



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

DISCUSSION PAPER

Establishing the Gender Equality Index in Kosovo

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Contents

Acknowledgements.....	2
Acronyms.....	2
What Is the Gender Equality Index?	3
Why Does Kosovo Need It?	3
About This Paper	4
The Gender Equality Index: Availability of Data on Specific Domains	4
Work	4
Money	6
Knowledge.....	7
Time.....	8
Power.....	10
Health	11
Intersecting Inequalities Domain.....	13
Recommendations.....	17
Annex I. Summary of Domains and Indicators	18
Works Cited.....	26

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Acronyms

AGE	Agency for Gender Equality
CSO	Civil Society Organisation
EIGE	European Institute for Gender Equality
EU	European Union
EU-SILC	European Union Statistics on Income and Living Conditions
DG	Directorate-General
HLY	Healthy Life Years
ISCED	International Standard Classification of Education
KAS	Kosovo Agency of Statistics
KWN	Kosovo Women’s Network
LFS	Labour Force Survey
OECD	Organisation for Economic Co-operation and Development
PPS	Purchasing Power Standard
UNESCO	United Nations Educational, Scientific and Cultural Organization

What Is the Gender Equality Index?

The Gender Equality Index is an indicator that brings together several other measures of gender equality.¹ It is used to measure changes in gender equality over time within individual European Union (EU) Member States, as well as across EU Member States. As gender equality is a complex concept with thousands of potential measures, the Index draws from a selection of specific indicators, most of which relate to EU policies. The dimensions of the Index include: work, money, knowledge, time, power, health, violence and intersecting inequalities. Indicators related to each of these themes are combined together in order to create the Gender Equality Index, a single measure of gender equality. Therefore, although the Index is quite complex, it is simplified in order to enable both people and policy-makers to use the tool in monitoring their countries' performance in furthering gender equality.

Why Does Kosovo Need It?

The Gender Equality Index is useful for identifying areas where a country is struggling to ensure gender equality. Since it uses the same measures over time, the Index also enables countries to track progress over time, identifying achievements and pinpointing areas in need of more work. In this sense, the Gender Equality Index can serve as a guide for policy-makers as well as women's rights activists regarding areas where further action or reforms are needed.

While Kosovo is not yet an EU Member State, establishing the Gender Equality Index in Kosovo can have several benefits. First, Kosovo's Law on Gender Equality calls for the regular collection and use of gender-disaggregated statistics.² While it may not be financially possible for the Government of Kosovo to immediately finance collection of statistical data on all possible measures of gender equality, the Index can guide the Government of Kosovo in selecting which crucial indicators of gender equality it should measure. Second, data collected in relation to the Gender Equality Index can be very useful for Kosovo in informing its own policies and programmes from a gender perspective, including for measuring progress over time related national action plans, as well as in line with new gender responsive budgeting requirements. Third and more specifically, the standardized measures used in the Gender Equality Index may be useful for measuring progress towards gender equality as part of the forthcoming Kosovo Programme on Gender Equality, to be drafted in 2017 in accordance with the Law on Gender Equality. Indicators from the Gender Equality Index could be incorporated into this new Programme, where relevant, providing crucial baseline data and enabling measurement of improvements over time.

Fourth, beyond Kosovo, establishing the Gender Equality Index will allow for comparisons to be made between Kosovo and other EU Member States, as well as accession countries. Serbia, for example, established the Gender Equality Index in 2016.³ Fifth, as part of Kosovo's ongoing EU Accession process, having clear measures of gender equality over time can be useful in understanding how the EU Accession process itself may be contributing to gender equality, something that has been difficult to measure and monitor in the past.⁴ Identifying best practices in furthering gender equality in Kosovo as part of the EU Accession process could be useful for policy-makers and academics alike. Sixth and closely related, establishing the Gender Equality Index in Kosovo would help standardize the collection of useful statistics that would enable the EU Office in Kosovo, among others, to better measure progress on furthering gender equality in Kosovo, in accordance with the objectives set out in the new EU Gender Action Plan.⁵

¹ European Institute for Gender Equality (EIGE), *Gender Equality Index 2015: Measuring Gender Equality in the European Union 2005-2012*, Italy: EIGE, 2015, p. 7.

² Assembly of the Republic of Kosovo, Law No. 05/L-020 on Gender Equality, 28 May 2015.

³ 'Serbia - the first EU candidate country to produce a Gender Equality Index', EIGE, 2 February 2016, accessed 10 December 2016, at: <http://eige.europa.eu/news-and-events/news/serbia-first-eu-candidate-country-produce-gender-equality-index?lang=en>.

⁴ See KWN, 'How Might EU Accession Impact Gender Equality in Kosovo?' Discussion Paper, Prishtina: KWN, 2016.

⁵ Council of the European Union, General Secretariat of the Council, 'Council Conclusions on the Gender Action Plan 2016-2020', Brussels: Council of the European Union, 2015.

About This Paper

This paper discusses the different dimensions of the Gender Equality Index and examines the extent to which statistical data for each indicator is available in Kosovo. The paper seeks to provide the Agency for Gender Equality in the Office of the Prime Minister of the Republic of Kosovo (AGE), the Kosovo Agency of Statistics (KAS), the EU Office in Kosovo, other potential financial supporters of improving the collection of gender-disaggregated data in Kosovo and women's rights activists as users of such data with an overview of the current availability of data related to the Index in Kosovo, as well as with practical recommendations towards establishing the Index in Kosovo.

The Gender Equality Index: Availability of Data on Specific Domains

The Gender Equality Index has seven domains, each comprised of sub-domains. This section examines each domain, sub-domain and the availability of data related to domains in Kosovo at present. This paper focuses on how to collect the data necessary in Kosovo in order to create this Index; it does not detail how the Index itself is created, as this information is available elsewhere.

Work

The domain of work, as EIGE explains, 'measures the extent to which women and men can benefit from equal access to employment and appropriate working conditions'.⁶ This domain is comprised of three subdomains on participation, work and quality of work. Table I summarizes the concept, indicator and EIGE source, drawing directly from EIGE. The last two columns indicate whether Kosovo has the data currently and steps Kosovo can consider taking to establish the indicator. The tables that follow use the same format of presentation.

Participation includes two measures: the full-time equivalent employment rate and the duration of working life. The full-time equivalent employment rate is measured by the percentage of the population ages 15 and older who are employed full-time. In Kosovo, this data is collected by KAS via its annual Labour Force Survey (LFS), which collects data for persons in the same age groups.⁷ The survey also collects information regarding part-time employment and the number of hours worked by gender. Therefore, LFS data could be used to calculate full-time equivalent employment.

The second measure, duration of working life, does not seem to be available in Kosovo at present. However, it probably can be calculated with existing data, using the same probabilistic model used by Eurostat, which draws from demographic and labour market data.

The sub-domain of segregation and quality of work involves measurement of three concepts: segregation, flexible personal/family arrangements and work intensity. Segregation is operationalized as the percentage of people ages 15-64 who are employed in education or human health and social work activities. Since Kosovo already regularly collects information pertaining to the sex, age, employment status and work activity through the LFS, this data can be used to arrive at this indicator.⁸ These existing data can be used to create a single measure of the total percentage of women and men, respectively, working in these sectors, as a percentage of people working in all different types of activities.

