



Country Gender Profile

**AN ANALYSIS OF GENDER DIFFERENCES
AT ALL LEVELS IN KOSOVO**

Authors:

Ulf Färnsveden
Ariana Qosaj - Mustafa
Nicole Farnsworth

Quality Assurance:

Anja Taarup Nordlund



ACKNOWLEDGEMENTS

The research team would like to express their gratitude to all of the institutions, officials, civil society representatives, businesses, and international actors that graciously contributed to this report. We also thank the Embassy of Sweden, Agency for Gender Equality in the Office of the Prime Minister of the Republic of Kosovo, European Union Office, and UN agencies for their guidance and support. We appreciate theirs and others' thoughtful input on the tentative findings and draft report. Special thanks to Anja Taarup Nordlund for quality control and Nertila Qarri-Gërguri for vital logistical and translation support.

The views herein are those of the authors and do not necessarily represent the views of the Embassy of Sweden or Orgut Consulting.

CONTENTS

EXECUTIVE SUMMARY	1
INTRODUCTION	3
METHODOLOGY	3
FINDINGS	4
1) National Framework: Policies, Strategies, and Initiatives	4
Other Initiatives and Strategies	5
Challenges and Opportunities.....	5
2) Mapping of Key Actors.....	6
Governmental Institutions and Civil Servants.....	6
Civil Society	9
International Actors.....	9
Private Sector	10
Challenges and Opportunities.....	10
3) Rule of Law, Justice, and Human Rights	11
Crime, Rule of Law, and Corrections.....	11
Property and Inheritance Rights	11
Labour Law	12
Human Rights, Forced Returns, and Reintegration.....	12
Minority Rights	12
Rights of Persons with Disabilities.....	12
The Rights of LGBT Persons	12
Challenges and Opportunities.....	13
4) Political Situation	13
Legal Framework	13
Gender Equality at the National Level	14
Gender Equality at the Municipal Level	14
Gender Equality within Leading Political Parties	15
Gender Equality in Public Services	16
Challenges and Opportunities.....	16
5) Socioeconomic Situation.....	17
Gender Roles in the Formal Economy	17
Men's and Women's Roles in the Informal Economy	17
The Poverty Situation from a Gender Perspective	18
Labour Market Insertion through Employment and Business Start-ups	18
Intra-household Relations.....	18
Education.....	19
Health	19
Challenges and Opportunities.....	19
6) Gender-Based Violence and Security.....	20
Violence in the Name of Honour.....	20
Gender-based Violence in Conflict	20
Sexual Violence, including Rape	20
Gendercide.....	20
Domestic Violence, including Early Marriage.....	21
Trafficking in Human Beings for Sexual Exploitation.....	21
Sexual Harassment	22
Safety and Security.....	22

Violence Due to Sexual Orientation.....	22
Violence against Persons with Disabilities.....	22
Violence against Children within Institutions	23
Prevention.....	23
Protection, Rehabilitation, and Reintegration	23
Challenges and Opportunities.....	23
7) Sectors.....	24
The Economics of Gender Equality	24
Environment and Rural Development	24
Agriculture	24
Water and Sanitation	25
Food Security and Nutrition	25
Transport and Infrastructure	25
ICT	25
Energy	26
Sports.....	26
Gender and Media	26
Challenges and Opportunities.....	26
Annex 1. Statistics	28
Key Actors.....	28
Kosovo Police.....	28
Prosecution	28
Media.....	31
Central Bank of Kosovo	31
Human Rights and Justice	32
Citizenship, Asylum-seekers, and Returns.....	32
Political Participation and Decision-making	33
International Actors.....	33
National Assembly	33
Government	34
Gender Balance by Political Party.....	42
Gender Balance by Municipality.....	43
Gender-Based Violence.....	45
Trafficking.....	45
Domestic Violence	46
Other Potential Forms of GBV.....	49
Socioeconomic	49
Informal Work.....	49
Education.....	51
Sectors	55
Annex 2. Research Participants.....	56
Bibliography	61
End Notes	66

ACRONYMS

AGE	Agency for Gender Equality
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CEO	Chief Executive Officer
CRDP	Centre for Research, Documentation and Publication
CSO	Civil Society Organization
CSW	Centre for Social Work
D4D	Democracy for Development
DAC	Development Assistance Committee
DCSA	Department of Civil Service Administration
DSW	Department of Social Work
DV	Domestic violence
DVIU	Domestic Violence Investigation Unit (Kosovo Police)
EC	European Commission
ECMI	European Centre for Minority Issues in Kosovo
EPLO	European Peacebuilding Liaison Office
EU	European Union
EULEX	European Union Rule of Law Mission in Kosovo
GAO	Gender Affairs Officers (in ministries)
GBV	Gender-based Violence
GEAG	Gender Equality Advocacy Groups
GGD	Women's Caucus (<i>Grupi i Grave Deputete</i>)
GRB	Gender-responsive budgeting
HRU	Human Rights Unit
ICT	Information and Communications Technologies
IKS	Kosovar Stability Initiative
IOM	International Organization for Migration
KAS	Kosovo Agency of Statistics (formerly Statistical Office of Kosovo, SOK)
KCSS	Kosovar Centre for Security Studies
KGSC	Kosovar Gender Studies Centre
KIPRED	Kosovar Institute for Policy Research and Development
KJC	Kosovo Judicial Council
KJI	Kosovo Judicial Institute
KP	Kosovo Police
KPGE	Kosovo Program for Gender Equality
KSF	Kosovo Security Force
KtK	Kvinna till Kvinna
KWN	Kosovo Women's Network
LAO	Legal Aid Office
LDV	Law on Protection against Domestic Violence
LGBT	Lesbian, Gay, Bisexual, Transgender
LGE	Law on Gender Equality
MAFRD	Ministry of Agriculture, Forestry, and Rural Development
MDRI	Mental Disability Rights International
MED	Ministry of Economic Development
MEST	Ministry of Education, Science and Technology
MGEO	Municipal Gender Equality Officer
MH	Ministry of Health
MIA	Ministry of Internal Affairs
MLGA	Ministry of Local Government Administration
MLSW	Ministry of Labour and Social Welfare
MTEF	Medium Term Expenditure Framework
MPA	Ministry of Public Administration

NAAC	National Albanian American Council
NDI	National Democratic Institute
NGO	Non-governmental Organization
OGG	Office for Good Governance, Human Rights, Equal Opportunities and Gender Issues
OHCHR	Office of the High Commissioner for Human Rights
OPM	Office of the Prime Minister
OSCE	Organization for Security and Cooperation in Europe
PVPT	Protecting Victims Preventing Trafficking
Sida	Swedish International Development Cooperation Agency
SMEs	Small- and Medium-sized Enterprises
SRSg	Special Representative to the Secretary General
RROGRAEK	Network of Roma, Ashkali, and Egyptian Organizations in Kosovo
UN	United Nations
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNHCR	Office of the United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNMIK	United Nations Interim Administration Mission in Kosovo
UNSCR	United Nations Security Council Resolution
USAID	United States Agency for International Development
WEE	Women's Economic Empowerment
WHO	World Health Organization

EXECUTIVE SUMMARY

This Kosovo Country Gender Profile ambitiously aims to analyse gender differences at all levels with regard to the national framework, key actors, rule of law, justice, human rights, politics, the socio-economic situation, gender-based violence, and other sectors. Conducted between January and April 2014, research involved interviews with key informants, focus groups, and group interviews with 197 diverse representatives of government institutions at municipal and national levels, civil society organizations (CSOs), international actors, academia, media, and the private sector. Desk research drew from existing quantitative (statistics) and qualitative data. A key limitation was the short time frame, particularly considering the wide array of areas that the team was requested to study.

National Framework and Key Actors

Kosovo has a fairly comprehensive legal framework and several mechanisms in place towards gender equality. Implementation remains a challenge. Many strategies exist to specify and implement institutions' legal obligations. However, action plans are rarely cross-checked with other action plans, potentially contributing to overlap. Strategies seldom receive sufficient funding for implementation. Government institutions at all levels tend not to understand how to mainstream gender within their work. Gender equality officers within ministries and municipalities are marginalized; few are ever involved in programmatic planning, budgeting, impact assessments, and/or analysing draft laws or policies from a gender perspective. Other actors like women's CSOs are rarely consulted by international stakeholders active in Kosovo when setting priorities. In order to implement Kosovo's many laws, strategies, and action plans, as well as to strengthen current mechanisms, the government needs to allocate more financial support. EU integration processes can condition the Kosovo government, encouraging it to implement existing laws and policies.

Rule of Law, Justice, and Human Rights

Kosovo faces major challenges related to the Rule of Law, from corruption in the public and private sectors, weak delivery of court rulings, poor enforcement of contracts, and weak implementation of laws, including compensation for violations of victims' rights. Despite *de jure* equality for men and women, *de facto* discrimination against women continues. Women tend to have less access to justice, realisation of legal remedies guaranteed by law, and compensation for crimes suffered. Albeit less visible, similar patterns seem to exist for Lesbian, Gay, Bisexual, and Transgender (LGBT) persons, who face discrimination at all levels: social, family, and state. Persons with disabilities and Roma, Ashkali, and Egyptians (women particularly) face several rights violations. The effective enjoyment of women's rights is affected to some extent by patriarchal customs and tradition, but also perpetuated by weak rule of law. Again, EU integration processes are an opportunity for conditioning Kosovo institutions to protect fully the enjoyment of rights.

Human Rights Indicators	Female	Male
Juvenile crime suspects	2-4%	96-8%
Property owners	7.9%	83.4%
Persons repatriated (2010)	22%	78%

Political Situation

The LGE calls for both women and men to hold at least 40% of positions at all levels of decision-making. However, this has not been aligned with the Law on General Elections in the Republic of Kosovo and the Law on Local Elections in Kosovo, which both still call for 30% participation. Despite improvements, women remain underrepresented both quantitatively and qualitatively in decision-making processes at all levels. This is particularly true for women from minority ethnic groups and women with disabilities. Most decisions are made by male political party leaders and democratic decision-making processes do not exist within most parties. While some parties consider gender more within their platforms than others, all

Political Participation	Female	Male
Presidents (ever)	1	5
Prime Ministers (ever)	0	6
Deputy Prime Ministers	1	4
Ministers	1	17
Deputy Ministers	1	34
Foreign Missions	6	16
National Assembly Members	40	80
Chairs of Assembly Committees	1	8
Mayors	1	32
Municipal Directors of Directorates	4.4%	94.6%
Municipal Assembly Members	34%	66%
Civil Service	38%	60%

could further mainstream gender. Parties do not have mechanisms for consulting with and gathering input from women and men constituents. Governmental priorities related to infrastructure investment may undermine access to quality public services, particularly for women.

Socio-economic Situation

The socio-economic situation is challenging. No country in Europe has so few women in the formal labour market (18% of women participate, compared to 55% of men). Many young people are not studying or working. The few women working do not reach leading positions to the same extent as men; most remain at the administrative level. Less than 10% of businesses are women-led or women-owned businesses, and only 3% of all credits go to women. Few properties are women-owned (8%). The Ministry of Labour and Social Welfare does not have a valid employment plan and the Women's Economic Empowerment Plan for 2011-2013 has not had visible results due to insufficient funding. Looking forward, Kosovo has opportunities for economic progress: the youngest population in Europe and potential for development. However, more people need to enter the labour market, including women and men from minority groups. In education more and more women are entering all levels of education even though the choice of material for women and men are still very stereotyped. 30% in Kosovo live under poverty level and 10% under extreme poverty, especially women headed households (38%) and men and women in the countryside are most affected (65%).

Socioeconomic Statistics	Male	Female
Gross Primary Enrolment	95%	96%
Gross Upper Secondary Enrolment	96%	88%
Upper Secondary School Drop out	71%	29%
Gross Tertiary Enrolment (women dominate education, philosophy, philology; men dominate construction, architecture, mechanical engineering; gender balance in law, economics, and medicine)	19000 (55%)	17000 (45%)
Labour Force Participation Rate 2012	55%	17.8%
Labour Force Participation Rate 2009	68%	29%
Unemployment	28%	40%
Youth Unemployment	52%	63.8%
Youth not in employment, education or training (NEET) 15-24 years	31%	40%
Business owners	91.8%	8.2%
Net income from Self Business	92%	8%
Gender Pay Gap	N.A.	N.A.
Accounts at formal financial institutions	57%	31%

Gender-based Violence

Several forms of gender-based violence (GBV) exist in Kosovo, including violence against civilians during the conflict, sexual violence, gendercide, domestic violence, human trafficking for forced prostitution, sexual harassment, and related to human security. Some forms of GBV impact women and men differently, based on their age, ability, ethnicity, geographic location, and/or sexual orientation. Gun-related violence and suicide impact men more than women. Domestic violence appears to be the most prevalent form of GBV, particularly for women. Kosovo's legal framework pertaining to GBV is fairly comprehensive, and coordination among institutions has improved in recent years, including with the appointment of a National Coordinator. Some challenges to implementation remain, particularly related to access to justice, rehabilitation, and reintegration. Institutions, international actors, and CSOs have undertaken several efforts towards prevention, including strategies of working with men and boys towards transforming gender roles.

Gender-based Violence Indicators	Female	Male	All
% of women and men suffering domestic violence in their lifetimes (2008)	46.4%	39.6%	43%
Nr. and % of domestic violence victims (reported to police, 2013)	869 80%	220 20%	1089
Victims of trafficking (2013)			52

Sectors

While it was impossible to cover all sectors, the ones examined all have great potential for improvement. Gender equality is important for all sectors, yet few have undergone sufficient analysis from a gender perspective. Results are better if both women and men are involved in the development of all sectors, including in planning, innovation, and decision-making. However, women have been largely underrepresented to date.

