWN interview with Head of the Directorate for Environmental Monitoring, Assessment and Reporting, 12 May 2016.

¹¹³ Ibid.

3. Utilize affirmative actions to send more women from the Hydrometeorological Institute as official representatives, as well as to participate in trainings, thereby contributing to more equitable expenditures from the goods and services economic category.
4. The Spatial Planning Institute should review all municipal spatial planning documents to ensure that a gender perspective is included, as well as advise municipalities during the process of drafting these plans. This includes bearing in mind the potentially differing needs and uses of public spaces by diverse women and men, as well as advising municipalities to consult with diverse women and men in formulating their spatial plans. The GEO should be involved in this process and local gender experts consulted, which will not necessarily require additional resources.
5. Organize public consultations with women separately in close collaboration with local women's organizations so that their priorities and needs related to spatial planning and national parks can be heard, as well. The Directorate may consider setting aside minimal additional resources for the purpose of these meetings, if necessary.
6. The Directorate for Environment Monitoring, Assessment, and Reporting should ensure that gender-disaggregated data relating to the impact of pollution, air, soil, and water quality is collected and analysed, in accordance with the Law on Gender Equality. This includes attention to how different forms of pollution may impact women, men, girls, and boys differently. This can be done in cooperation with KAS. By including questions in an existing survey, it would not involve any additional cost for the Ministry.

Kosovo Cadastral Agency

The Kosovo Cadastral Agency (KCA) maintains geospatial data infrastructure, the cadastral database, property registers, and mapping. It administers the national computerized system dealing with cadastral data, as well as licenses companies and surveyors implementing cadastral surveys. It also can issue guidelines regarding cadastral activities.¹¹⁴ The Agency has the following cadastral units: cadastral parcels, buildings, parts of the building, and utilities.¹¹⁵ It has five directorates and their sectors,¹¹⁶ as well as the Procurement Sector. Directorates of KCA are:¹¹⁷ Directorate on the Immovable Property Register (DIPR),¹¹⁸ Directorate on Geo-information, Directorate of Cadastral Information Technology System Management,¹¹⁹ Legal Directorate,¹²⁰ and Directorate on Finances and General Services.¹²¹

In the Draft Budget for 2017, its budget is called "Cadastral Services," whereas in the Kosovo Budget for 2016, Cadastral Services was under the Cadastral Agency. While the KCA has planned for the number of employees to remain the same, it has foreseen a more than €40,000 decrease in

¹¹⁴ Law No. 04/-L-013, On Cadastre, Art. 4, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2757>.

¹¹⁵ Ibid, Art. 7.

¹¹⁶ The Sector on Cadastre, GIS and Measurement develops the cadastral information system. It also deals with vectoring, cadastral maps transformation and planning, and establishing standards for licensed cadastral companies, offices, and land surveyors (KCA website, Regulation No. 20/2014 for Internal Organization and Systematization of Workplaces at the Kosovo Cadastral Agency, Art. 7, at: http://www.kryeministri-ks.net/repository/docs/RREGULLORE_QRK_NR.20.2014_PER_ORGANIZIMIN_E_BRENDSEHEM_DHE_SISTEMATIZIMI_N....pdf).

¹¹⁷ Ibid, KCA Organogram, p. 41.

¹¹⁸ The Directorate on the Immovable Property Register (DIPR) ensures implementation of the Law on Cadastre, Law on DIPR, and Law on Pledges within Municipal Cadastral Offices (MCO). It maintains plans and maps related to the cadastre; distributes cadastral information to MCOs; and instructs MCOs in cadastre registration (Ibid, Art. 6).

¹¹⁹ The Directorate of Cadastral Information Technology System Management ensures that the IT system is available to users of cadastral registers and other KCA registers. It ensures security of KCA IT systems and supports MCOs with IT equipment. It administers databases and IT procedures for migration and control of data quality (Ibid, Art. 15).

¹²⁰ The Legal Directorate offers assistance with drafting legislation related to KCA's work. It ensures harmonization of KCA legislation with EU and other legislation in force in Kosovo. It collaborates with MESP and the Ministry of Justice in legal disputes, representing KCA (Ibid, Art. 18).