The concept of flexible personal/family arrangements is measured by the percentage of workers ages 15 and older who have 'the ability to take an hour or two off during working hours to take care of personal or family matters'. Currently, the European Working Conditions Survey, coordinated by Eurofound, measures this indicator. Kosovo does not have this data, and it may not be feasible to establish now an entirely new working conditions survey. For a place as small as Kosovo, caution also must be taken so as to avoid over-surveying the population. Therefore, a cost-effective short-term

⁶ Ibid., p. 28.

⁷ KAS, *Results of the Kosovo 2015 Labour Force Survey*, Prishtina: 2016, at: <https://ask.rks-gov.net/media/1687/results-of-the-kosovo-2015-labour-force-survey.pdf>. The LFS may not account sufficiently for persons working in the informal economy, though the survey does contain a question related to working without a contract.

⁸ KAS, LFS, p. 15.

solution may be to include the following question from the European Working Conditions Survey (question 43) into the regular Kosovo LFS:

Would you say that for you arranging to take an hour or two off during working hours to take care of personal or family matters is ...?

- 1) Not difficult at all
- 2) Not too difficult
- 3) Somewhat difficult
- 4) Very difficult

The variable for flexible personal/family arrangements then would be calculated by taking the percentage of people ages 15 and older who responded 'not difficult at all', out of the total number of completed responses (that, is persons who answered 1, 2, 3 or 4).

The concept of work intensity is operationalized by examining the percentage of workers ages 15 and older who work with tight deadlines. While Eurofound similarly collects information on this question using the European Working Condition Survey, currently Kosovo does not have this data available. Again, a proposed solution is to incorporate this question into Kosovo's regular LFS, using the original wording from the European Working Condition Survey (question 45):

And, does your job involve working to tight deadlines:

- 1) All of the time
- 2) Almost all of the time
- 3) Around $\frac{3}{4}$ of the time
- 4) Around half of the time
- 5) Around $\frac{1}{4}$ of the time
- 6) Almost never
- 7) Never

Then, this variable would be calculated as a percentage by taking the number of people who responded with 1-5 out of the total responses (who answered 1-7).

Measurement Framework	Concept Measured	Indicator	Source	Available in Kosovo	Potential Steps
Participation	FTE Employment Rate	Full-time equivalent employment (% , 15+ population)	Eurostat — EU LFS	Yes	Calculate using available LFS data
	Duration of working life	Duration of working life (years)	Eurostat — EU LFS	Probably	Probably can calculate using demographic and LFS data
Segregation and quality of work	Segregation	Employment in Education, Human health and Social work activities (% , 15–64 employed)	Eurostat — EU LFS	Yes	Use LFS data on employment by sex, age and work activity: 'education' and 'human health and social work'
	Flexible personal/family arrangements	Ability to take an hour or two off during working hours to take care of personal or family matters (% , 15+ workers)	Eurofound, Working Conditions Survey	No	Incorporate in LFS.
	Work intensity	Working to tight deadlines (% , 15+ workers)	Eurofound, Working Conditions Survey	No	Incorporate in LFS.

⁹ This table is adapted from EIGE, *Gender Equality Index 2015*, Table 2.8, p. 23.

Money

The domain of money needs to be analysed from a gender equality perspective, as ensuring women's and men's equal rights and access to financial resources is necessary for reaching equal economic independence, for addressing the increasing feminisation of poverty and growing income inequalities.¹⁰ The domain of money has two subdomains: financial resources and economic situation.

Financial resources are measured by, firstly, the mean monthly earnings. This is calculated based on the average earnings in Purchasing Power Standard (PPS) monthly. According to Eurostat, monthly earnings 'in the reference month cover remuneration in cash paid before any tax deductions and social security contributions payable by wage earners and retained by the employer, and are restricted to gross earnings which are paid in each pay period during the reference month'.¹¹ In collecting this data, Eurostat uses the Structure of Earnings Survey that focuses on the 'sectors of industry, construction and services, not including public administration, defense and compulsory social security'. Every five years, this survey collects data only from businesses with ten employees or more.¹²

Kosovo has somewhat comparable data, but it is collected using a different methodology and definition of earnings. For example, Kosovo has the Structural Business Statistics Survey, which includes data regarding businesses, but not individual employees.¹³ The LFS collects information regarding earnings, and the activity type of employees also is available. However, the LFS only asks respondents for their net monthly salary. The way in which taxes and benefits are paid in Kosovo may contribute to knowledge problems among respondents who may not know their gross salary, leading to inaccurate data. Perhaps a first step would be to begin including questions on both net and gross earnings in the LFS, with a clear definition of gross earnings provided. This could contribute also to learning over time, improving data quality with time. In the interim, the quality of the data could be cross-checked to some extent by using the known standardized rates for pension contributions and taxes at different income levels in Kosovo. For the time being, Kosovo can use data collected through the LFS as a proxy, though it will not be entirely comparable with the figures used in the EU. In any case, considering that 30.7% of people in Kosovo are employed in the public administration,¹⁴ and several in small businesses,¹⁵ using the same methodology as that used in the Structure of Earnings Survey likely would not paint a very accurate picture of actual earnings in Kosovo. However, amending the current definition of monthly earnings used in the LFS to include gross earnings would enable closer comparison based on the Eurostat definition.

Income is operationalized as the mean equalised net income for persons over age 16. According to Eurostat, 'Equalised disposable income in PPS (Purchasing Power Standard), is the total income of a household, after tax and other deductions, that is available for spending or saving, divided by the number of household members converted into equalised adults; household members are equalised or made equivalent by weighting each according to their age, using the so-called modified OECD equivalence scale'. The period of reference is a specific 12-month period. Eurostat collects this data through the European Union Statistics on Income and Living Conditions (EU-SILC), which involves a survey at the household level. Kosovo has data on household annual income, collected through the Results of the Household Budget Survey 2015, which can be used.¹⁶

The second subdomain of money, economic situation, has the indicators of poverty and income distribution. The first is the rate of people 'not at-risk-of-poverty', defined as the percentage of persons 16 and older in the country who have more than or equal to the median income, after social transfers. Eurostat collects this data through the same survey on income and living conditions. Kosovo does have

¹⁰ EIGE, *Gender Equality Index 2015*, p. 36.

¹¹ Eurostat, Structure of earnings survey 2014, Eurostat metadata, at: http://ec.europa.eu/eurostat/cache/metadata/en/earn_ses2014_esms.htm#unit_measure1470211213472.

¹² Eurostat, 'Glossary: Structure of Earnings Survey', accessed 10 December 2016, at: [http://ec.europa.eu/eurostat/statistics-explained/index.php/Glossary:Structure_of_earnings_survey_\(SES\)](http://ec.europa.eu/eurostat/statistics-explained/index.php/Glossary:Structure_of_earnings_survey_(SES)).