This is not only a human rights issue; research has demonstrated that a workplace with gender-balance at all levels has many benefits. All clients, suppliers, municipalities, etc., should involve both women and men. Clients also include girls and boys, and it is important to consider all of their specific needs.

Sector Statistics (% of all men/women working)	Of all males	Of all females
Agriculture, forestry and fishing	4%	5%
Education	10%	21%
Human health and social work	5%	17%
Wholesale and retail trade	13%	14%
Manufacturing	16%	8%
Construction	12%	0.4%

INTRODUCTION

This Kosovo Country Gender Profile ambitiously aims to analyse gender differences at all levels with regard to the national framework, key actors, rule of law, justice, human rights, politics, the socioeconomic situation, gender-based violence, and other sectors (e.g., water, sanitation, agriculture, environment, rural development, food security, nutrition, transport, infrastructure, ICT, and energy). Clearly several of these areas are inter-related (e.g., human rights, violence, and socioeconomic situation). Assessing gender equality in all of the aforementioned areas, as requested by the terms of reference, in such a short time and limited report length was a key limitation.

METHODOLOGY

A three-member team collaborated to research and write the Kosovo Country Gender Profile between January and April 2014. Research involved mixed methods, including interviews with key informants, focus groups, and group interviews with 197 diverse representatives of government institutions at municipal and national levels, non-governmental organizations (NGOs), international actors, academia, media, and the private sector (see Annex 2). This included research participants from Lesbian, Gay, Bisexual, and Transgender (LGBT) groups, persons with disabilities, of diverse ethnicities and ages, and from rural and urban areas. While seeking to collect information Kosovo-wide, due to time restraints, municipal level research focused on Prishtina, Gjilan, North Mitrovica, South Mitrovica, Gjakova, and Prizren. Desk research drew from existing quantitative (statistics) and qualitative data, where available. The research team sought to enhance validity and reliability through triangulation of researchers (a diverse three-member team), methods (desk review, statistical analysis, interviews, and focus groups), data sources (diverse texts and research participants from all sectors), and participant checks in April.

Limitations and challenges included the very short timeframe allotted for such a sizeable study of virtually all sectors in Kosovo from a gender perspective; government officials' travel during the period of field research, which made some interviews difficult to schedule; and recent changes among officials at the municipal level following the November 2013 elections, which meant some did not feel competent speaking about their predecessors' work.

FINDINGS

1) National Framework: Policies, Strategies, and Initiatives

Laws and Policies

Several legal and institutional mechanisms seek to ensure gender equality in Kosovo. Under the Kosovo Constitution, gender equality is protected by the state.¹ The Constitution states that international human rights conventions including CEDAW and the European Convention on Human Rights (ECHR) precede national legislation.² However, the implementation of this constitutional clause rarely is used. The Kosovo Constitutional Court recently referenced CEDAW in its ground-breaking decision on the Diana Kastrati case, in which the court delayed issuing a protection order as foreseen by law.³ The Constitutional Court ruled that this violated the person's right to life and effective remedy guaranteed by international conventions.

The Law on Gender Equality (LGE) prohibits all direct and indirect forms of gender discrimination.⁴ Electoral law requires a 30% quota for women's and men's participation in national and municipal levels (see section 4). Kosovo's Law on Local Self Government is in line with the European Charter of Local Self Government calling for citizens' participation in decision-making processes. The Anti-Discrimination Law (ADL) prohibits all forms of discrimination, including gender-based discrimination. Since its promulgation in 2004, weak and unclear procedures have rendered ADL case law nearly nonexistent.⁵ Due to its weak implementation, the government has initiated drafting a new ADL.⁶ Many administrative instructions have been enacted to implement gender equality legislation.⁷

The Kosovo Criminal Code, Law on Protection against Domestic Violence, Law on Prevention and Combating of Trafficking with Persons and Protection of Victims of Trafficking, and Law on Family and Social Services offer protection to victims of gender-based violence. The laws establish several mechanisms towards their implementation (see sections 2 and 6).

Strategies exist to specify and implement institutions' legal obligations. A recurring theme among key stakeholders from all sectors is that Kosovo has a fairly thorough legal framework but coordination among institutions is insufficient⁸ and new action plans rarely are cross-checked with existing action plans.⁹ In general laws and policies are weakly implemented.¹⁰

The Kosovo Programme on Gender Equality (2008)¹¹ sets the general framework for integrating gender equality into laws, policies, and public services. The Kosovo Programme against Domestic Violence and Action Plan (2011-2014)¹² details the roles of all actors related to prevention, protection, rehabilitation/reintegration, and coordination in domestic violence cases. In 2010 the government approved the second National Strategy and Action Plan to Combat Trafficking in Human Beings (2011-2014). It is drafting the third Strategy, coordinated by the Vice-Minister of Internal Affairs who acts as the National Coordinator.¹³ The Standard Operating Procedures to assist victims were completed in 2013. The Coordinator against Domestic Violence prepared a progress report in 2013.¹⁴ The main obstacles identified include inadequate implementation of laws, weak coordination among responsible institutions, insufficient social housing or vocational trainings for victims, and common law practices. The Coordinator's Office employs only one position, funded by the Kosovo budget, as donor funding has ceased. The Office has struggled to secure sufficient resources for implementing its mandate.¹⁵

In January 2014, the government approved the National Action Plan (NAP) on implementing UN Security Council Resolution 1325 on Women, Peace, and Security (UNSCR 1325).¹⁶ Since 2000, women NGOs advocated for the NAP.¹⁷ The NAP calls for women's participation in decision-making processes and diplomatic missions, as well as justice for war-time sexual and other violence. It remains to be seen whether the NAP will have sufficient human and budgetary resources for its implementation, a challenge facing many action plans in Kosovo. The government has committed 51% of the financing required for its implementation.

The post-independent government-approved security sector review and strategy were critiqued as gender-blind to women's security needs; as it addresses only trafficking of persons.¹⁸ The government is also guided by the European Partnership Action Plan, a mid-term framework strategy for EU integration processes in Kosovo. The plan cross-cuts with a few existing action plans' activities, promoting and protecting gender equality and specifically women's rights, accompanied by a financial

framework.¹⁹ However, the Kosovo budget's financial commitments for the action plan in 2012 were less than €100,000; the financing for future years remains unspecified.²⁰

Other Initiatives and Strategies

The Kosova Women's Network (KWN), which involves the vast majority of women's organizations in Kosovo among its 77 members, has a *Strategic Plan for 2011-2014* and is developing a new strategy for 2015-2018. The present strategy involves gender-based violence, access to healthcare, women's political participation, women's economic empowerment, and capacity building of the network. KWN also is involved in efforts to enhance and defend the rights of LGBT persons. The Network of Roma, Ashkali, and Egyptian Women's Organizations also has a strategic plan.²¹ Donors and international organisations rarely consult women and gender focused NGOs when deciding on mission priorities or future support.²² With few exceptions, donors tend not to understand the importance of funding women's organisations and funding primarily targets Prishtina-based organizations.²³ In contradiction with the Paris Declaration coordination between government, donors, and NGOs is weak.²⁴

The European Union (EU) annually monitors and evaluates the level of implementation by Kosovo institutions on a number of Copenhagen-based criteria including political, economic, and human rights in Kosovo, presented in Progress Reports. The Feasibility Study for a Stabilisation and Association Agreement between Kosovo and the EU sporadically mentions violations of women's human rights, i.e. requesting Kosovo to address more effectively the drafting of the anti-trafficking legislation and improve the reliability of its statistics.²⁵ The European Commission has not sufficiently *mainstreamed* gender within Progress Reports or the Feasibility Study for Kosovo, as the EU's main monitoring and conditional tool for Kosovo's European integration process. Progress reports regularly contain sections only in reference to women's political participation and violence against women. A gender perspective can be mainstreamed in every section of the Progress Reports, encouraging the Government of Kosovo to mainstream gender. The EU plans to focus more proactively on mainstreaming gender in their projects.²⁶ In 2012, USAID Kosovo undertook a gender audit that has been reflected in key areas of USAID's four-year plan for country development.²⁷ GIZ and the Embassy of Sweden also conducted gender studies to inform their strategies.²⁸

"Gender should be in focus, but it has not been an issue in the EU Integration Process. It needs to be brought into this process."
- Interview Respondent

Challenges and Opportunities

The implementation of Kosovo's fairly comprehensive legal framework and mechanisms towards gender equality remains a challenge. The government must allocate sufficient financial support for implementing its many laws, strategies, and action plans, as well as strengthening existing mechanisms. The Kosovo government should ensure implementation of laws and policies. Targeted EU pressure on Kosovo institutions may enhance implementation by requiring institutions to implement laws, policies, and strategies. To this end, Kosovo Progress Reports can involve gender mainstreaming in all criteria related to Kosovo's EU integration processes, including economic, political, and legal criteria. EU requirements can be indicator-oriented and measurable, requesting the number of cases reported, investigated, sentenced, and compensated in accordance with the applicable law. This includes ensuring collection and maintenance of gender-disaggregated data and regular impact analyses in accordance with the EU *Acquis*. In order to develop further venues for implementing laws and policies, regular consultations with women's groups would also make the government and international missions more aware of gender issues. NGOs can be supported in monitoring the implementation of laws, policies, and strategies (always with a gender perspective), which can inform their evidence-based advocacy efforts.

2) Mapping of Key Actors

This section maps key local, national, and international actors outlined in the national framework and identified during field research. It briefly discusses the extent of some actors' gender equality perspective and opportunities for improvement. Other sections and Annex 2 contain further information.

Governmental Institutions and Civil Servants

All institutions have a responsibility to further gender equality in Kosovo as part of their planning, budgeting, procedures, processes, and service provision.¹ This includes all ministers, secretary generals, elected officials, appointed officials, and civil servants. President Atifete Jahjaga hosted a 2012 conference that resulted in the *Prishtina Principles*;² facilitated the establishment of a gender centre at the University of Prishtina; and has raised publicly several issues pertaining to gender equality.

The Agency for Gender Equality (AGE) in the Office of the Prime Minister (OPM) is mandated to implement and monitor the implementation of the Law on Gender Equality (LGE). AGE must review all draft laws and policies from a human rights and gender perspective, proposing amendments. AGE faces challenges including poor understanding among institutions that “gender” refers to women and men and how to mainstream gender in their work; insufficient staff in the legal division;³ an insufficient budget for carrying out its mandate, particularly research;⁴ and ministries not taking reporting responsibilities seriously, including providing gender disaggregated data.

Officers for Gender Equality within ministries (OGEs) and Municipal Gender Equality Officers (MGEOs) are responsible for furthering gender equality within ministries and municipalities, respectively. Men are under-represented among OGEs and MGEOs. In practice, their mandates have overlapped with that of Human Rights Units (HRU) at municipal and ministerial levels.⁵ In 2008, several municipalities established human rights units within departments of administration and moved MGEOs within these departments.⁶ The placement of gender officers within these units, rather than as independent offices at the highest levels of decision-making, undermines their work.⁷ The recent move of OGEs from HRUs into Human Resource Departments

“We are very marginalized.”
“We are like dolls in the ministry.”
- Gender Equality Officers

“The role of GEOs is often misinterpreted. Unfortunately the GEO doesn't perform its duties, but only thinks about women.”
- Finance Officer

within some ministries was justified by the Reform of Public Administration.⁸ However, the changes undertaken by a ministerial Administrative Instruction of the Public Administration contradicts recommendations to strengthen gender officers' role in senior decision-making levels.⁹

Previously, officers tended to be appointed, but now are hired based on standard civil servant recruitment procedures. Key challenges include their weak mandate,¹⁰ political interference (including failure to involve them in drafting policies,¹¹ budgeting, or decision-making processes), insufficient financial resources, insufficient political clout, decision-makers' misinterpretation that “gender” equates to women; human resource limitations; and insufficient knowledge about processes.¹² Some decision-makers also complain about MGEOs' lack of professional capacities.¹³ Most MGEOs' activities are *ad hoc*, focusing on projects rather than mainstreaming gender within municipal policies, activities, and budgets.¹⁴ A few MGEOs created municipal strategies on gender equality (Prizren, Obiliq, Rahovec, Skenderaj); some have secured minimal financial support. Five assemblies have a specific budget line relating to gender equality.¹⁵

“I have worked at this place now for three months as a gender equality focal point. But today was the first time I was requested to participate in any meeting.”
- MGEO (asked to participate in this research)

The OPM's Legal Office should rely on AGE comments when distributing draft laws to the Ministerial Council for approval. However, cooperation has been weak. The OPM's Office for Good Governance, Human Rights, Equal Opportunities and Gender Issues (OGG), the Director of which dually holds the position of governmental Human Rights Coordinator, has a responsibility to report on Kosovo's implementation of international human rights obligations, including relating to gender equality. Some similarities in the legal mandate of OGG and AGE have resulted in overlap.¹⁶ OGG is establishing an Advisory and Coordination Group for the Rights of the LGBT Community.¹⁷

As part of ongoing negotiations between Kosovo and Serbia, the Deputy Prime Minister and Head of the Dialogue (a woman, Edita Tahiri) has a responsibility to implement United Nations Secu-

rity Council Resolution 1325 (UNSCR 1325), which calls for women's participation in the dialogue, peace, and security.¹⁸ However, women have been insufficiently involved in the dialogue and women's needs and priorities have not been sufficiently considered.¹⁹

The Ministry of Finance and budget officers at all levels have a responsibility to ensure adequate funds are allocated for furthering gender equality in accordance with the existing legislation, as well as consider how budgetary decisions impact women and men differently. Budgets have not aligned with programmatic priorities relating to gender equality.²⁰ Impact assessments have been lacking, including how budget choices have impacted women and men differently.²¹ Some finance officers demonstrate knowledge and understanding of gender responsive budgeting (GRB) following recent training.²²

In drafting, reviewing, and approving all national laws and policies, the Parliament has a responsibility to consider whether these satisfy the Constitution's and existing laws' requirements relating to gender equality. Women parliamentarians formed the Women's Caucus, which advocates for policies towards gender equality. It has an Action Strategy,²³ and its Board reviews laws from a gender perspective. It is supporting the establishment of women's caucuses in all municipalities. Challenges include having no budget, relying on donor support, and having to overcome political party and age differences among members.²⁴ The Parliamentary Committee on Human Rights, Gender Equality, Missing Persons, and Petitions oversees the executive, reviewing laws and policies from a gender perspective and monitoring their implementation. It monitored the implementation of LGE.²⁵

Within the Ministry of Labour and Social Welfare (MLSW), the Department for Social Welfare (DSW) oversees the work of the municipal Centres for Social Work (CSWs) that manage cases of domestic violence, safeguard the rights of children, and assist with the distribution of social assistance. Interviews suggest that these institutions do not consider women's and men's potentially unique needs in planning or implementing their responsibilities.²⁶ DSW contracts non-governmental shelters that protect women and children who have suffered gender-based violence. Also under MLSW, Regional Employment Centres (RECs) and vocational training centres should support unemployed women and men.²⁷ The Institute for Social Policy is responsible for developing and promoting professional knowledge, skills, and standards related to Social and Family Services.²⁸ It should conduct research, including from a gender perspective, and provide training but has done little to fulfil its mandate.