¹²¹ The Directorate on Finances and General Services implements employment procedures for selecting qualified personnel, manages the internal organization of KCA, and assists with administrative and logistical help. It prepares and evaluates the Agency budget (Ibid, Art. 21).

expenditures on wages and salaries in 2017. At the same time, an increase of similar size is foreseen for the goods and services economic category. Capital investments are not yet specified in the Agency's budget, but are included in the overall MESP budget.

Wages and Salaries

As Table 28 illustrates, women have remained consistently underrepresented within the Agency, and their representation has decreased since 2014.

Year	Total Staff	# and % Women	# and % Men	Amount Spent on Women	Amount Spent on Men	Total Spent
2014	51	20 (39%)	31 (61%)	€111,274 (39%)	€171,949 (61%)	€283,223
2015	50	19 (38%)	32 (64%)	€132,828 (40%)	€202,763 (60%)	€335,591
2016	57	19 (33%)	38 (67%)	€135,756 (36%)	€237,124 (64%)	€372,880
Planned for 2017	57	19 (33%)	38 (67%)	€135,756 (36%)	€237,124 (64%)	€372,880

In 2016, women comprised 33% of employees receiving 36% of expenditures from the wages and salaries economic category. This was forecasted to remain the same in 2017.

Salary Level	Total Staff at Each Salary Level	# and % of Men	Amount Spent on Men	# and % of Women	Amount Spent on Women	Planned Total to be Spent
201-400	11	9 (82%)	€35,476 (80%)	2 (18%)	€8,804 (20%)	€44,280
401-600	35	23 (66%)	€134,789 (65%)	12 (34%)	€74,110 (35%)	€208,899
600+	11	6 (55%)	€56,612 (47%)	5 (45%)	€63,089 (53%)	€119,701

Programmes and Activities

As Table 30 illustrates, between 2013 and 2015, 86.3% of referrals for compensation were made by men. The number of referrals for compensation has been consistently lower for women than for men. Additionally of the 114 licensed land surveyors in Kosovo, only five are women (only 4%).¹²²

Year	Women	Men	Total
2013	15 (17%)	73 (83%)	88
2014	1 (14%)	6 (86%)	7
2015	7 (10%)	66 (90%)	73
	23 (14%)	145 (86%)	168

Recommended Objectives

1. Increase the percentage of expenditures from the wages and salaries economic category spent on women from 36% in 2016.
2. Increase the number and percentage of referrals for compensation made by women from 9.6% in 2015.
3. Amend the Law on the Establishment of the Immovable Property Rights Register towards safeguarding women's property rights.
4. Increase the percentage of licensed land surveyors that are women from 4% in 2016.

¹²² MESP, KCA, List of Licensed Land Surveyors, at: <http://www.kca-ks.org/documents/10179/25744/Licencat+per+Gjeodet+definitive.pdf/a2a47cbd-5aec-4f0f-bb8c-a39f5a0148c6>.

¹²³ Department of Expropriation, email correspondence, 2 Jun. 2016.

Recommended Activities

1. When job openings exist, use affirmative actions to improve gender equality among employees, contributing to more equitable spending of the wages and salaries economic category. The Directorate on Finances and General Services can facilitate the selection of qualified women by including affirmative actions in hiring procedures, as foreseen by the Law on Gender Equality.
2. Raise awareness among women on how to write and make requests for compensation. This can be accomplished through a public services announcement on Public Television RTK at little to no cost. Cooperate with women's rights organisations to further enhance women's capacities and knowledge on writing referrals for compensation.
3. Initiate amendments to the Law on the Establishment of the of Immoveable Property Rights Register so that it includes legal provisions stating that institutions granting titles must request that parties registering the property provide evidence of when the property was created. This can help improve the registration of property in the name of both spouses. Moreover, it will prevent the registration of property in the name of only one spouse. Further, ensure that legal provisions specify and standardize which documents cadastral offices must request to register a property, especially in registering property in both spouses' names.
4. Use affirmative actions to actively encourage more women to work as land surveyors.

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