¹³ For example, see: KAS, *Results of the Structural Business Statistics 2014*, Prishtina: 2015.

¹⁴ KAS, LFS.

¹⁵ KWN review of Tax Administration of Kosovo data regarding registered businesses and their employees.

¹⁶ See KAS, 'Results of Household Budget Survey', 2015, p. 18, <https://ask.rks-gov.net/media/1517/results-of-household-budget-survey-2015.pdf>.

data on income collected through the LFS, which can be used to calculate the median income. Then the percentage of persons who make more than or equal to the median income can be calculated, providing this measure.

The second indicator of ‘income distribution’, according to EIGE, is:

calculated as $1 / \text{“S80/S20 income quintile share ratio”} * 100$. The income quintile share ratio is a measure of the inequality of income distribution. It is calculated as the ratio of total income received by the 20% of the population with the highest income (the top quintile) to that received by the 20% of the population with the lowest income (the bottom quintile)

Again, using income data from LFS, Kosovo can calculate this.

Table 2. Money¹⁷

Measurement Framework	Concept Measured	Indicator	Source	Available in Kosovo	Potential Steps
Financial resources	Earnings	Mean monthly earnings — NACE Rev. 2, categories B-S excluding O, 10 employees or more (PPS)	Eurostat, Structure of Earnings Survey	No	Introduce gross monthly earnings into the LFS
	Income	Mean equivalised net income (PPS, 16+ population)	Eurostat, EU statistics on income and living conditions	Yes	Use Household Budget Survey
Economic situation	Poverty	Not at-risk-of-poverty, $\geq 60\%$ of median income (% , 16+ population)	Eurostat, EU statistics on income and living conditions	Yes	Use LFS data to calculate
	Income distribution	S20/S80 income quintile share (% , 16+ population)	Eurostat, EU statistics on income and living conditions	Yes	Use LFS data to calculate

Knowledge

The domain of knowledge examines differences between women and men in their access to and participation in education and training.¹⁸ It has two subdomains: educational attainment and segregation, and lifelong learning.

The first sub-domain, educational attainment and segregation, examines the percentage of the population ages 15-74 that have completed first and second stages of tertiary education, measured as a percentage of the total population. Kosovo has this data available from the census, but also from the LFS.

The second measure, segregation, examines the percentage of all students studying at the tertiary level in the fields of ‘Teacher training and education science’, ‘Humanities and arts’ and ‘Health and Welfare’. Kosovo seemingly only has data available on the fields of education and arts, published annually as part of Education Statistics. KAS can require all universities, public and private, to report the number of women and men students enrolled in each of these programs, among other programs. This data then can be combined and reported annually as part of Education Statistics.

The second subdomain, lifelong learning, according to EIGE includes:

¹⁷ This table is adapted from EIGE, *Gender Equality Index 2015*, Table 3.2, p. 36.

¹⁸ *Ibid.*, p. 42.

all purposeful learning activity, whether formal, non-formal or informal, undertaken on an ongoing basis with the aim of improving knowledge, skills and competence. The intention or aim to learn is the critical point that distinguishes these activities from non-learning activities, such as cultural or sporting activities. The reference period for the participation in education and training is the four weeks preceding the interview as is usual in the labour force survey.

Eurostat uses its LFS to measure lifelong learning, which is operationalized as the percentage of people ages 15-74 who participated in education and training in the four weeks before the survey. Kosovo does not currently seem to have this information available. However, it could be introduced into the Kosovo LFS towards standardizing it with the LFS used elsewhere in Europe.

Table 3. Knowledge¹⁹

Measurement Framework	Concept Measured	Indicator	Source	Available in Kosovo	Potential Steps
Educational attainment and segregation	Tertiary education	Graduates of tertiary education (% , 15–74 population)	Eurostat — EU LFS	Yes	Use LFS data
	Segregation	Tertiary students in the fields of 'Education', 'Health and welfare', 'Humanities and arts' (ISCED 5-6) (% , tertiary students)	Eurostat, UNESCO/OECD/Eurostat, questionnaires on educational statistics	Partially	Require all universities to provide data regularly as part of Education Statistics
Lifelong learning	Lifelong learning	People participating in formal or non-formal education and training (% , 15–74 population)	Eurostat, EU LFS	No	Introduce into LFS

Time

The domain of 'time' seeks to measure the time that men and women spend on economic, care and social activities. Analysing this from a gender perspective can identify trends that may contribute to ensuring a better, more equal balance between life and work for men and women. This domain has two subdomains: care activities and social activities.

The subdomain of care activities has two measures. The first examines childcare, measured as the percentage of workers ages 15 and older who care for and educate their children or grandchildren every day for one hour or more. Using the Eurofound European Working Conditions Survey (question EF2c), the concept of childcare is operationalized with the question:

In general, how often are you involved in caring for and educating your children, grandchildren outside work?

- 1) Everyday for 1 hour or more
- 2) Everyday or every second day for less than 1 hour
- 3) Once or twice a week
- 4) Once or twice a month
- 5) Once or twice a year
- 6) Never

The variable then is calculated based on the percentage of employed persons who had the first response out of all respondents to this question. Kosovo does not seem to have a question exactly like this at

¹⁹ This table is adapted from EIGE, *Gender Equality Index 2015*, Table 3.3, p. 42.

present, though questions do examine reasons for working part-time or being inactive by gender, including care work as a reason.²⁰ The aforementioned question could be incorporated into the LFS or the Living Conditions Survey.

The second indicator relates to domestic activities, defined as the percentage of workers ages 15 or older who perform cooking and housework every day for one hour or more. The same Eurofound survey is used to collect data in the EU, with the following question operationalizing this concept (EF2d):

In general, how often are you involved in cooking and housework outside work?

- 1) Everyday for 1 hour or more
- 2) Everyday or every second day for less than 1 hour
- 3) Once or twice a week
- 4) Once or twice a month
- 5) Once or twice a year
- 6) Never

Then, this variable is calculated as the percentage of employed persons who had the first response, out of all respondents to this question. Kosovo also does not seem to collect information related to domestic activities currently. However, it could be incorporated into the LFS or Living Conditions Survey.

The second sub-dimension of time is social activities, which also has two measures. First, sport, culture and leisure activities examines the percentage of workers who are 15 years or older who are involved in 'sporting, cultural or leisure activities outside of their home at least every other day'. The same Eurofound survey is used with the following question (EF2g):

In general, how often are you involved in sporting, cultural or leisure activity outside your home outside work?

- 1) Everyday for 1 hour or more
- 2) Everyday or every second day for less than 1 hour
- 3) Once or twice a week
- 4) Once or twice a month
- 5) Once or twice a year
- 6) Never

Again the variable is calculated as the percentage of employed persons who had the first response out of all respondents to the question. Kosovo also does not have a similar measure at present, but again this could be included in the LFS or Living Conditions survey.

The second measure of social activities examines the percentage of persons 15 and older who are 'involved in voluntary or charitable activities, at least once a month'. The same Eurofoundation survey is used to collect data with the following question (EF2a):

In general, how often are you involved in voluntary or charitable activity outside your home outside work?