The Ministry of European Integration is responsible for Overseas Development Aid, collaborating with the European Union in selecting funding priorities. Gender analysis is considered important, but has not been undertaken.²⁹ The Ministry collaborated with AGE and the Embassy of Sweden in 2013, organizing a donor coordination meeting on funding for programs towards gender equality.

The Ministry of Education, Science and Technology (MEST) has a responsibility to ensure girls' and boys' equal access to obligatory education. Municipal Directorates for Education are mandated to allocate sufficient funds for free transport, enabling all students to attend. MEST also has a responsibility to ensure that curricula and teaching practices are gender sensitive, as well as develop curricula relating to gender equality. Schools and teachers play important roles in attending to diverse girls' and boys' unique learning needs.

The Ministry of Health (MH) has a responsibility to establish policies ensuring that personnel have the appropriate approach in assisting women and men. Reforms may improve the currently poor healthcare.³⁰

The Ministry of Agriculture, Forestry, and Rural Development (MAFRD) and Ministry of Economic Development should ensure women and men have equal access to development support and resources. They have begun to address prior shortcomings in this regard.³¹

The Ministry of Local Government Administration (MLGA) oversees municipalities and monitors the process of decentralising health, social services, and education to municipal levels. MLGA and the Ministry of Public Administration (MPA) should ensure that public services are responsive to women's and men's needs. MPA oversees the implementation of laws for civil servants based on meritocracy, ensuring a gender perspective. The Kosovo Institute for Public Administration (KIPA) offers training to public servants including on topics relating to gender equality.

The Ministry of Environment and Spatial Planning should ensure that all spatial planning considers the unique needs of diverse women and men (e.g., access ramps for parents with strollers, the elderly, and persons with disabilities). It also has a responsibility to consider the potentially differing impact of environmental issues on women and men (e.g., access to water and clean energy).

The Ministry of Justice should include a gender perspective in drafting legislation on legal and judicial affairs, overseeing the work of correctional services, and representing public institutions in courts and arbitration.³² The Kosovo Judicial Council (KJC) oversees courts and investigates allegations of misconduct by judges, including alleged gender discrimination. Courts do not collect gender-disaggregated data regarding victims, perpetrators, and sentencing, which makes assessing gender-based discrimination within the justice system difficult. KJC now runs the Interim Security Facility (ISF), a safe house for “high risk” victims of trafficking.³³ It also coordinates assistance relating to domestic violence. The Kosovo Judicial Institute offers training to judges, including on gender equality.

The Kosovo Prosecutorial Council is responsible for overseeing the work of prosecutors (35.5% of which are women).³⁴ It does not have a gender equality officer or consider gender in its work.³⁵ Following a MoU with MoJ in 2012, it oversees the work of the Office for Protection and Assistance of Victims of Crime.³⁶ The Office operates an anti-trafficking and domestic violence helpline. Legal Aid Offices have a broader mandate than Victim Advocates, providing legal assistance to women and men who cannot afford it in criminal and civil cases.³⁷ The Kosovo Chamber of Advocates has a Committee on Gender Issues and Communities, which adopted a 2014 Action Plan aiming to empower and protect the position of women and communities in the judicial system.³⁸

The Ministry of Internal Affairs (MIA) coordinates anti-trafficking efforts. It should also ensure a gendered perspective in its services for repatriated persons. However, it does not have a gender equality officer and does not consider a gender perspective in budgeting. The Ministry of the Kosovo Security Force and the Kosovo Security Force (KSF) have a responsibility to ensure that policy is in line with UNSCR 1325 and implement this Resolution, respectively. This includes ensuring a gender balance within the force (women comprise 8.1% currently), and a gender sensitive approach in services.³⁹ KSF has a gender focal point.

The Kosovo Police has a responsibility to respond to the unique needs of women and men in enforcing the laws of Kosovo. It has a gender focal point, an action plan for mainstreaming gender, policies for increasing women’s participation at all levels, an Advisor for Gender Issues in its administration,⁴⁰ and an Advisory Board for Gender Equality with 100 regional investigators trained in gender-based violence.⁴¹ Police maintain gender-disaggregated data.⁴² The Kosovo Academy for Public Safety requires all officers to attend mandatory modules in “Basic Gender Concepts” and “local and international legislation”; all other basic and advanced training include a gender perspective.⁴³ The Police Law calls for 25% participation of each gender, but women comprise 14.5% of the force.⁴⁴ KSF and police have affirmative measure for hiring and retaining women. However, police face challenges retaining women due to low income, change in marital status, working conditions, and traditional gender roles that mean women have more care responsibilities at home than men.⁴⁵ Police installed policies easing responsibilities during pregnancy and encouraging women applicants. Women officers established the Kosovo Police Women’s Association in 2013.⁴⁶ Regional Domestic Violence Investigation Units involve a specially trained woman and man officer. Police also have trained Anti-trafficking Units. Unique Special Operation Procedures exist for responding to reports of domestic violence and trafficking.⁴⁷ Two types of Community Security Councils exist. One run by mayors involves police and other actors. The Police Regulation foresees that the other involve diverse actors in discussing security concerns at least twice annually. Men attend these meetings more than women, unless issues women consider important are discussed.⁴⁸ Police do not have a communication strategy for reaching women and men via potentially different means. LGBT rights have been little discussed among police or security forces.

The independent Ombudsperson’s Institution oversees whether institutions comply with international human rights standards. Its decisions are not binding. It has a Non-Discrimination Section with lawyers who look at gender equality issues.

The Kosovo Agency of Statistics collects gender disaggregated data and produces biannual statistical reports focusing on gender relations. Its gender expertise relies heavily on donor support.⁴⁹

The Central Bank of Kosovo supervises commercial banks and other interest groups, setting policies that govern all banks in Kosovo. “Gender is not discussed at all” in policy making.⁵⁰

The University of Prishtina has an Office for Gender Equality in the Rectorate, currently unstaffed and reportedly inactive.⁵¹ The university has six courses relating to gender equality, mostly in the social sciences.⁵² The Institute for Social Studies established the University Program for Gender Studies and Research in 2013.⁵³ Only 32.3% of the 1,060 professors are women. No strategies exist

towards furthering gender equality in the university.⁵⁴ Nor does the university have gender sensitive policies.⁵⁵ An anti-sexual harassment policy exists within the Code of Ethics, but the definition of harassment and reporting mechanisms remain unclear.⁵⁶ Sexual harassment is reportedly widespread within the university and reports have gone unaddressed.⁵⁷ Outside the university, professors have participated in drafting and amending laws and policies related to gender equality in Kosovo.

At the municipal level, mayors, directorates, finance officers, and all civil servants have a responsibility to further gender equality.

Civil Society

Many diverse women-led civil society organizations (CSOs) operate at municipal and national levels. Most (77) are Kosovo Women's Network (KWN) member organizations. It is an inter-ethnic network of geographically diverse organizations and 20 individual members with a joint mission, Strategic Plan, and working groups focusing on its strategic priorities. The Network of Roma, Ashkali, and Egyptian Women's Organizations in Kosovo involves 13 organizations and 15 activists. Seven leading businesswomen established the G-7 in 2013, and have since created the Women's Economic Chamber towards women's economic empowerment.⁵⁸ The Shelter Coalition involves the eight shelters located throughout Kosovo in joint procedures, coordination, and advocacy for improved financial support. Women's organizations have advocated for a legal framework that furthers women's rights and for its implementation.⁵⁹ They have organized several awareness-raising initiatives towards transforming gender norms and informing citizens of their rights. They also provide some services in cooperation with the Government of Kosovo (e.g., shelter). Other CSOs have collaborated with women's organizations in advocacy related to gender equality and/or conducted relevant research.⁶⁰ However, most think tanks seldom consider gender within their reports.⁶¹ Several organizations have worked with young men towards shifting gender norms.⁶²

"We respect women, just not on paper."
- Think tank representative

The Association of Kosovo Municipalities does not have a committee on gender equality or gender strategy.⁶³ Ten municipalities have Gender Equality Advocacy Groups that bring together women in civil society and politics in supporting each other's advocacy efforts towards improved policies towards gender equality.⁶⁴ Their work has led to the establishment of plans towards gender equality at the municipal level, among other policies.

Political parties should ensure women's and men's representation at all levels, as well as consider the potentially different needs of women and men in planning, budgeting, and impact assessments. LDK, AAK, and AKR have women's forums, but they receive little if any resources.⁶⁵ PDK does not have a forum.⁶⁶ Nor does *Vetvendosje* because they aim to involve women at all levels rather than sideline them in a separate forum, representatives said.⁶⁷

Electronic and print media play important roles relating to gender equality (see section 5).⁶⁸

Religious institutions also influence gender (in)equality. Religious moderates can encourage gender equality and respect for human rights. Extremists can encourage a return to traditional gender roles or obstruct women's rights to public participation and men's equal involvement in home life.⁶⁹ Further research is needed on the impact that religion has on gender equality in Kosovo.

International Actors

Several international actors support efforts to further gender equality and/or seek to ensure that gender is mainstreamed within their work.⁷⁰ However, few involve gender analysis in assessing needs and impact of women and men in planning, implementation, and monitoring and evaluation.

The European Union (EU) has not considered gender sufficiently, and is working to improve this.⁷¹ The European Commission holds competitions for funding CSOs through its European Instrument for Human Rights (EIDHR), among other instruments, requiring gender mainstreaming within all programs. It supports some programs focused on furthering gender equality. The EU Rule of Law Mission in Kosovo (EULEX) has two Gender Advisors at the level of the Deputy Head of Mission.⁷²

The North Atlantic Treaty Organization's (NATO) Kosovo Force (KFOR) has a Gender Advisor who educates and trains staff in gender mainstreaming, as well as encourages employing women in KFOR, particularly in Liaison Monitoring Teams working with civilians.⁷³

The United Nations Kosovo Team (UNKT) seeks to mainstream gender in all its programs, using a gender marker.⁷⁴ UN agencies are involved in several efforts to further gender equality relating

to national policies, strategies and initiatives; rule of law, justice and human rights; politics; Kosovo's socio-economic situation; and gender-based violence. UN Women has focused on Women, Peace and Security since 2002. UNFPA works on improving reproductive health and masculinities through work with youth and religious leaders. UNDP has programs on Gender Justice, among others.

The Organization for Security and Co-operation in Europe (OSCE) seeks to further democratization in Kosovo; promote good governance and the protection of human rights; and support rule of law. It has a Gender Policy and Action Plan (2013-2015), Gender Advisor, and gender focal points in each department and in its five regional centres. They seek to mainstream gender in all programs and undertake specific actions towards gender equality and women's rights.⁷⁵ Heavy workloads and insufficient instructions on how to mainstream gender may impact the quality of mainstreaming.⁷⁶ OSCE supports municipal gender-responsive budgeting and women's caucuses, among other programs.