- 1) Everyday for 1 hour or more
- 2) Everyday or every second day for less than 1 hour
- 3) Once or twice a week
- 4) Once or twice a month
- 5) Once or twice a year
- 6) Never

²⁰ KWN has several studies that ask questions about childcare. However, none ask questions in the same way, so the data is not exactly comparable (for a summary see: KWN, *Who Cares?*, Prishtina: 2016, p. 23 at: <http://www.womensnetwork.org/documents/20161103153827186.pdf>).

The variable is calculated similarly by taking the percentage of employed persons who have any of the first four responses divided by the total number of respondents to this question. While Kosovo does not seem to have this data at present, it could begin collecting it through the LFS or Living Conditions surveys using the same question.

Another costlier but useful option for collecting information pertaining to all of the concepts in the time domain is to introduce a time-use survey in Kosovo. The same questions could be asked within this survey in order to enable comparison with Eurofoundation data. Installing a regular time use study would have other benefits for Kosovo, including enabling better understanding of the types of informal paid and unpaid work performed by women and men.

Table 4. Time²¹

Measurement Framework	Concept Measured	Indicator	Source	Available in Kosovo	Potential Steps
Care activities	Childcare activities	Workers caring for and educating their children or grandchildren, every day for 1 hour or more (% , 15+ workers)	Eurofound, European Working Conditions Survey	No	Collect through LFS or introduction of time use survey.
	Domestic activities	Workers doing cooking and housework, every day for 1 hour or more (% , 15+ workers)	Eurofound, European Working Conditions Survey	Partially	Require all universities to provide data regularly.
Social activities	Sport, culture and leisure activities	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (% , 15+ workers)	Eurofound, European Working Conditions Survey	No	Collect through LFS, Living Conditions or introduction of time use survey.
	Volunteering and charitable activities	Workers involved in voluntary or charitable activities, at least once a month (% , 15+ workers)	Eurofound, European Working Conditions Survey	No	Collect through LFS, Living Conditions or introduction of time use survey.

Power

The domain of power deals with the representation of women and men in decision-making positions. Ensuring gender equality in positions of power is important for social justice, ensuring balanced representation of the society in politics. The Gender Equality Index identifies two subdomains for power: political and economic. All of the indicators in the power domain, as defined by EIGE, are a 'ratio from total population in the country aged 18 and older' and the particular variable.

The first subdomain, political power, is measured firstly by ministerial representation, including junior ministers plus senior ministers. In Kosovo, information regarding deputy ('junior') and ('senior') ministers is available from AGE, or simply by reviewing official websites.²² Then, demographic data regarding the population aged 18 and older can be used to calculate this indicator.

A second measure of political power is parliamentary representation. In Kosovo, this information also is available from AGE or on the Assembly of Kosovo's website.²³ This together with demographic data can be used to calculate this indicator.

²¹ This table is adapted from EIGE, *Gender Equality Index 2015*, Table 3.4, p. 47.

²² The Republic of Kosovo, Office of the Prime Minister, accessed 9 December 2016, at: <http://www.kryeministri-ks.net/?page=2,43>.

²³ The Republic of Kosovo, Assembly, accessed 9 December 2016, at: <http://www.kuvendikosoves.org/?cid=2,102>.

The third indicator of political power is the percentage of women and men in regional assemblies. For countries that do not have regional assemblies, representation in local level politics should be included in the Index. In Kosovo, representatives from municipal assemblies can be included. Kosovo has this data available, which can be compared with demographic data to establish this indicator.

The second subdomain for power in the Gender Equality Index, economics, is measured firstly by the share of members of boards in the largest publicly listed companies. Information regarding the percentage of women and men serving on boards does not seem to be publicly available at present in Kosovo. Perhaps this information could be collected by the Tax Administration of Kosovo or by the Ministry of Trade and Industry as part of the process of business registration. Then, this information could be reported annually to KAS. However, this would require the body collecting such data to ensure that the information is updated regularly.

Second, power in the field of economics is measured by the share of members of the central bank in a particular country. In Kosovo, this information is available on the website of the Central Bank of Kosovo.²⁴ Again this can be compared with demographic data to arrive at this indicator.

Table 5. Power²⁵

Measurement Framework	Concept Measured	Indicator	Source	Available in Kosovo	Potential Steps
Political	Ministerial representation	Share of ministers (senior/junior) (% , 18+ population)	DG Justice, Women and men in decision-making	Yes	Use AGE data
	Parliamentary representation	Share of members of parliament (both houses) (% , 18+ population)	DG Justice, Women and men in decision-making	Yes	Use AGE data
	Regional assemblies representation	Share of members of regional assemblies (% , 18+ population)	DG Justice, Women and men in decision-making	Yes	Use AGE data
Economic	Members of boards	Share of members of boards in largest quoted companies (supervisory board or board of directors) (% , 18+ population)	DG Justice, Women and men in decision-making	No	Collect through Tax Administration of Kosovo or Ministry of Trade and Industry
	Members of central banks	Share of members of central bank (% , 18+ population)	DG Justice, Women and men in decision-making	Yes	Use Central Bank data

Health

The final core domain examines issues related to gender and health. Conceptually, it includes two subdomains: health status and access to health structures.

First, health status is measured with the indicator self-perceived health. In Kosovo, KWN conducted the first nation-wide research on women's and men's access to healthcare in 2016.²⁶ It used the same indicator as Eurostat towards enabling comparisons:

How do you perceive your health in general?

- 1) very good
- 2) good

²⁴ Central Banks of the Republic of Kosovo, Executive Board, accessed 9 December 2016, at: <http://bqk-kos.org/?id=6>.

²⁵ This table is adapted from EIGE, *Gender Equality Index 2015*, Table 3.5, p. 53.

²⁶ This research is yet to be published.

- 3) fair
- 4) bad
- 5) very bad

The measure of self-perceived health is calculated by adding the percentage of persons that considered their health 'very good' and 'good'. While KWN's data can be used at present for establishing the Gender Equality Index, the Government of Kosovo needs to identify a way to institutionalize data collection on this and other indicators of health. As most data related to this domain are gathered through the EU's survey on income and living conditions, perhaps Kosovo's Survey on Living Conditions could be harmonized to include this and the following questions.

Second, health status is measured by life expectancy at birth. As summarized by EIGE, it is: 'Life expectancy in absolute value at birth for women and men' and the 'total is calculated as average from figure of women and men'. Eurostat uses mortality data to calculate life expectancy at birth. KAS already has this data.²⁷

Third, health status is measured by healthy life years in absolute value at birth. EIGE describes this somewhat more elaborate calculation as follows:

Healthy Life Years (HLY) for women and men, total is calculated as average from figure of women and men. A HLY measures the number of remaining years that a person of specific age is expected to live without any severe or moderate health problems. HLY is a composite indicator that combines mortality data with health status data from health mini-module (EU-SILC): the self-perceived question, which aims to measure the extent of any limitations, for at least six months, because of a health problem that may have affected respondents as regards activities they usually do. Health expectancies are calculated using the Sullivan method which combines information on mortality and health status data. 1. Variables used for mortality component: Age specific death rate $\{M_x\}$ Probability of dying between exact ages $\{q_x\}$ Probability of surviving between exact ages $\{p_x\}$ Number left alive at given exact age $\{l_x\}$ Person-years lived between exact age $\{L_x\}$ Life expectancy at given exact age $\{e_x\}$ 2. Variable used for health status, in case disability.

Kosovo already has data related to mortality than can be used to calculate most variables. The exception is the measure of limited abilities, asked using the following question from the EU-SILC:

For at least the past six months, to what extent have you been limited because of a health problem in activities people usually do... Would you say you have been:

- 1) severely limited
- 2) limited but not severely
- 3) not limited at all

Then, the proportion of the population who are 'healthy', defined as 'not limited at all', and those who are unhealthy ('severely limited' and 'limited but not severely') are calculated by sex and age. In Kosovo, KWN recently collected this data, which can be used in the short term for creating the Gender Equality Index. However, in the future collection of this data should be institutionalized perhaps through the Living Conditions survey in Kosovo.

The second subdomain, access, includes as indicators the percentage of persons without unmet medical needs and unmet dental needs, respectively. The questions include:

Was there any time during the past 12 months when you really needed to consult a doctor but did not?

- 1) Yes, there was at least one occasion

²⁷ KAS, *Health Statistics 2015*, Prishtina: KAS, 2016.

2) No, there was no occasion

Was there any time during the past 12 months when you personally really needed dental examination or treatment but did not get it?

- 1) Yes, there was at least one occasion
- 2) No, there was no occasion

These also were collected by KWN in 2016 with the same language used by Eurostat on the EU-SILC. Perhaps institutionalized collection of data on these questions also is possible by introducing them to the Living Conditions survey in Kosovo.

Table 6. Health²⁸

Measurement Framework	Concept Measured	Indicator	Source	Available in Kosovo	Potential Steps
Status	Self-perceived health	Self-perceived health, good or very good (% , 16+ population)	Eurostat, EU statistics on income and living conditions	Yes (not institutionalized)	Incorporate in Living Conditions
	Life expectancy	Life expectancy in absolute value at birth (years)	EU, Statistics on income and living conditions combined with Eurostat's demographic statistics	Yes	Continue reporting in Health Statistics
	Healthy life years	Healthy life years in absolute value at birth (years)	EU, Statistics on income and living conditions combined with Eurostat's demographic statistics	Yes (not institutionalized)	Incorporate limited ability in Living Conditions
Access	Unmet medical needs	Population without unmet needs for medical examination (% , 16+ population)	Eurostat, EU statistics on income and living conditions	Yes (not institutionalized)	Incorporate in Living Conditions
	Unmet dental needs	Population without unmet needs for dental examination (% , 16+ population)	Eurostat, EU statistics on income and living conditions	Yes (not institutionalized)	Incorporate in Living Conditions

Intersecting Inequalities Domain

This domain seeks to examine gender gaps that may exist among particular groups, compared to the population overall.²⁹ The first indicator looks at the rate of participation in employment among people who were born in a foreign country compared to the employment rate of persons born in the country. In the Gender Equality Index, 'foreign-born' is defined as 'persons whose place of birth (or usual residence of the mother at the time of birth) is outside the country of his/her usual residence'.³⁰ It seems that Kosovo does not collect this information at present. However, this could be incorporated into the LFS by adding a question regarding where the respondent was born.

The second indicator that is used to measure 'discrimination and other social grounds in employment' is the employment rate among older workers (ages 55 and 64). This indicator relates to the EU labour market policy priority to increase the participation of older workers in the labour market. Kosovo collects data on the employment rate of older workers in Kosovo through the LFS.³¹ Through

²⁸ This table is adapted from EIGE, *Gender Equality Index 2015*, Table 3.5, p. 53.

²⁹ EIGE, *Gender Equality Index 2015*, p. 67.

³⁰ *Ibid.*, p. 68.

³¹ KAS, *Results of the Kosovo 2015 Labour Force Survey*, Prishtina: 2016, p. 12.

the LFS, Kosovo also collects data on the percentage of people ages 15 to 54 who are employed, as a point of comparison.

Lastly, the Gender Equality Index uses employment rates among lone parents or carers compared with single individuals without dependants as an indicator to illustrate intersecting inequalities. This indicator is important to analyse from a gender perspective because statistics show that women are more often lone parents or carers. This may impact their labour participation negatively and hence women may face higher risks of poverty. Kosovo does not seem to have data available regarding the employment rate of lone parents or carers, but this could be collected through the LFS.

Measurement Framework	Concept Measured	Indicator	Source	Available in Kosovo	Potential Steps
Discrimination and other social grounds in employment	Minorities and/or migrants	Employment of people born in a foreign country (% , 15–64 corresponding population)	Eurostat, EU LFS	No	Include in LFS
		Employment of country nationals (% , 15–64 corresponding population)	Eurostat, EU LFS	No	Include in LFS
	Older workers	Employment of people aged 55–64 (% , 55–64 population)	Eurostat, EU LFS	Yes	LFS
		Employment of people aged 15–54 (% , 15–54 population)	Eurostat, EU LFS	Yes	LFS
	Lone parents / carers	Employment rates of people living in a household with one adult and one or more children (% , 15–64 corresponding population)	Eurostat, EU LFS	No	Include in LFS
		Employment rates of people living in a household with one adult and no children (% , 15–64 corresponding population)	Eurostat, EU LFS	No	Include in LFS

The second intersecting inequality measured by the Gender Equality Index is violence. As EIGE observed, it is difficult to measure violence accurately due to the tendency for persons suffering violence not to report it. Some tentative indicators of direct violence proposed for use include violence since age 15, and violence in the last 12 months, respectively. Indicators for both time periods focus on physical violence by a partner, sexual violence by a partner, sexual violence by a non-partner and psychological violence. In 2014, the EU Agency for Fundamental Rights conducted the first EU-wide Survey on Violence against women. It brings together several different measures of violence, operationalized as follows³³:

Physical violence

How often has someone:

- pushed or shoved you?
- slapped you?
- thrown a hard object at you?
- grabbed you or pulled your hair?
- beaten you with a fist or a hard object, or kicked you?
- burned you?
- tried to suffocate you or strangle you?
- cut or stabbed you, or shot at you?
- beaten your head against something?

³² EIGE, *Gender Equality Index 2015*, Table 3.7, p. 67.

³³ *Ibid.*, p. 125.

Sexual violence

How often has someone:

- forced you into sexual intercourse by holding you down or hurting you in some way? (if needed: by sexual intercourse we mean here forced oral sex, forced anal or vaginal penetration)
- apart from this, attempted to force you into sexual intercourse by holding you down or hurting you in some way? (if needed: by sexual intercourse we mean here forced oral sex, forced anal or vaginal penetration)
- apart from this, made you take part in any form of sexual activity when you did not want to or you were unable to refuse?
- or have you consented to sexual activity because you were afraid of what might happen if you refused?