The World Bank and International Monetary Fund through their lending practices affect financial policies, including short- and medium-term budget planning and implementation in Kosovo. The policies they promote may impact women and men differently. The Bank has led analytical work on gender and has a program promoting women's access to economic opportunities.⁷⁷

Several governments seek to further gender equality through development support to Kosovo. USAID plans to mainstream gender in realizing three development objectives: improved rule of law and governance, increased investment and private sector employment, and enhanced human capital.⁷⁸ Sweden supports women's organizations through Kvinna till Kvinna and Civil Rights Defenders. The Austrian Development Agency supports KWN, as well as mainstreams gender within its programs in micro-enterprise and agricultural development. The Embassy of Finland supports the UNKT GBV Program. German International Cooperation (GIZ) seeks to mainstream gender in its education, economic development and good governance programs.⁷⁹ Swiss Development Cooperation (SDC) includes gender as a "transversal theme" in all its programs. It has supported Helvetas' training in integrating gender in municipal budget planning and developing a GRB manual.⁸⁰ The informal Security and Gender Group brings together actors working on dimensions of security to share information and coordinate. It has sub-groups focusing on conflict-related sexual GRB and domestic violence. The CfD, Embassy of Norway, Embassy of Finland, and Embassy of the Kingdom of the Netherlands, the Global Fund for Women, Kosovo Civil Society Foundation, Kosovo Fund for Open Society, KWN Kosovo Women's Fund, Friedrich Eibert Stiftung, Mott Foundation, Mama Cash, Rockefeller Brothers Fund, UN Women, Urgent Action Fund, and U.S. Embassy provide small grants to women's organizations.⁸¹ Dozens of international organizations operate in Kosovo. Most state that they mainstream gender within their programs, but few target gender equality as such.⁸²

Private Sector

Businesses have an obligation to implement laws furthering gender equality within the workplace. MLSW should oversee their implementation of the Labour Law and AGE the LGE. Insufficient awareness of legal requirements (e.g., 41.2% of businesses do not know about the new Labour Law) likely undermines implementation.⁸³ Further research is needed with regard to the private sector and gender equality.

Challenges and Opportunities

Understanding of gender equality has clearly improved in the last decade,⁸⁴ though misunderstanding still exists, particularly the tendency to assume gender refers only to women.⁸⁵ Actors have not informed budgeting and planning with analysis of the different needs of women and men. Actors tend to lack sufficient knowledge and tools for ensuring a gendered approach. Even so, most actors are interested in learning more about gender equality and strategies for furthering it. Several opportunities exist for supporting AGE.⁸⁶ OGEs and MGEs could learn techniques for applying GRB, advocacy within institutions for a gender perspective, and other sector-specific skills via study visits and mentoring. The Government in tandem with donors and CSO gender experts can provide clear, concrete guides and tools accompanied with day-to-day mentoring on how practically to mainstream gender at all levels. The Budget Circular could be amended and guidelines created so that budgeting processes at all levels ensure a gender perspective. At minimum, all institutions should meet EUROSTAT requirements for collecting gender

"Why do they think gender equality is only about women? It's about men too."
– Officer for Gender Equality

disaggregated data. Think tanks and gender advocates could share expertise more. Media and religious leaders can help redefine gender roles.⁸⁷ International actors can continue support for both institutions and civil society advocates, ensuring a gender perspective. Opportunities exist for various analyses of the private sector from a gender perspective and follow-up activities based on findings.

3) Rule of Law, Justice, and Human Rights

This section examines the legal framework and its implementation from a gender perspective, including information on the pluralism of law systems (customary laws and traditions, religious laws and civil laws). It focuses on the Constitution, inheritance, anti-discrimination, housing, family, and labour laws.² The analysis examines the most pertinent issues related to the realization of rights guaranteed *de jure* and their *de facto* implementation of these rights.

Human Rights Indicators	Female	Male
Juvenile crime suspects	2-4%	96-8%
Property owners ¹	7.9%	83.4%
Persons repatriated (2010)	22%	78%

Crime, Rule of Law, and Corrections

Males tend to commit more crimes. Boys commit the vast majority of juvenile crimes (96% of suspected offences by children under age 14 and 98% among children ages 14-18).³ Roma, Ashkali, and Egyptian boys under age 14 seem disproportionately suspected of committing crimes. While men and boy prisoners are separated, girls and women are not, which may negatively impact girls' welfare.

Property and Inheritance Rights

The Kosovo Constitution, in line with the rights guaranteed under CEDAW, as well as Inheritance and Family laws offer equality for men and women in enjoying the right to property. However, in 2014 women own only 15.2% of property, including land ownership (the gender of 10% of owners is unknown).⁴ Therefore, women's property ownership is estimated at 8%.⁵

Although legislation offers equal rights to inheritance for children in and out of wedlock, during inheritance dissolution in courts women often waive their right to inherit, giving their share of family property to their brothers.⁶ In 2011, NGO Norma reported that out of 4,994 cases monitored in courts in five Kosovo regions, in only 487 cases (9.75%) did women and men receive equal inheritances.⁷ Women sometimes forfeit their inheritance to maintain their brothers'

"When my father divided the property between my two brothers, he did not count me. I do not want to oppose to my father's will."
- Interview respondent

or family's protection.⁸ Further, male family members often do not provide complete information regarding the number of family members, falsely reporting the non-existence of female members. Courts rarely if ever verify these claims or acts of deaths, issued by municipal authorities, though cases of false death certificates exist.⁹ These criminal offences¹⁰ are Rule of Law issues because women are being denied their rights. Most cases are not initiated *ex officio*, but rather by male family members, in contrast to the requirements of the law.¹¹ Only recently are all transactions and agreements between spouses related to property relations obliged to be legalised by the notary service.¹² This has improved the status of marital property division, *de jure*. However, *de facto*, this is rarely implemented

"We as courts have to worry about full implementation of the law. I can only recommend for all judges to do this."
- President of Basic Court

due to long court proceedings. An under-developed judiciary, lacking sufficient human and budgetary resources, corruption, inadequate contract enforcement, and the fact that up to 20 claims may be made to a single property (as the Serbian regime removed official cadastre books in 1998-1999) all further impede equal property dissolution.¹³ The recent return of copies of cadastre books by Serbia to Kosovo offers an opportunity to verify property ownerships.

In the past, the *Code of Lekë Dukagjini* influenced Kosovo families, as the main compilation of Albanian customary law.¹⁴ The Code excluded women from inheritance, only recognizing sons as heirs; similar rules applied to wives.¹⁵ In contrast, *according to* the traditional mainstream Muslim religion such rules do not apply, as girls can inherit.

A recurring comment among respondents was that Kosovo has undergone a period of transition: from a traditional multi-family mind-set (group rights) to the individual (rights). This may offer an opportunity for women's improved access to property rights and inheritance.

"In smaller families, women come to prominence because families need women. They need Rule of Law. They cannot rely on 30 brothers with Kalashnikovs to defend them. The building boom in Prishtina is a sign of families moving out of multi-family households into smaller dwellings."

– Political party representative

Labour Law

The Labour Law guarantees women's right to work, offering women 6+3+3 months of maternity leave. Employers have a legal responsibility to pay for the first six months, while the state covers three months, and three months can be taken without pay.¹⁶ The private sector has critiqued the law for contributing to discrimination against women in hiring practices and employers use short-term contracts to escape responsibilities related to maternity leave.¹⁷ MLSW is reviewing the law, discussing shortening maternity leave. Decreasing maternity leave without additional measures for childcare could discriminate against women in terms of employment opportunities because in Kosovo children only can receive kindergarten care after age one. The gap between maternity leave and one year limits women's choices between family and work. Men are not forced to make this decision, though inequality in paternity leave arguably discriminates against men. The Labour Law foresees only two weeks and two days paternity leave once the child is born and until the child is three years old.¹⁸

Human Rights, Forced Returns, and Reintegration

Considering Kosovo's high unemployment and poverty rates (see section 5), nation-states that force returns arguably violate international human rights agreements and undermine Millennium Development Goals by forcing people into poverty. The Ministry of Communities and Returns has a resettlement program for voluntary returns, though its impact has yet to be assessed, including from a gender perspective.¹⁹ In 2013, approximately 1,330 persons were repatriated to Kosovo. Data from 2010 illustrate that substantially more men (78%) than women (22%) were repatriated.²⁰ Single women, children, Roma, Ashkali, Egyptians, and disabled persons may face difficulties accessing assistance foreseen by the government's Reintegration Action Plan.²¹ Repatriated women heads of households have been excluded from employment assistance programs.²² Kosovo lacks gender analysis evaluating the impact of voluntary returns and forced repatriation on women, girls, men, and boys.

Minority Rights

Evidently the Parliamentary Committee on Rights, Interests of Communities and Returns has focused more on the Serb minority than other ethnic groups.²³ Non-Serb minority groups have expressed concern that their needs are less considered by institutions and international actors.²⁴ A government Strategy and Action Plan for the Integration of Roma, Ashkali, and Egyptian Communities exists, but has insufficient attention to gender inequalities and remains to be implemented.²⁵ Roma, Ashkali, and Egyptian women face "Triple discrimination" from their families, communities, and national level institutions, according to activists.²⁶ While there is not a significant difference among these three ethnic groups in terms of the amount of discrimination they face, there are differences depending on whether they come from rural or urban areas, the level of education of their families, and the traditions upheld in their "*mahalla*" (neighbourhood), activists said.²⁷

Rights of Persons with Disabilities

Persons with disabilities (including physical, mental, blind, and deaf) face discrimination. Institutions have insufficiently implemented laws ensuring access to education, social, and other services.²⁸ Interviews suggest that women may face additional challenges though little research exists.²⁹

"You may have to go to two or three places for a simple check-up and X-rays, which is difficult for us."

– Women's rights activist in a wheelchair

The Rights of LGBT Persons

In a recent study by the Youth Initiative for Human Rights (YIHR), more than 40% of 88 LGBT persons interviewed said they had been verbally harassed in public; approximately 10% had been beaten,

stabbed, spat at, or threatened. Regardless of whether they are openly gay, half lived in fear of widespread homophobia and abuse.³⁰ Another 10% fear the rise of radical religious groups.³¹ About half of the respondents fear “coming out” to their families due to others’ experiences of being disowned.

Kosovo’s legal framework offers human rights protection to LGB persons within the Constitution.³² The Constitution also enlists the European Convention on Human Rights and its case law as directly applicable in Kosovo’s laws. However, the Constitution does not acknowledge the rights of transgender persons or offer them protection. The Constitution does not state that marriage must occur between a male and female, but refers broadly to everyone’s right to marry and have a family. However, the Family Law defines marriage as the union between male and female. The unconstitutionality of this Family Law provision has not been challenged yet by the Kosovo Constitutional Court. The Anti-Discrimination Law prohibits discrimination based on sexual orientation.³³ However, legislation has been weakly implemented and no track record exists of cases using the law in courts.

Almost 67% of prosecutors interviewed by YIHR did not think that violence against LGBT persons existed.³⁴ There was hesitance to investigate and prosecute attackers at the *Kosovo 2.0* event in 2013, a local NGO event promoting rights of LGBT persons; the case was only taken up after pressure by international actors and EULEX. The Kosovo Police is not proactive in investigating reports of harassment and attacks against LGBT persons.³⁵ In general, vulnerable groups tend to have less access to justice and fully realizing its remedies and compensation for crimes suffered, as shown in cases of prosecution and sentencing related to gender-based violence (see section 6). Albeit less visible, as shown from the analysis above, similar patterns seem to exist for LGBT persons, who face discrimination at all levels: social, family, and state.

Challenges and Opportunities

The effective enjoyment of women’s right to property is affected to some extent by patriarchal customs and tradition but also perpetuated by weak Rule of Law delivery by the institutions involved. Kosovo continues to face major challenges in relation to Rule of Law issues perpetuated further by corruption, weak delivery of court rulings, poor enforcement of contracts, and generally weak implementation of laws. EU integration processes should be seen as an opportunity to condition Kosovo institutions to protect fully the enjoyment of the right to property and other rights as basic rights guaranteed by Kosovo laws. Also in order to support the family and work balance for women, the state should consider increasing and mandating paternity leave which could offset gender-based discrimination. It would further the Rule of Law and affect economic development. In line with the YIHR recommendations, the state should take a more proactive role in promoting equal treatment and raising awareness, including with regard to public officials’ duties to implement relevant legislation protecting the rights of LGBT persons.

4) Political Situation

This section examines women’s representation, participation, and ability to influence decision-making processes at national, municipal, and political party levels. It also assesses the government’s capacity to create an enabling environment for women’s political participation and to deliver services without gender discrimination.

Legal Framework

The Law on General Elections in the Republic of Kosovo and the Law on Local Elections in Kosovo both involve a 30% quota for women’s and men’s participation in national and municipal assemblies, respectively. This is not aligned with the LGE which calls for 40% participation of each sex. Debate continues regarding the quota. Concern exists that quantity does not mean quality.⁵ Women

Political Participation Indicators (in 2014 unless otherwise noted)	Females	Males
Presidents (ever)	1	5
Prime Ministers (ever)	0	6
Deputy Prime Ministers	1	4
Ministers	1	17
Deputy Ministers	1	34
Foreign Missions ¹	6	16
National Assembly Members	40	80
Chairs of Assembly Committees	1	8
Mayors	1	32
Municipal Directors of Directorates ²	14 4.4%	301 94.6%
Municipal Assembly Members ³	34%	66%
Civil Service ⁴	38%	60%

may not always represent “women’s interests” or push for gender equality. Yet, male men assembly members have an equal responsibility for attending to women and men constituents’ priorities. Despite discussion about discontinuing the quota, women still tend to support it.⁶ Voting patterns show that removing the quota would result in women’s under-representation. The quota likely contributes to women’s visibility as politicians and election to decision-making positions (without the quota).

“The quota is helping men understand where we live and what we are seeking; men are being educated because of the quota.”
- Male party representative

Women from minority ethnic groups have expressed concern that quotas for the participation of minority ethnic groups in Kosovo’s parliament do not involve a gender quota. Minority groups are guaranteed parliamentary seats,⁷ but men tend to fill them. Minority women have been “largely ignored” in decision-making processes and their needs under-considered.⁸

“Men of good will lack the ability to see gender issues.”
- Political party representative

The Budget Circular distributed by the Ministry of Finance foresees citizens’ participation in reviewing municipal and national budgets, though democratic debate surrounding the budget has been lacking.⁹ As per LGE, AGE should review the budget (as a law), but has lacked sufficient human resources and expertise.