Psychological violence

How often would you say that your current or has any previous partner ever:

- tried to keep you from seeing your friends?
- tried to restrict your contact with your family of birth or relatives?
- insisted on knowing where you are in a way that goes beyond general concern?
- got angry if you spoke with another man (or another woman if your partner is a woman)?
- become suspicious that you are unfaithful?
- prevented you from making decisions about family finances and from shopping independently?
- forbidden you to work outside the home?
- forbidden you to leave the house, taken away car keys or locked you up?
- belittled or humiliated you in front of other people?
- belittled or humiliated you in private?
- done things to scare or intimidate you on purpose, for example yelling and smashing things?
- made you watch or look at pornographic material against your wishes?
- threatened to take the children away from you?
- threatened to hurt your children?
- hurt your children?
- threatened to hurt or kill someone else you care about?
- threatened to hurt you physically?

KWN has conducted two national household surveys relating to violence in 2008 and 2015, respectively. These were carried out in close cooperation with AGE, KAS and other stakeholders. A repeat of the survey is planned for 2017. The KWN survey contains several questions similar to the EU Gender Equality Index. One key difference in methodology is that KWN only surveyed people ages 18 and older, so the measure is not entirely comparable to that used in the EU. However, given that the percentage of persons who marry under age 18 seems small,³⁴ this probably would not change the indicators substantially. For the short term, this data could be used in compiling a proxy indicator in order to establish the Gender Equality Index in Kosovo. In the future, the Government of Kosovo should set aside funds to carry out a survey similar to the one used by the EU Agency for Fundamental Rights, perhaps with some additional questions adapted to the Kosovo context. In this way, the survey could be used to inform work on addressing violence against women in Kosovo as well. Enumerators must be well-trained and experienced in speaking with persons who may have suffered violence as well as ethics in research with human subjects. Considering the sensitivity of the topic the Government of Kosovo may wish to contract such expertise, such as from women's rights groups experienced with such research.

³⁴ Out of all marriages that took place in 2015, only 1.4% were between people ages 16-19 (KAS, *Statistikat e kurorëzimeve 2015*, Prishtina: KAS, 2016, p. 16, at: <https://ask.rks-gov.net/media/1521/statistikat-e-kurorëzimeve-ne-kosove-2015.pdf>).

Measurement Framework	Concept Measured	Indicator	Source	Available in Kosovo	Potential Steps	
Direct violence	Violence since the age of 15	Physical violence by a partner since the age of 15	EU Agency for Fundamental Rights, EU-wide Survey on Violence against Women	Yes (not institutionalized)	Contract expertise for regular 5-year survey	
		Sexual violence by a partner since the age of 15	EU Agency for Fundamental Rights, EU-wide Survey on Violence against Women	Yes (not institutionalized)	Contract expertise for regular 5-year survey	
		Sexual violence by a non-partner since the age of 15	EU Agency for Fundamental Rights, EU-wide Survey on Violence against Women	Yes (not institutionalized)	Contract expertise for regular 5-year survey	
		Psychological violence by a partner since the age of 15	EU Agency for Fundamental Rights, EU-wide Survey on Violence against Women	Yes (not institutionalized)	Contract expertise for regular 5-year survey	
	Violence in the past 12 months prior to the interview	Violence in the past 12 months prior to the interview	Physical violence by a partner in the 12 months prior to the interview	EU Agency for Fundamental Rights, EU-wide Survey on Violence against Women	Yes (not institutionalized)	Contract expertise for regular 5-year survey
			Sexual violence by a partner in the 12 months prior to the interview	EU Agency for Fundamental Rights, EU-wide Survey on Violence against Women	Yes (not institutionalized)	Contract expertise for regular 5-year survey
			Sexual violence by a non-partner in the 12 months prior to the interview	EU Agency for Fundamental Rights, EU-wide Survey on Violence against Women	Yes (not institutionalized)	Contract expertise for regular 5-year survey

³⁵ Ibid., Table 3.8, p. 73.

Recommendations

This section provides an overview regarding the main steps that the Government of Kosovo can take, perhaps supported by other stakeholders, in order to institutionalize collection of data still required for establishing the Gender Equality Index in Kosovo. It is important to bear in mind that this data should be collected regularly and as close to the same periods of time when it is collected in the EU in order to enable comparisons.

- KAS should add some indicators to its regular LFS to institutionalize collection of data on crucial indicators, including:
 - Flexible personal / family arrangements
 - Work intensity
 - Gross monthly earnings with clear definition
 - Educational attainment of respondent
 - People participating in formal or non-formal education and training
 - Where the respondent was born
 - Duration of working life in years
 - Number of type of household members (including related to lone parents/carers)
- KAS should collect regularly data pertaining to domestic activities, childcare and social activities through LFS, Living Conditions Survey or a time-use study.
- KAS should consider initiating a regular time-use survey (perhaps every five years). As these types of studies are costly, perhaps it could be developed and institutionalized initially with EU support, utilizing Instrument for Pre-Accession funding. This would enable the EU Office in Kosovo also to make progress towards fulfilling the EU Gender Action Plan in Kosovo by supporting the institutionalization of gender-disaggregated statistics. In the future, as other government bodies will benefit from this data such as the Ministry of Labour and Social Welfare and Ministry of Trade and Industry, perhaps they could each set aside funds to cover some of the costs of this survey so that no one actor bears all costs. The time-use study should be planned in close consultation with gender experts experienced in gender analysis.
- The Ministry of Education, Science and Technology should officially request that public and private universities provide data on students enrolled in 'Health and Welfare' by gender, as well as 'Teacher training and education science' and 'Humanities and arts'. KAS should report this information as part of Education Statistics.
- The Tax Administration of Kosovo or Ministry of Trade and Industry should be made responsible for collecting and reporting annually to KAS the share of board members in large companies in Kosovo that are women and men.
- The Living Conditions Survey can incorporate questions pertaining to health.
- KAS and AGE should collaborate closely with gender experts to institutionalize sustainable collection of data on violence against women. Questions should be aligned with the EU Agency for Fundamental Rights EU-wide Survey on Violence against Women, but also contain questions specific to the Kosovo context, towards informing policies and awareness-raising. Careful consideration should be taken in the design of the survey and training of enumerators. Perhaps women's rights groups experienced and qualified in this work could be contracted by the Government of Kosovo to assist with data collection.

Annex 1. Summary of Domains and Indicators

The following table is taken directly from EIGE (at: <http://eurogender.eige.europa.eu/sites/default/files/events-files/Gender%20Equality%20Index%20variables.pdf>).