Women’s unequal participation in politics may be due in part to social norms, according to which 49.1% of women believe that “family is more important than a career in politics” and 58.2% that men are better suited for the long working hours that politics requires.¹⁰ Roughly one-fifth of women in Kosovo lack knowledge about politics and political leaders (the percent of men is unknown).¹¹

Gender Equality at the National Level

In 2011, President Atifete Jahjaga became the first woman president of Kosovo (albeit by nomination). Some feel she sets a positive example for future women leaders.¹² Women remain under-represented among ministers, deputy ministers, and chairs of assembly committees (see Table).¹³ Women hold 33.3% of the seats in the Kosovo Assembly (40 of 120 seats); 14 women were elected, while the quota enabled 24 to receive their positions.¹⁴ Women are under-represented within the Assembly’s Presidency (0%), Foreign Affairs Committee (11%), Committee on Agriculture, Forestry, Environment and Spatial Planning (23%), Committee on Internal Affairs, Security and Oversight of the Kosovo Security Force (23%), Commission for Supervision of Kosovo Intelligence Agency (11%), and Commission for Oversight of Public Finances (11%). Men are under-represented on the Commission for Human Rights, Gender Equality, Missing Persons and Petitions (12%).¹⁵ Women are under-represented within the ministries of Infrastructure (25%) and Agriculture, Forestry and Rural Development (27%), respectively. Insufficient research examines the quality of assembly and ministerial work from a gender perspective.

“Little girls see her on TV and they believe that one day they can be President, too.”
- Interview respondent

The Central Election Commission would not supply data regarding the number of women and men voters. Reports suggest that family voting exists.¹⁶ Few politicians have mechanisms for consulting with and receiving input from constituents.¹⁷ Some women politicians have held focus groups on particular topics (e.g., sexual violence during the war, domestic violence, education).¹⁸

Gender Equality at the Municipal Level

The 30% quota for women’s and men’s participation has contributed to ensuring that women comprise at least 30% of all municipal assemblies.¹⁹ Quantitatively women’s participation has increased since the November 2013 municipal elections. While 16 women received sufficient votes for assembly seats without the quota in the 2007 elections,²⁰ approximately 51 women received sufficient votes in 2013.²¹ As a result, women’s participation has increased from 30% to approximately 34% of seats.²² Further, the first woman mayor ever elected in Kosovo took office in the Municipality of Gjakova. A woman now also chairs the Municipal Assembly of Gjiilan. However, women are severely underrepresented in decision-making positions within municipalities, leading only 14 directorates in all of Kosovo (4.4%).²³ Women are also underrepresented in policy and finance committees.²⁴

“Women need role models like the Mayor of Gjakova. She is brilliant.”
- Interview respondent

In the 2013 elections, an estimated 5% more women voted than men.²⁵ Yet, women were more likely than men to lack information about elections, particularly older women and women in rural are-

as.²⁶ Women also tended to be less aware about complaint mechanisms and were underrepresented among polling station commissioners and election administrators.²⁷ Mechanisms for consultations with and involvement of citizens in municipal decision-making seem limited. Women at the municipal level said political parties may discuss issues with them before elections, but not afterward.²⁸ Some municipalities have involved women and men more than others. Examples of municipal assembly members meeting with women citizens exist.²⁹ CSO representatives tend to participate in working groups drafting laws and policies at various levels. They have had some influence over local policies and budgeting.³⁰ Several municipal officials have received training in gender-responsive budgeting (GRB),³¹ but the extent to which it is applied appears mixed.

“We witnessed officials telling women that they did not know how to vote, so they should go vote with their husbands.”
- Election observer

Gender Equality within Leading Political Parties

The main political parties differ regarding their inclusion of women in decision-making and the extent to which they attend to gender disparities within their party platforms.³⁵ In the Democratic Party of Kosovo (PDK), women seem little involved in decision-making. PDK does not have a women’s forum. Within its Platform, PDK mentions women and men only in relation to the electoral quota.³⁶ Respondents suggested that the “culture” within PDK is particularly problematic, especially its “inner circle,” which seldom involves women.

Position	Main Parties Gender		PDK ³²		LDK		AAK		AKR		VV	
	F	M	F	M	F	M	F	M	F	M	F	M
Party Head/ President	0	1	0	1	0	1	0	1	0	1	0	1
Deputy Party Leaders	0	3 ³³	1	2	1	4	1	2	1	2	1	0
Secretaries ³⁴	0	3	0	1	0	2	3	1				
Spokesperson								1	0			
Head of Parliamentary Group	0	1	0	1	0	1	1	0	0	0	1	
Heads of Branches			0	37			2	31				
Members of the Presidency			3	14						3	12	

After mentioning a general commitment to gender equality, the Democratic League of Kosovo (LDK) often refers to “males and females” in its platform with regard to affirmative action, access to education and work, and decision-making positions.³⁷ They set a specific benchmark to include women’s and youth’s 20% participation at all levels of the party before the next internal elections in 2014,³⁸ primarily as a strategy for membership growth and securing more votes. They also propose to eliminate barriers to women’s participation in the labour market and believe that promoting entrepreneurship among women can help address poverty, unemployment, and dependency on social assistance.³⁹

The Alliance for the Future of Kosovo (AAK) has a quota for women’s 20% participation in all party structures.⁴⁰ However, women party members said they do not participate adequately in decision-making.⁴¹ Within its program, AAK states that: “advancing the status of women in all spheres of life is an important goal.” The party promises to implement laws relating to gender equality and advance “legal mechanisms in conformity with European Resolutions.” AAK calls for “equal opportunities for men and women within the family and in the workplace” and mentions women within regard to “Social Inclusion and Progress.”⁴²

The New Kosovo Alliance (AKR) includes in its platform: “The appointment of a staff counsellor in the close staff of the Presidents who will compile policies, projects and promotion of women’s rights and increase their role in society”; “special priority will be given to the employment of women, youth and persons with disabilities”; and “a good part of the senior staff of Municipalities, including running directorates will be women and youth.”⁴³ Kosovo’s only female mayor is from AKR; two of the eleven directors of directorates currently appointed by her are women (18%).

Vetvendosje (VV) commits to strengthening participation of women’s societies in decision-making; gender equality in access to education; gender equality as a right as per international and European treaties; and equality.⁴⁴ VV has tried to decentralize decision-making, but acknowledges that more can be done.⁴⁵

Female politicians bemoan that parties offer limited (if any) financing for women candidates’ electoral campaigns, which undermines their ability to secure votes.⁴⁶ Party representatives state that all candidates (save the head in some

“My biggest challenge is lack of financial resources. ... Legally parties cannot be supported [by donors]. The paradox of not having legal ways of financial stimulation for women’s party leadership and women in politics, generates another paradox: how to create women politicians or party leaders if they are not stimulated with affirmative actions?”

- Deputy Prime Minister Edita Tahiri

parties) receive the same amount. However individual candidates may raise their own resources within some parties. VV forbids individual candidates from raising money for themselves, as this could contribute to inequality.⁴⁷

An “old boys network” within and among political parties seems to influence most key decisions in Kosovo; women seldom have access to spaces where decisions are taken.⁴⁸ Approximately 32% of women believe that “political parties do not give the opportunity to women [sic].”⁴⁹ Most political parties tend to take decisions without sufficient democratic processes underpinning them.⁵⁰ While women (and men) often tow the party line, in a few notable instances women parliamentarians have disagreed with their parties.⁵¹ There has been progress in that every major political party except PDK has a woman deputy leader and a quota for women’s participation.⁵²

“In parties it doesn’t matter if you are a woman or a man; it’s all political.”

While political parties ostensibly have several means through which citizens can provide input (e.g., party meetings for members, consultations for election programs, conventions), political parties acknowledge that meetings are attended primarily by men.⁵³ In contrast, women tend to frequent discussions on issues such as healthcare or the environment more than men.⁵⁴ Parties do not have specific strategies for communicating to women and men (e.g., considering their potentially different means of communication) about meetings towards increasing attendance.⁵⁵ Nor do parties tend to assess how proposed or enacted policies impact women and men differently.⁵⁶

Gender Equality in Public Services

Among Kosovo’s 70,326 public employees, 38% are women.⁵⁷ However, women comprise only 9.5% of high decision making positions (e.g., Secretary General and Chief Executive positions) and 23.2% of other decision-making positions.⁵⁸ In municipalities, women comprise only 15.26% of decision-making positions.⁵⁹ For the same position in Kosovo’s public administration, women need to have more education than men.⁶⁰ Women have faced discrimination in hiring and firing practices within the public administration.⁶¹ The government attempted to address this by offering scholarships for women civil servants to achieve higher levels of education, but few applied or fulfilled minimum criteria, so went unspent.⁶² Women’s underrepresentation within the public service may impact the extent to which public services meet the potentially different needs of women and men, though no known research has examined this. With regard to service provision, institutions tend to lack knowledge in how to mainstream gender in planning, budgeting for, providing, monitoring, and evaluating their services.

The provision of public services continues to be politicized, depending largely on governmental priorities implemented by the MoF. Capital investments (i.e. building highways) comprise more than 40% of Kosovo’s annual budget. Referred to as “asphalt politics,” the government’s current priorities have been critiqued for undermining the basic needs of the population such as healthcare, education, and social welfare.⁶³ For example, MLSW has been legally mandated to provide more services, but its budget has not been increased sufficiently to fund services. The absence of sufficient state services may impact women’s lack of access to public services disproportionately.⁶⁴ However, insufficient research has examined access to public services from a gender perspective.

Challenges and Opportunities

Women remain underrepresented at national and municipal levels, as well as within political parties. This is particularly true for women from minority ethnic groups and women with disabilities. Most decisions are made by male political party leaders and democratic decision-making processes do not exist within most parties. While some parties consider gender more within their platforms, all can further mainstream gender. Governmental priorities related to infrastructure investment undermine access to quality public services, particularly for women. MoF should introduce clearer guidelines for GRB within the budget circular. Gender equality officers can provide input on communication strategies for advertising public meetings to ensure women and men participate. More initiatives can work with men in political parties, assemblies, ministries, and municipalities, supporting them in mainstreaming gender. Shifting social norms whereby women tend to remain at home and men in public can increase women’s participation in politics. Introducing more public day-cares can enable women to enter public life. Media also can play an important role in showcasing more women experts in non-stereotypical gender roles.⁶⁵ Fostering alliances between former assembly members and women not re-elected can contribute to knowledge retention and alliances around policies of joint interest (e.g., via mentoring).

Municipal Gender Equality Advocacy Groups can continue to bring together women from politics and civil society in supportive networks towards furthering gender equality. The Central Election Commission and think tanks analysing elections should include gender disaggregated data in their reports.

5) Socioeconomic Situation

This section discusses poverty, the economy (formal and informal), intra-household relations, and the provision, access to, and use of services and resources from a gender perspective. It includes a brief analysis of social services (e.g. health and education).

Gender Roles in the Formal Economy

The formal economy in Kosovo has a higher participation of men than women. Women's employment rate is approximately 18%, the lowest in Europe, while about 55% of men are employed.¹² Women tend to work more in lower paid sectors like health and education (about 40% of all women in the labour market), whereas men work in energy and construction, which are better paid.¹³ Differing sources suggest women own 5-11% of businesses in Kosovo. Further, 99.9% of the businesses that women own are micro-enterprises comprised of 1-9 employees; women have on average 3.07 employees, compared to 5.27 among men-led businesses.¹⁴ Women cannot access credit and loans as men because they lack collateral (see section 3), credit histories, and connections.¹⁵ Thus, men hold about 92% of collateral properties in Kosovo.¹⁶ Only 3% of commercial bank loans go to women.¹⁷ Women also have the highest percentage of rejected loans. Business women identify their key challenges as: lack of access to financing,¹⁸ insufficient tax regulations, bad banking practices, discrimination from clients, and the generally poor investment climate in Kosovo.¹⁹ However, taxes in Kosovo are very low compared to elsewhere in Europe; VAT is 16%, and income tax ranges from 6% to 10%.²⁰

“Women and men are all the same to the tax office as long as they pay taxes.”
- Tax Administration

Religious extremism influences the formal economy with funds, as well as traditions that encourage women's roles within the household and with children, rather within the labour market.²¹

Socioeconomic Statistics	Male	Female
Gross Primary Enrolment ¹	95%	96%
Gross Upper Secondary Enrolment ²	96%	88%
Upper Secondary School Drop out	71%	29%
Gross Tertiary Enrolment (women dominate education, philosophy, philology; men dominate construction, architecture, mechanical engineering; gender balance in law, economics, and medicine) ³	19000 (55%)	17000 (45%)
Labour Force Participation Rate 2012 ⁴	55%	17.8%
Labour Force Participation Rate 2009 ⁵	68%	29%
Unemployment ⁶	28%	40%
Youth Unemployment ⁷	52%	63.8%
Youth not in employment, education or training (NEET) 15-24 years ⁸	31%	40%
Business owners ⁹	91.8%	8.2%
Net income from Self Business ¹⁰	92%	8%
Gender Pay Gap	N/A	N/A
Accounts at formal financial institutions ¹¹	57%	31%

Men's and Women's Roles in the Informal Economy

While Kosovo does not have data in this regard, in Serbia an estimated 7% of the population works in the informal sector and 16% in Moldova. Thus, in Kosovo the informal sector likely comprises approximately 10% of the economy, and the majority of those involved are likely women. Maternity leave under the new Labour Law may contribute to women's over-representation in informal work.²² In developing countries, an estimated 80% of the people working in the informal sector are women.²³ In Europe the estimate is that more than half of the population in the informal sector is women and probably around 60-65%.²⁴ An estimated 60% are wage earners and about 40% are self-employed. In Kosovo, many women sell products like peppers, processed foods, or artisanal products. Women also provide services like domestic services, caretaking, or hairdressing.²⁵ Men tend to be over-represented among persons involved in the informal economy of drug production and trafficking, comprising 96.4% of persons arrested for involvement in this “business”.²⁶ The tax authority has fought the informal economy and driven many businesses to formalize; most of these businesses have been women-led.²⁷ With regard to child labour, boys begin working at a younger age and work more hours than girls, but are more likely to be compensated for their work.²⁸ Working girls are less likely to attend school and tend to work in more difficult conditions (e.g., nights, on the street).

The Poverty Situation from a Gender Perspective

In 2011, an estimated 30% of people in Kosovo lived in poverty and 10% in extreme poverty; the poorest live in the countryside (65%).²⁹ Slightly more women live in poverty (30.3% of women) than men (29.2%). Women headed-households appear to have a higher poverty rate than households led by men (39.8 compared to 29).³⁰ Yet, children in women-headed households seem significantly less likely to live in poverty; such households tend to rely more on remittances from outside Kosovo.³¹

Presently no Poverty Reduction Plan exists for Kosovo, though most other countries in the region have one. A new World Bank (WB) report stresses the need for coordinated actions to advance equal opportunities for women in the world of work, such as addressing gender biases early, expanding women's access to property and finance, and raising legal retirement ages: these can have major payoffs in tackling poverty.³² Globalization and trade liberalization increases the flow of goods and capital across countries and also contributes to economic growth. Agricultural growth tends to reduce poverty and improve food security. In contrast, rapid growth that widens income inequality, which has occurred during the past two decades, likely hurts the poor. Women are disproportionately affected by widening inequality because they tend to earn lower wages and have less education, fewer skills, and less mobility than men.³³

“We know that reducing gender gaps in the world of work can yield broad development dividends: improving child health and education, enhancing poverty reduction, and catalyzing productivity ...

Today, many more girls are going to school and living longer, healthier lives than 10 years ago. But this has not translated into broader gains. Too many women still lack basic freedoms and opportunities and face huge inequalities in the world of work.”

- World Bank Group President Jim Yong Kim, 2014

Women comprise 82.2% of people inactive in the labour market.³⁴ Women care for children, the sick, or the elderly (39.4%); are in education or training (15.8%); or do not believe that work is available (14.6%).³⁵ Disabled persons receive only €40 per month and have little to access to the labour market. When it comes to internships, disabled people feel that they are not included because employers would need to modify their work places.³⁶ For senior citizens the basic pension is €45 and for social assistance it is normally €40; people affected by the war and war heroes receive much more.³⁷ Persons reliant on pensions alone likely live below the poverty line.³⁸

Labour Market Insertion through Employment and Business Start-ups

No employment plan exists in MLSW and the Ministry struggles to implement its mandate as MoF does not approve its requested budget.³⁹ Development of public infrastructure, including roads, rail, energy supply, and electricity distribution, have been key governmental activities expected to positively affect economic development and employment, mainly for men in the construction sector. AGE created a strategy for Women's Economic Empowerment for 2011-2013, but no budget was allocated, and it has not been implemented.⁴⁰ AGE plans to continue efforts towards its implementation. Activities were not monitored properly and the responsible ministries did not report on it. G-7, a network of successful businesswomen, created a Women's Economic Chamber of Commerce.

The Diaspora provides some investment in Kosovo, mainly in construction, real estate, and agriculture. In two-thirds of cases, remittances travel from men to men.⁴¹ Slightly over 20% of households receive remittances. For example, agricultural development and animal rearing along the Iber River, partially Diaspora-financed, will create work for women with an estimated 4,500 planned employees. An industrial mushroom factory financed by Japan would employ 3,000 people.

No special services exist for integrating disabled persons into the labour market.⁴² Unemployment is severe for Roma, Ashkali, and Egyptians.⁴³ They would like to see more job announcements welcoming them to apply and special internship programs for work experience.

Intra-household Relations

Women tend to undertake the vast majority of household responsibilities, including care for children, the elderly, and others with special needs, as well as internal home maintenance. Men tend to work outside the home. Women in the 25-54 age group spend 10-20% of their time on work outside the household, and 80% of their time on household chores. Men spend 50-80% of their time on work outside the home and around 10-15% in the household.⁴⁴ Since women tend to perform

“We [women] always defend men and men's behaviour.”

- Interview Respondent

more labour within the home, they also tend to have fewer resources, as this labour is unpaid.⁴⁵

Education

The Government's Midterm Expenditure Framework promotes strengthening human capital. The literacy rate has improved since 2003, especially among young people.⁴⁶ A perception exists that more girls drop out of upper secondary school than boys.⁴⁷ However, statistics suggest that the situation has changed; while more girls dropped out in 2009, since then more boys have dropped out.⁴⁸ More than 70% of drop-outs are boys.⁴⁹ Vocational schools seem divided by stereotypical professions for women and men, without institutional intentions to break these patterns. More men are offered courses in vocational schools (71%) than women (29%).⁵⁰ Women tend not to participate in parent councils.⁵¹

Roma, Ashkali, and Egyptian girls and women have among the lowest levels of education, often due to insufficient teachers of their ethnicity, lack of textbooks, violence and discrimination in school, security concerns, insufficient family finances, home care duties, and early marriage.⁵² While a curricula exists for three courses in the Romani language (Roma language, the history of Roma, and Roma Art and Culture), the government does not have funding for printing textbooks, hiring or training teachers.⁵³ Disabled girls also lack access to education, as parents tend to isolate them at home.⁵⁴

“‘If you go to university and finish, where do you go after that,’ parents ask.
‘There are no jobs for disabled people.’”
- Person with disabilities

Health

While no public health insurance presently exists, it is being developed and will be provided to tax payers within a year.⁵⁵ No services exist for people suffering from cancer (women or men). Lesbians report discrimination in accessing health care, including prejudicial treatment by doctors and psychologists who lack information about lesbianism.⁵⁶ Men tend to use injection drugs (85% of users), Cannabis, and alcohol more than women.⁵⁷ Young men (49.1% of men) are more likely to smoke than young women (38%); young men also smoke more than young women (averaging 15.6 compared to 9.8 cigarettes per day). Little research has examined women's and men's access to quality healthcare.⁵⁸

Challenges and Opportunities

A pillar of economic development, **childcare** institutions enable women's participation in the labour market. Childcare facilities also create jobs. Facilities could have comprehensive gender equality training for young children. **Credit lines** for women can help offset their lack of access to collateral and property rights in the interim. Credit institutions need to be trained in the importance of women-led business for the market and societal growth. **Awareness of gender equality and non-discrimination**, both quantitatively within the company (horizontal) and in management positions (vertical), is important in all institutions, organisations, and companies. Each work place should self-assess how it addresses non-discrimination and gender equality. All women and men should feel welcomed and appreciated independent of sex, ethnicity, age, sexual orientation, religion, or disability. The specific needs of each can be made visible and considered. Considering Kosovo's unemployment rate developing and finalizing an **inclusive National Employment Plan** is important. Further research regarding gender roles within the informal economy in Kosovo is needed. Business development plans can be built in all sectors in each municipality or region. Coordinated actions to advance equal opportunities for women in the world of work, such as addressing gender biases early, expanding women's access to property and finance, and raising legal retirement ages are measures to **reduce poverty**. A local market study would be useful for learning about current and future **employment needs**. Training should be demand-driven. This helps employers adapt their practices and expectations to the local context. The Educational System can match education opportunities with business sector needs. Private, public, non-profit, and academic sectors can cooperate to facilitate the market entrance of women and men (including from minority groups) using different types of education and training, including on-the-job training. Specific job skills, literacy, numeracy, languages, vocational, and ICT are insufficient. “Soft” skills are fundamental to succeeding in the work world, such as knowing *how* to learn, search for a job, manage people, work as part of a team, speak in public, network and behave in a self-confident manner. Skilful local people know exactly what their region needs; **local economic development plans** can be built in all sectors in each municipality or region with support from private, public, civil and

academic sectors. The government can approve the **WEE strategy**, including adequate financing. AGE needs to have an improved, computerized monitoring system connected with all ministries to facilitate monitoring the implementation of this and other strategies. **Health** systems need to include special attention to cancer patients, particularly breast and cervical cancer. This could be expanded to consider screening and treatment for men (e.g., colon cancer), towards gender equality. Kosovo needs chemotherapy treatment; psychological support for persons suffering cancer; prosthesis, and wigs. LGBT, disabled, Down Syndrom, and autistic persons all need better treatment with respect for their human rights. Health insurance needs to be provided.

6) Gender-Based Violence and Security

This section identifies different forms of gender-based violence (GBV) in Kosovo and the relevant legal framework (beyond that outlined in section 1). It maps efforts to prevent GBV, including attention to masculinities and men's role as partners in combatting GBV. It also describes the protection, prosecution, and rehabilitation/reintegration services available.

Gender-based Violence Indicators	Female	Male	All
% of women and men suffering domestic violence in their lifetimes (2008) ¹	46.4%	39.6%	43%
Nr. and % of domestic violence victims (reported to police, 2013)	869 80%	220 20%	1089
Victims of trafficking (2013)			52

Violence in the Name of Honour

Kosovo Police reports include instances of brothers beating sisters for behaving “dishonourably”.² Albeit rare, hearsay suggests honour killings may occur in rural areas of Kosovo.³ Insufficient information exists on this topic; it could be an area for future research.

Gender-based Violence in Conflict

Accurate data regarding the number of women and men who experienced gender-based violence during the 1998-1999 war does not exist, though qualitative data suggests extensive violence occurred.⁴ While women and girls were targeted with sexual violence, men and boy civilians seem to have suffered other forms of violence, including assault and murder (“gendercide”).⁵ Sexual violence perpetrated against men and boys also may have occurred, but has been little discussed publicly.⁶

Despite United Nations instructions on the importance of reparations,⁷ the Kosovo government has yet to offer reparations to persons who suffered such violence. A recent OHCHR report suggests that persons who suffered sexual violence continue to suffer “significant physical, psychological, social and economic consequences” and makes clear recommendations for a reparations program.⁸ Following civil society advocacy,⁹ combined with politicians’ efforts (primarily women), the Assembly recently adopted amendments to the Law on the Status and the Rights of the Martyrs, Invalids, Veterans, Members of the Kosovo Liberation Army, Civilian Victims of War and their Families to include women survivors of sexual violence as civilian survivors of war.¹⁰ Supported by KWN and in consultation with women survivors, the President of Kosovo also established a National Council to address this issue.¹¹

While women had access to several psychosocial healing programs organized by NGOs immediately after the war, few such programs existed for men (a form of gender discrimination in post-conflict programming). Cultural taboos against visiting psychologists and limitations in the services available mean that only a fraction have received counselling for coping with trauma.¹² Involving men psychologists in working with men may contribute to decreased trauma and potentially rates of GBV.¹³

Sexual Violence, including Rape

Considering the stigma associated with sexual violence and lack of knowledge that sexual violence can occur between spouses,¹⁴ the extent of sexual violence is likely much higher than the number of cases reported to police (zero in 2013, and one rape case). Institutions are inadequately trained in detecting sexual violence committed against former or current spouses.¹⁵ Regional police have a responsibility to investigate rape and offer medical treatment immediately.¹⁶

Gendercide

Selective abortion, primarily of girls, continues. In 2010, boys constituted 53% of live births.¹⁷ Men

are much more likely to use and/or die from small arms than women.¹⁸ They are also more likely to commit suicide, though women are more likely to attempt suicide, according to police reports.¹⁹

Domestic Violence, including Early Marriage

While a repeat study is overdue, approximately 43% of respondents to a 2008 Kosovo-wide household survey had experienced domestic violence in their lifetimes (46.4% of women and 39.6% of men).²⁰ Women, persons in rural areas, with lower levels of education, receiving social assistance, poor, and/or unemployed tend to be more likely to suffer violence.²¹ Children, persons with disabilities, LGBT persons, and the elderly also may be at greater risk.²² Of the 1,087 domestic violence cases reported to police in 2013, 80% of victims were women. Light bodily harm, physical assault, intimidation, and attack were the most reported crimes within a domestic relationship. Police reports suggest 91.1% of perpetrators are men.²³ Most cases occurred among spouses (52.6%) or fathers against sons (12.3%).

Early marriage, which also tends to disproportionately affect girls, albeit rare, still exists in Kosovo, particularly amid delayed official registration of marriage and weak institutional mechanisms for enforcing existing legislation.²⁴ Rural, poor, and minority girls may be more at risk.²⁵

The recently revised relevant legal framework, including the Law on Protection against Domestic Violence, National Programme on Protection against Domestic Violence, and Standard Operating Procedures (SOPs), is fairly comprehensive and the quality of services and coordinated response by institutions seems to have improved in recent years. Concern exists regarding the placement of the National Coordinator in MJ, rather than the MLSW; the latter could potentially provide a more rounded, “victim-centred” approach (rather than a criminal focused approach) to assisting persons who have suffered domestic violence. The fact that this is a political appointment rather than a civil servant position also undermines long-term capacity and coordination responsibilities. Insufficient political will, budget, and capacities remain challenges to implementing the legal framework. Public perceptions, traditions, and customary law make it difficult for women to leave violent home situations or reintegrate after short-term shelter (up to six months with possible extension). Rehabilitation and reintegration services remain under-funded and virtually non-existent.²⁶ Shelter and services for men who have suffered GBV are insufficient, though the new ISF has a section for men who have been trafficked.