Domain	Sub-domain	Variable	Description	Source
W O R K	Participation	Full-time equivalent employment (% 15+population)	The Full-Time Equivalent (FTE) employment rate is a unit to measure employed persons in a way that makes them comparable although they may work a different number of hours per week. The unit is obtained by comparing an employee's average number of hours worked to the average number of hours worked by a full-time worker. A full-time worker is therefore counted as one FTE, while a part-time worker gets a score in proportion to the hours she or he works. For example, a part-time worker employed for 20 hours a week where full-time work consists of 40 hours, is counted as 0.5 FTE.	Eurostat, LFS. Eurostat calculations from EU-LFS according to EIGE's request.
		Duration of working life (years)	The duration of working life indicator (OWL) measures the number of years a person aged 15 is expected to be active in the labour market throughout his/her life. This indicator is calculated with probabilistic model combining demographic data (Life tables available from Eurostat to calculate the survival functions) and labour market data (Labour Force Survey activity rates by single age group).	Eurostat, LFS, table: Duration of working life - annual data [lfsi_dwl_a]; available at: http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=lfsi_dwl_a&lang=en
	Segregation and quality	Employed people in Education, Human Health and Social Work activities (% 15-64 employed)	Calculations are based on the country level publically available data in Eurostat database. Following economic activities (based on NACE Rev 2) are included: P. Education + Q. Human health and social work activities and calculated as percentage from TOTAL. Total - All NACE activities	Eurostat, LFS, table: Employment by sex, age and economic activity (from 2008 onwards, NACE Rev.2) - 1000 Ofsa_egan2]; available at: http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=lfsa_eaan2&lang=en

Domain	Sub-domain	Variable	Description	Source
	of work	Ability to take an hour or two off during working hours to take care of personal or family matters (15+ workers)	Question: Q43. Would you say that for you arranging to take an hour or two off during working hours to take care of personal or family matters is ...? 1 Not difficult at all; 2 Not too difficult; 3 Somewhat difficult; 4 Very difficult. Variable is calculated as percentage of persons who answered not difficult at all out of total (who answered 1, 2, 3 or 4).	European Working Condition Survey (EWCS) coordinated by Eurofound.
		Working to tight deadlines (15+ workers)	Question: Q45 And, does your job involve working to tight deadlines: 1 All of the time; 2 Almost all of the time; 3 Around of the time; 4 Around half of the time; 5 Around ¼ of the time; 6 Almost never; 7 Never. Variable is calculated as percentage of persons who answered 1-5 out of total (who answered 1-7).	European Working Condition Survey (EWCS) coordinated by Eurofound.
MONEY	Financial resources	Mean monthly earnings (PPS, 2010 survey)	Earnings in PPS (Purchasing Power Standard), in sectors Industry, construction and services (except public administration, defense, compulsory social security) (NACE_R2: B-S_X_O, total age group, working in companies 10 employees or more).	Eurostat, Structure Earnings Survey (SES), table: Mean monthly earnings by sex, age and economic activity [earn_ses10_20] available at http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=ea_rm_ses_10_20&lang=en
		Mean equivalised net income (PPS. 16+ population)	Equivalised disposable income in PPS (Purchasing Power Standard), is the total income of a household, after tax and other deductions, that is available for spending or saving, divided by the number of household members converted into equalised adults; household members are equalised or made equivalent by weighting each according to their age, using the so-called modified OECD equivalence scale. The income reference period is a fixed 12-month period.	Eurostat. EU-SILC (table: Mean and median income by age and sex (source: SIL() [ilc_di03] available at: http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=ilc_di03&lang=en
	Economic resources	Not-at-risk-of-poverty ≥60% of median income (16+ population)	Calculated as 100 - "at-risk-of-poverty rate". The at-risk-of-poverty rate is the share of people with an equivalised disposable income (after social transfer) below the at-risk-of-poverty threshold, which is set at 60 % of the national median equivalised disposable income after social transfers.	Eurostat. EU-SILC table: At-risk-of-poverty rate by poverty threshold, age and sex (source: SILC) [ilc_li02] available at: http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=ilc_li02&lang=en .

Domain	Sub-domain	Variable	Description	Source
		S20/S80 income quintile share (16+ population)	Calculated as $1 / "S80/S20 \text{ income quintile share ratio}" * 100$. The income quintile share ratio is a measure of the inequality of income distribution. It is calculated as the ratio of total income received by the 20% of the population with the highest income (the top quintile) to that received by the 20% of the population with the lowest income (the bottom quintile)	Eurostat, EU-SILC, table: S80/S20 income quintile share ratio by sex and selected age group (source: SILC) [ilc_di11] available at: http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=ilc_di11&lang=en .
K N O W L E D G E	Attainment and segregation	Graduates of tertiary education (% 15-74 population)	First and second stage of tertiary education (levels 5 and 6) as percentage from total 15-74 population	Eurostat, LFS, table: Population by educational attainment level, sex and age (%) [edat_lfs_9903], available at: http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=edat_lfs_9903&lang=en .
		Tertiary students in the fields of Education, Health and Welfare, Humanities and Art (tertiary students)	Calculated as percentage of persons who are studying at tertiary level on the areas EF14 -Teacher training and education science + EF2 - Humanities and arts + EF7 - Health and Welfare out of total students at tertiary level.	Eurostat, education statistics, table: Tertiary students (ISCED 5-6) by field of education and sex [educ_enr15], available at: http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=educ_enr15&lang=en .
	Life-long learning	People participating in formal or non- formal education and training (15-74 population)	Lifelong learning encompasses all purposeful learning activity, whether formal, non-formal or informal, undertaken on an ongoing basis with the aim of improving knowledge, skills and competence. The intention or aim to learn is the critical point that distinguishes these activities from non-learning activities, such as cultural or sporting activities. The reference period for the participation in education and training is the four weeks preceding the interview as is usual in the labour force	Eurostat, LFS, table: Participation rate in education and training (last 4 weeks) by type, sex and age [trng_lfs_09], available at: http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=trng_lfs_09&lang=en .
	Care	Workers caring for and educating their children or grandchildren, everyday for one hour or more (15+ workers)	Original question: EF2c In general, how often are you involved in caring for and educating your children, grandchildren outside work? 1 Everyday for 1 hour or more; 2 Everyday or every second day for less than 1 hour; 3 Once or twice a week; 4 Once or twice a month; 5 Once or twice a year; 6 Never. Variable is calculated as percentage of employed persons who answered "Everyday for 1 hour or more" out of total (who answered 1-6).	European Working Condition Survey (EWCS) coordinated by Eurofound.

Domain	Sub-domain	Variable	Description	Source
TIME		Workers doing cooking and housework, everyday for one hour or more (15+ workers)	Original question: EF2d In general, how often are you involved in cooking and housework outside work? 1 Everyday for 1 hour or more; 2 Everyday or every second day for less than 1 hour; 3 Once or twice a week; 4 Once or twice a month; 5 Once or twice a year; 6 Never. Variable is calculated as percentage of employed persons who answered "Everyday for 1 hour or more" out of total (who answered 1-6).	European Working Condition Survey (EWCS) coordinated by Eurofound.
	Social	Workers doing sporting, cultural or leisure activities outside of their home, at least every other day (15+ workers)	Original question: EF2g In general, how often are you involved in sporting, cultural or leisure activity outside your home outside work? 1 Everyday for 1 hour or more; 2 Everyday or every second day for less than 1 hour; 3 Once or twice a week; 4 Once or twice a month; 5 Once or twice a year; 6 Never. Variable is calculated as percentage of employed persons who answered "Everyday for 1 hour or more" or "Everyday or every second day for less than 1 hour" out of total (who answered 1-6).	European Working Condition Survey (EWCS) coordinated by Eurofound.
		Workers involved in voluntary or charitable activities, at least once a month (15+ workers)	Original question: EF2a In general, how often are you involved in voluntary or charitable activity outside your home outside work? 1 Everyday for 1 hour or more; 2 Everyday or every second day for less than 1 hour; 3 Once or twice a week; 4 Once or twice a month; 5 Once or twice a year; 6 Never. Variable is calculated as percentage of employed persons who answered 1-4 out of total (who answered 1-6).	European Working Condition Survey (EWCS) coordinated by Eurofound.
		Share of Ministers (18+ population)	Calculated as ratio from total population in the country aged 18 and older. Data are available in European Commission database on women and men in decision-making. National governments (all ministers: Junior ministers + Senior ministers), 1st Quarter. Population statistics based on Eurostat database.	European Commission, available at: http://ec.europa.eu/justice/gender-equality/gender-decision-making/database/politics/national-governments/index_en.htm

Domain	Sub-domain	Variable	Description	Source
P O W E R	Political	Share of members of Parliament (18+ population)	Calculated as ratio from total population in the country aged 18 and older. Data are available in European Commission database on women and men in decision-making. National parliaments (both houses), 1st quarter. Population statistics is based on Eurostat database.	European Commission, available at http://ec.europa.eu/justice/gender-equality/gender-decision-making/database/politics/national-parliaments/index_en.htm
		Share of members of Regional Assemblies (18+ population)	Calculated as ratio from total population in the country aged 18 and older. Data are available in European Commission database on women and men in decision-making. Regional assemblies, if regional assemblies do not exist in the country, local level politics are included. Population statistics is based on Eurostat database.	European Commission, available at: http://ec.europa.eu/justice/gender-equality/gender-decision-making/database/politics/regional-assemblies/index_en.htm and http://ec.europa.eu/justice/gender-equality/gender-decision-making/database/politics/municipal-councils/index_en.htm
		Share of members of boards in largest quoted companies, supervisory board or board of directors (18+ population)	Calculated as ratio from total population in the country aged 18 and older. Data are available in European Commission database on women and men in decision-making. Share of members of boards in largest quoted companies. Population statistics is based on Eurostat database.	European Commission, available at: http://ec.europa.eu/justice/gender-equality/gender-decision-making/database/business-finance/supervisory-board-board-directors/index_en.htm

Domain	Sub-domain	Variable	Description	Source
	Economic	Share of members of Central Bank (18+ population)	Calculated as ratio from total population in the country aged 18 and older. Data are available in European Commission database on women and men in decision-making. Share of Members of key decision-making bodies of Central banks. Population statistics is based on Eurostat database.	European Commission, available at http://ec.europa.eu/justice/gender-equality/gender-decision-making/database/business-finance/central-banks/index_en.htm
		Self-perceived health, good or very good (16+ population)	Calculated as percentage of persons assessing their health as "Very good" + percentage of persons assessing their health as "Good". Self-perceived health: the concept is operationalized by a question on how a person perceives his/her health in general using one of the answer categories very good/ good/ fair /bad/ very bad.	Eurostat, EU-SILC, table: Self-perceived health by sex, age and labour status (%) [hlth_silc_01] available at: http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=hlth_silc_01&lang=en
		Life expectancy in absolute value at birth	Life expectancy in absolute value at birth for women and men, total is calculated as average from figure of women and men. Life expectancy is calculated by Eurostat based on mortality data.	Eurostat, mortality data, table: Healthy Life Years {from 2004 onwards) [hlth_hlye], indicators F_O_LE- Life expectancy in absolute value at birth-females and M_O_LE- Life expectancy in absolute value at birth.

Domain	Sub-domain	Variable	Description	Source
H E A L T H	Status	Healthy life years in absolute value at birth	<p>Healthy Life Years (HLY) for women and men, total is calculated as average from figure of women and men. A HLY measures the number of remaining years that a person of specific age is expected to live without any severe or moderate health problems. HLY is a composite indicator that combines mortality data with health status data from health mini- module {EU-SILC): the self-perceived question, which aims to measure the extent of any limitations, for at least six months, because of a health problem that may have affected respondents as regards activities they usually do. Health expectancies are calculated using the Sullivan method which combines information on mortality and health status data.</p> <p>1. Variables used for mortality component: Age specific death rate {Mx) Probability of dying between exact ages {qx) Probability of surviving between exact ages {px) Number left alive at given exact age (lx) Person-years lived between exact age (Lx) Life expectancy at given exact age (ex)</p> <p>2. Variable used for health status, in case disability: Variable PH030 (Limitation in activities people usually do because of health problems for at least the last 6 months) in EU-SILC.</p> <p>Questions: for at least the past six months, to what extent have you been limited because of a health problem in activities people usually do? Would you say you have been: severely limited? limited but not severely? not limited at all? Proportions of the population in healthy (answer code: "not limited at all") and unhealthy conditions (answer codes: "severely limited" and "limited but not severely") are calculated by sex and age.</p>	Eurostat, EU-SILC and mortality data, table: Healthy Life Years (from 2004 onwards) [h1th_hlye], indicators F_O_DFLE - Healthy life years in absolute value at birth - females and M_O_DFLE - Healthy life years in absolute value at birth - males

Domain	Sub-domain	Variable	Description	Source
		Population without unmet needs for medical examination (16+ population)	Percent of persons "No unmet needs to declare", age group: Total; income group: Total. Medical care: refers to individual health care services (medical examination or treatment excluding dental care) provided by or under direct supervision of medical doctors or equivalent professions according to national health care systems. Main reasons for unmet needs observed in EU-SILC are the following: 1. Could not afford to (too expensive), 2. Waiting list, 3. Could not take time because of work, care for children or for others, 4. Too far to travel or no means of transportation, 5. Fear of doctors (resp. dentists), hospitals, examination or treatment, 6. Wanted to wait and see if problem got better on its own, 7. Didn't know any good medical doctor {resp. dentist), 8. Other reasons.	Eurostat, EU-SILC, table: Self-reported unmet needs for medical examination by sex, age, detailed reason and income quintile (%) [hlth_silc_08] available at: http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=hlth_silc_08&lang=en
	Access	Population without unmet needs for dental examination (16+ population)	Percent of persons "No unmet needs to declare", age group: Total; income group: Total. Dental care: refers to individual health care services provided by or under direct supervision of stomatologists (dentists). Health care provided by orthodontists is included. Main reasons for unmet needs observed in EU-SILC are the following: 1. Could not afford to (too expensive), 2. Waiting list, 3. Could not take time because of work, care for children or for others, 4. Too far to travel or no means of transportation, 5. Fear of doctors (resp. dentists), hospitals, examination or treatment, 6. Wanted to wait and see if problem got better on its own, 7. Didn't know any good medical doctor {resp. dentist), 8. Other reasons.	Eurostat, EU-SILC, table: Self-reported unmet needs for dental examination by sex, age, detailed reason and income quintile (%) [hlth_silc_09] available at: http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=hlth_silc_09&lang=en

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