Shelters and a couple organizations provide counselling to men who have perpetrated violence. However, no organizations or institutions specialize in these services. MLSW has approved an AI on the treatment of the domestic violence perpetrators, but insufficient services exist at present.²⁷ The limited availability of counselling services for men (including for drug and alcohol abuse) mean that civil court judges rarely call for such rehabilitative and preventative measures within protection orders. Judges state that such services do not exist and therefore cannot be proscribed.²⁸

Several issues have been documented relating to access to justice, including delays in the issuance of protection orders, lenient sentences for repeat offenders and protection order violators, limited issuance of measure foreseen under the domestic violence regulation (now law), poor reasoning of judgements ordering protection orders, limited attention to ensuring protection order enforcement, insufficient prosecution of the crime of light bodily harm, illegal early termination of *ex officio* (automatic) prosecution in criminal cases, and low sentences for perpetrators of domestic violence offences.²⁹ Women also fear testifying.³⁰ Improvement in enforcing protection orders has been reported by police in some municipalities.³¹ Best practices include appointing judges specialized in domestic violence cases to focus solely on these cases; and ensuring CSWs have sufficient resources to respond quickly for requests of opinion.³² Judicial system reforms reportedly have had positive effects in some municipalities.

Coordination among institutions in assisting persons who have suffered domestic violence seems to have improved with the establishment of the National Coordinator in 2013, SOPs in 2012, and local coordination groups in some municipalities. SOPs seem to be positively impacting the quality of response by police, prosecutors, and courts, as well as coordination among institutions at the municipal level.³³ Best practices include Heads of Courts selecting experienced, specialized judges to deal only with domestic violence cases and extensive training of specialized police units. The National Coordinator is developing a database to be shared by all institutions. Interviews suggest that awareness has increased over time among institutions and citizens, though a new Kosovo-wide perceptions survey is needed.

Trafficking in Human Beings for Sexual Exploitation

Trafficking for sexual exploitation has decreased since 2002; Kosovo Police identified 52 cases in

2013, primarily involving internally trafficked Kosovars. Of them, most (24) were minors ages 14-17 and youth ages 18-22 (13). Police arrested 91 persons suspected of trafficking, 35 of enabling prostitution, and 26 for prostitution in 2013.

The legal framework is fairly comprehensive. The Law on Preventing and Combating Trafficking in Human Beings and Protecting Victims of Trafficking (2013) is fairly new, so its implementation has not been monitored yet. With the existing Strategy expiring, efforts have begun to draft a new Strategy for 2014-2018.³⁴ A key obstacle to implementing the current Strategy has been insufficient budget allocations for its action plan. Prevention,³⁵ prosecution,³⁶ and protection³⁷ have received support through existing institutional budgets and/or donor support. However, rehabilitation and reintegration have been under-funded.³⁸ An Inter-Ministerial Working Group involves relevant institutions, CSOs, and police.³⁹ MIA houses the Secretariat, comprised of one employee and the National Coordinator. Concern exists about the placement of the National Coordinator in MIA, which may promote a criminal-focused rather than “victim-centred” approach. Men still conduct some interviews with women who have been trafficked, though women investigators are better positioned to conduct these interviews. the Visa Liberalisation Roadmap for Kosovo calls for institutions to enact and implement legislation to prevent, investigate, and prosecute trafficking in human beings; “enhance the prevention, detection and investigation of serious cross-border/boundary crime, notably trafficking in human beings”; and build relevant authorities’ capacities for preventing, detecting, and investigating trafficking.⁴⁰

Sexual Harassment

The Law on Gender Equality, Criminal Code, Labour Law, and Law on Civil Service contain provisions against sexual harassment. Several private and public employers have policies against sexual harassment, including reporting procedures.⁴¹ However, very few cases have been reported.⁴² A 2010 KGSC survey found that 16.6% of civil servants questioned had experienced sexual harassment at least once.⁴³ Power relations between abusers and abused coupled with cultural “taboos” surrounding the topic prevent people from reporting it.⁴⁴ Sexual harassment at the University or Prishtina seems widespread, yet under-reported and ignored when reported.⁴⁵

Safety and Security

From a human security approach, several areas of concern exist with relation to economic, food, health, environmental, personal, community, and political security.⁴⁶ Insufficient infrastructure, such as inadequate lighting of public spaces at night, may provide enabling environs for GBV. Local Action Groups and Community Security Councils have initiated some projects to address these issues. Recent efforts seek to include a gender perspective in spatial planning, including lights and roads within municipal development and regulatory plans. This includes, for example, distance to school and work.

Women in northern Kosovo may face additional security concerns due to particularly weak Rule of Law, disagreements over institutional competencies (Kosovo vs. Serbia) and the general state of insecurity there. Although UNSCR 1325 calls for women’s involvement, women have not participated sufficiently in decision-making with regard to the north of Kosovo.⁴⁷

“Women can be champions in peace-building. Efforts should involve women’s NGOs and human rights activists from politics and civil society.”
- Focus group participant

Violence Due to Sexual Orientation

The Constitution and Anti-Discrimination Law explicitly forbid discrimination on the basis of sexual orientation.⁴⁸ Policies exist condemning harassment or discrimination based on sexual orientation in some institutions, but reporting mechanisms remain weak.⁴⁹ Within domestic relationships, LGBT persons report GBV, particularly psychological violence and isolation, but also physical and sexual violence.⁵⁰ Outside the home, LGBT persons have suffered verbal harassment and physical violence, particularly via social media and from religious fundamentalists.⁵¹ Widespread negative public perceptions illustrate the need for further awareness-raising.⁵² The institutional response to crimes committed against LGBT persons has been weak.

Violence against Persons with Disabilities

Persons with mental and physical disabilities may be at greater risk of domestic violence, particularly

isolation.⁵³ Sexual abuse also has been reported at the Mental Health Institute in Shtime.⁵⁴

Violence against Children within Institutions⁵⁵

GBV continues within schools,⁵⁶ including groping intimate areas of girls.⁵⁷ Activists expressed concern over recent media coverage of minors involved in violence at schools: “girls have been portrayed as criminals and boys as victims.”⁵⁸ Several students also have died while walking to school, due in part to the lack of sidewalks.⁵⁹ Violence against minors has been reported at the correctional facility.⁶⁰

Prevention

Evidence suggests that several of the aforementioned forms of GBV remain widely, albeit not entirely, accepted as social norms. In a 2008 Kosovo-wide survey of 1,256 people, 40% of respondents felt “Violence is a normal part of any relationship, and society in general accepts that violence happens sometimes.”⁶¹ The carrying and use of small arms seems to relate to perceptions of masculinity among men.⁶² GBV often is attributed to “individual behaviour of some men (e.g., psychopathology or a lack of control) or to social inequalities (e.g., patriarchy and unequal gender relations)”;⁶³ however, arguments exist for a more multidimensional understanding that considers the interrelatedness of several “personal, situational, and sociocultural factors.”⁶³ An interdisciplinary approach targeting individuals, society, and institutions is needed. Prevention efforts have involved developing capacities of institutions; working with religious leaders to deliver messages against gender-based violence;⁶⁴ providing education about gender-based violence in schools; organizing awareness-raising campaigns at local and national levels targeting diverse audiences;⁶⁵ and working with men.⁶⁶ CSWs play a role in prevention, particularly as part of their mandate to protect the rights of the child and towards “reconciliation” under the Family Law.

Protection, Rehabilitation, and Reintegration

Kosovo has nine shelters for women and children who have suffered GBV. Serbian and other minority ethnic groups lack shelter services within their municipalities. However, there have been recent attempts to establish shelters in North Mitrovica and Fushe Kosovo; the Municipality of Gracinica has allocated land and MLSW promised funds for a shelter there.⁶⁷ All shelters can and have housed persons of all ethnicities. No shelters exist for boys over age 12 or men who have suffered GBV. Shelters receive assistance from the government.⁶⁸ However, it is insufficient to cover all costs, and international donors provide supplemental support. The licensing of shelters and individuals to provide services began in 2013.⁶⁹ Now CSOs can apply for licensing and funding from MLSW, following procurement procedures. Even so, insufficient financing and capacities limit the quality of their services, especially relating to rehabilitation and reintegration.⁷⁰ This is partially a result of shelters’ own refusal to allow government oversight of their work; they have preferred the freedom and periodically greater financial support coming from international donors.

Access to justice remains slow, due in part to general issues with in the justice system. The absence of a functioning witness protection system, particularly given Kosovo’s geographic limitations, also may prevent victims or witnesses from reporting and/or testifying in GBV-related cases. Considering the poor economic situation of most Kosovars, continued free legal aid is important, as few can afford legal assistance. Persons living in northern Kosovo have less access to protection from police or courts. Rehabilitation and reintegration services are sorely under-funded.⁷¹ Women’s lack of property ownership and employment opportunities lead women to return to violent home situations and/or shelters.⁷² No known studies have examined the success of prior reintegration programs.

Challenges and Opportunities

Kosovo has a fairly comprehensive legal framework pertaining to GBV, and coordination among institutions has improved in recent years. Even so, challenges remain with implementation. Services for perpetrators of violence, particularly men, are needed. Educational curricula can incorporate messages that unravel traditional gender norms and further gender equality. Sensitive media reporting can be encouraged. Institutions have a legal responsibility to allocate sufficient resources for rehabilitation and reintegration services, towards a rounded, “victim-based” approach rather than a criminal-centric approach. Courts have a responsibility to maintain improved statistics towards better monitoring any potential gender-based discrimination in accessing justice for GBV-related crimes. Police, hospitals,

and other locales of first contact need additional training in recognizing signs of sexual violence and the meaning of “lack of consent”.⁷³ CSWs’ regular visits may lead to early identification and prevention of violence. Installing more psychologists and psychiatrists within CSWs and schools could enable availability of counselling services, including for men/boys who have suffered and/or perpetrated GBV, towards prevention.⁷⁴ More research is needed on perpetrators and best practices in rehabilitation in Kosovo.

7) Sectors

This section identifies more salient sector-specific gender issues that represent constraints to (sector) development. It includes opportunities for addressing gender disparities in a given sector. The sectors examined include water, sanitation, agriculture, environment, rural development, food security, nutrition, transport, infrastructure, ICT, and energy.

In all sectors, most actors have the misconception that gender is unimportant. They tend to lack gender equality analysis and gender disaggregated statistics. The lack of disaggregated data upon which most economic models are based has contributed to neglect of women’s contribution to the overall economy.

Sector Statistics (% of all working men/women)	Of all males	Of all females
Agriculture, forestry and fishing	4%	5% ¹
Education	10%	21%
Human health and social work	5%	17%
Wholesale and retail trade	13%	14%
Manufacturing	16%	8%
Construction	12%	0.4%

The Economics of Gender Equality

The macroeconomic advantage of having women as well as men contributing to macroeconomic production and development is a well documented fact. Gross national product and economic development will increase with women in the labour market.² Having women in managerial, specialist, and administrative functions gives companies and institutions a competitive edge, and many studies underline the benefits of higher production, better efficiency, and a higher return on equity. Services also can be adapted to needs of diverse clients (women, men, boys, and girls) when it comes to suppliers, citizens, and schools, among others. This is not simply based on a rights perspective, but also an economic perspective. An even distribution of women and men within the workforce contributes to a higher rate of return on total capital, higher net profit, higher productivity, and synergy effects in companies.³ Deviation from a representative, gender-balanced personnel correlates with an increasingly negative impact. A balance of women and men gives the best results.⁴

Environment and Rural Development

Rural tourism offers potential for development, and the environment will be an important factor for EU integration. Displaced Roma, Ashkali, and Egyptians have been in among the worst environmental conditions in Kosovo, where lead poisoning may have had a particularly negative effect on pregnant women.⁵ Persons living near the lignite coal plants in Obiliq municipality have reported higher instances of cancer and respiratory disease.⁶ Women and children who remain at home near these plants during the day may be at greater risk of health related illnesses than men who work outside the area.

Agriculture

Agriculture is among Kosovo’s main economic sectors, and Kosovo does not produce enough to satisfy its own needs.⁷ Women have had difficulties entering farmers’ associations, comprised primarily of men.⁸ Given the traditional gendered division of labour in this sector, women face added challenges in bringing their products to market. They often lack intermediaries, though women’s associations have established collection points in an effort to overcome these challenges.⁹ When it comes to agricultural production most women cultivate vegetables, peppers, and carry out food processing. Networking among women farmers is necessary (and occurs, particularly in villages surrounding Gjakova and Prizren), as a protection and learning mechanism. Historically, women have not benefitted equally from agricultural development programs.¹⁰ However, in 2013 MAFRD provided subsidies worth about €79,000 and investment grants worth €2.5 million for 88 women farmers’ projects.¹¹ In 2012, 94 women farmers received €40,000 in subsidies and 65 women farmers’ projects received €377,000 in

investment grants. In 2011, nine women farmers received subsidies and investment grants worth €50,000. An estimated 201,321 women actively deal with agriculture, playing an important role in the development of commercial, semi-commercial, and family farms.¹²

Water and Sanitation

One of Kosovo's water companies, which serves eight municipalities, employs 840 people, 18% women. Men work with pipes (referred to as "more difficult work"), and women work in the laboratory and administration. They have 5-6 women engineers. There is no policy for recruiting women. Water bills tend to be in the name of male heads of households, though the company believes that women, particularly the elderly, tend to pay bills more often. Women tend to know more about waterborne diseases, smell, and check the quality of water; they also seemingly make complaints more often than men. However, who makes complaints is difficult to measure as women sometimes write the name of men heads of households on complaints and on the annual Consumer Satisfaction Report survey. Sanitation services are inadequate or non-existent, particularly for waste waters in rural areas.¹³ Open air sewage may impact rural women and children more, particularly as they travel to and from school. There are water access problems throughout the country, which may impact women more as they tend to be the ones responsible for fetching water and spend more time within the household. New investments are planned.¹⁴

"The situation in Kosovo is that we don't have water, but roads."

"When the water comes, women fill the water containers while men rest."
- CSO representatives

Food Security and Nutrition

Rural women carry out home food processing, which ensures a diverse diet, minimizes losses and provides marketable products. Women are more likely to spend their income on food and children's needs; research has shown that a child's chances of survival increase by 20% when the mother controls the household budget.¹⁵ Women, therefore, play a decisive role in food security, dietary diversity and children's health. Women's access to education is also a determining factor in levels of nutrition and child health.¹⁶ Kosovo complies regarding level of iodine; pregnant women and children have access to iodine through schools and hospitals. However, Kosovo has low dietary iron consumption, which causes anaemia among children (15.7%) and pregnant women 23%.¹⁷

Transport and Infrastructure

Road construction is planned for highways R7 and R6, which will create more jobs for men than women unless stereotypical gender roles are challenged. The Ministry for Habitat and AGE are creating a manual for gender equality in spatial planning.¹⁸ Transport services may at first appear to benefit everyone equally in a community, but men and women, from diverse social groups, may have differing needs and priorities in terms of how these services are designed and delivered. These differences are sometimes invisible at first. Once the differing needs and priorities have been identified, they can be systematically integrated into the design and management of transport services.¹⁹ Persons with disabilities face additional challenges as public transport rarely considers their needs, and few public buildings are accessible. The absence of ramps and elevators in multi-story buildings also hampers access for less mobile elderly persons and mothers with strollers. Infrastructure projects also need to consider women's security needs, including accessible water systems, well-lit roads, and safe transport.²⁰

ICT

ICT has been considered important for increasing the inclusion of all persons, people with disabilities, and minority ethnic groups.²¹ Comparison to non-ICT businesses shows that the ICT sector provides potential for absorbing foreign investment, exports, new product development, innovation creating higher value products and services, better gender balance, youth inclusion especially at managerial levels, more internships, and systematic involvement in advocacy for policy changes.²² The gender structure in the ICT sector is 80% male and 20% female, which is the same proportion as in the non-ICT sector.²³ At managerial levels, ICT companies have a slightly more balanced gender structure: 20% women in ICT versus 8% in non-ICT companies.²⁴

Energy

Kosovo continues to have electricity cuts, though the situation has improved. The Kosovo Electric Company does not maintain gender-disaggregated data regarding their customers, who makes payments, or who makes complaints. Observation of customers suggests that men tend to pay electricity bills more than women, particularly in rural areas.²⁵ This may be attributed to properties being registered primarily in men's names and that bills tend to be substantially higher than water bills (which women pay). Observations suggest that younger women in Prishtina may be more likely to pay their bills online or via automatic transfer, though further research is needed.

Electric power plants burn lignite coal to generate an estimated 82% of Kosovo's electricity.²⁶ Construction for renewable energy, such as solar, wind, biomass production, and a thermo power plant project "Kosova e Re" are planned. The transition to sustainable energy can create benefits and opportunities for both women and men, such as green job generation, market opportunities, and better health conditions. It is essential to address the barriers that women face in benefiting from and participating in sustainable energy solutions. This involves ensuring equal representation in decision-making; ensuring equal rights to own land, borrow money and make economic decisions; promoting education and training of women on business management and sustainable energy technology, toward securing future jobs.²⁷

Sports

Men and women do not participate equally in any sports. At the junior level, 23% of sports practitioners are girls and 77% are boys.²⁸ Among adults, women comprise 16% of practitioners and men 84%. In some sports, few if any women participate, like: football, boxing, wrestling, and cycling. In other sports, twice as many men participate as women: basketball, handball, swimming, and Taekwondo. Women comprise a majority in volleyball and tennis.²⁹ Several important issues relate to gender equality in sports. *Claiming space*: designated spaces are needed for women and girls' sports activities. In general, access to community areas is primarily granted to men and boys. *Access to resources, structures, and leadership*: sports programs that assure women and girls active board membership in leading positions and equity. *Didactic considerations*: in many cases, sport activities have shown to act as an ideal platform on which to address gender roles among children and adults. Areas with development potential in Kosovo include outdoor sports and courses for women's self-defence.³⁰

Gender and Media

Media do not necessarily have a gender balance in persons interviewed.³¹ Popular talk shows like *Jeta ne Kosove* (Life in Kosovo) host debates on issues related to gender equality. *Kosovo 2.0* has published stories and hosted public events with messages towards advancing gender equality in Kosovo, including related to LGBT rights. In contrast, media coverage of some events may have contributed to gender-based hate crimes, particularly against activists for LGBT rights.³² Several trainings for journalists and editors have dealt with topics related to gender equality (e.g., how you portray women in media or report on GBV). Media in Kosovo reaffirm traditional gender stereotypes of masculinity and femininity.³³ Media present women as models, objectifying women. When it comes to serious topics like finance, employment or politics, generally men are interviewed. Female journalists focus on education, gardening, etc. Political analysis and editorial work is still largely done by men.³⁴

Challenges and Opportunities

In all sectors, gender analysis is needed. Disaggregated statistics are crucial for learning about male and female behaviour, needs, and opportunities. This includes analysis of gender balance at all levels; prevailing norms (e.g., who makes coffee, takes notes, takes decisions); triple roles of men and women (can all personnel participate in late meetings; what improvements help reconcile work/ family life); who controls, uses, and benefits from resources; considering the needs of diverse ethnicities, socio-economic statuses, education backgrounds, disabilities, religions, sexual orientations, and languages. When it comes to planning, meetings, products, and service development women and men should be involved. This will give employers a modern work place that considers the diversity of their clients and personnel. Gender balance in all institutions, organisations and private companies guarantees better synergy effects, better productivity, innovation, professionalism, and better results. By having transparent and gender aware recruitment procedures, employers eliminate possibilities for nepotism and favouritism. Gender analysis can inform the public administration reform process; women and men have equal opportunities; job descriptions are clari-

fied; minimum experience and competencies are put in place and followed for gender equality officers at all levels; principles of equal pay for equal work are followed at all levels as per LGE; and the gender balance is enhanced at all levels. Environmental market studies offer ideas for job creation. Journalists need capacity building and role models for their work.

Annex 1. Statistics

The following statistics are organized in accordance with the topical sections of this report.

Key Actors

Kosovo Police

Kosovo Police by Position and Gender, 2014

Position	Women	Men	Total
All employees	1255 14.5%	7376 85.5%	8631
Director of Police	0	1	1
Cadet	0	2	2
Police Captain	8	128	136
Police Colonel	2	11	13
Police Major	4	26	30
General Assistant Director	0	4	4
Police lieutenant-colonels	3	36	39
Police Sergeant	65	609	674
Civil Staff	385	764	1049
Police Lieutenant	26	276	302
Deputy Director-General of Police	0	2	2
Police Officer	762	5517	6279

Source: Kosovo Police, February 2014

Kosovo Police by Region and Gender, 2014

Location	Women	Men	Total
DPP	332 19%	1406 81%	1738
Ferizaj	84 15%	479 85%	563
Gjilan	122 17%	582 83%	704
Mitrovica	169 15%	987 85%	1156
Peja	113 13%	756 87%	869
Border Police	86 7%	1112 93%	1198
Prishtina	274 17%	1292 83%	1566
Prizren	75 9%	761 91%	836
Police School	0	1	1

Prosecution

Prosecution Institutions by Gender and Ethnicity as of 28 February 2014

	W	M	Albanian	Serbian	Bosnian	Turkish	Goran	RAE	Total
State Prosecution	1	3	4						4
Prosecution Appellate Court	1	7	7		1				8
Basic Prosecution Prishtina	15	13	27	1					28
Basic Prosecution Prizren	6	8	13			1			14
Basic Prosecution Peja	6	6	11		1				12
Basic Prosecution Mitrovica	5	5	8	1		1			10
Basic Prosecution Gjilan	2	12	14						14
Basic Prosecution Gjakova	3	6	9						9
Basic Prosecution Ferizaj	1	8	9						9
Special Prosecution of the Republic of Kosova	3	10	12		1				13
Total	43	78	114	2	3	2	0	0	121
Percent	35.5	64.5	94.2	1.7	2.5	1.7	0	0	100

Source: State Prosecutor, March 2014

Prosecution by Position, Gender, and Ethnicity, 2014

Type of Court	Position	W	M	Position	W	M	Total W	Total M	Minority Ethnicity	
State Prosecution	State Prosecutor	0	1	State Prosecutor	1	2	1	3		
Prosecution Appellate Court	Head of the Appellate	0	1	Prosecutor of the Appellate	1	6	1	7	Bosnian man	1
Basic Prosecution Prishtina	Head of the Basic Prosecution	0	1	Prosecutor of the Basic Prosecution	15	12	15	13	Serbian woman	1
Basic Prosecution Prizren	Head of the Basic Prosecution	0	1	Prosecutor of the Basic Prosecution	6	7	6	8	Turkish man	1
Basic Prosecution Peja	Head of the Basic Prosecution	0	1	Prosecutor of the Basic Prosecution	6	5	6	6	Bosnian man	1
Basic Prosecution Mitrovica	Head of the Basic Prosecution	0	1	Prosecutor of the Basic Prosecution	5	4	5	5	1 Turkish 1 Serbian women	2
Basic Prosecution Gjilan	Head of the Basic Prosecution	0	1	Prosecutor of the Basic Prosecution	2	11	2	12		
Basic Prosecution Gjakova	Head of the Basic Prosecution	1	0	Prosecutor of the Basic Prosecution	2	6	3	6		
Basic Prosecution Ferizaj	Head of the Basic Prosecution	0	1	Prosecutor of the Basic Prosecution	1	8	1	8		
Special Prosecution of the Republic of Kosova	Deputy Head Prosecutor of the SPRK	1	0	Prosecutor of the SPRK	2	10	3	10	Bosnian man	1
Total		2	8		41	71	43	78		7

Source: State Prosecutor, March 2014 (adapted by research team)

Support Staff in the Prosecutorial System in Kosovo as of 28 February 2014

	Gender		Education / Qualification					Ethnicity							Total
	W	M	Lower School	Middle School	High School	Superior Higher	Mr	PhD	Albanian	Serbian	Bosnian	Turkish	Goran	RAE	
State Prosecution	6	6		8		4			12						12
Prosecution Appellate Court	8	5		8		5			13						13
Basic Prosecution Prishtina	42	20	4	43		15			61		1				62
Basic Prosecution Prizren	26	17	1	38	1	3			41			1		1	43
Basic Prosecution Peja	21	16	1	25	1	10			34		3				37
Basic Prosecution Mitrovica	21	6	1	23		3			23	1	3				27
Basic Prosecution Gjilan	28	10	2	24		12			36	1	1				38
Basic Prosecution Gjakova	14	8		16		6			22						22
Basic Prosecution Ferizaj	14	12		15		11			26						26
Subtotal administration & prosecution	180	100	9	200	2	69			268	2	8	1		1	280
Special Prosecution	15	20		20		15			35						35
Subtotal	15	20		20		15			35						35
Kosovo Prosecutorial Council /NJSHPP	5	7		1		11			12						12
Secretariat	12	13		8		17			25						25
Subtotal	17	20		9		28			37						37
Office for Protecting and Assisting Victims	11	20		10		21			27		2	1		1	31
Subtotal	11	20		10		21			27		2	1		1	31
Subtotal overall	223	160	9	239	2	133			367	2	10	2		2	383
Percent	58.2	41.8	2.3	62.4	0.5	34.7			95.8	.5	2.6	.5		.5	
Total		383													

Source: State Prosecutor, March 2014 (adapted by research team)

Assistance Provided by Victims Advocacy and Assistance Office

Types of cases assisted by VAAO	New cases	Protection order requests compiled	Court status	Ongoing cases
Domestic Violence	892			
Identified cases of trafficking	52			
Suspected cases of trafficking	22			
Offenses against sexual integrity (sexual assault, rape, sexual abuse of children, sexual abuse of persons with mental disabilities), and other offenses defined in the Criminal Code, Ch. XX	98			
Murders	1			
Robberies				
Other (including marriage with underage persons, porn, missing persons, intimidation, neglect of children, light bodily injury)	63			
Request for Emergency Protection Order		108		
Request for a Protection Order		409		
Request for Temporary Emergency Protection Order (Police)		2		
Approved by court ruling			386	
Rejected by the court ruling			3	
Withdrawn by the party			131	
Violation (breaking) of the protection order			24	
Hearings				791
Session in Prosecution				164
Legal Advice				1015
Completion of declaration of damage				129
Accelerating of judicial proceedings				90
Assisting at the Centre for Social Work				160
Compilation of various complaints				36
Repeated cases				14
Sheltered cases				73
Total	1128	519	544	2472

Source: State Prosecutor, Victims Advocacy and Assistance Office, March 2014

Media**Radio Television Kosovo Employees by Gender**

Position	Women	Men	Total
News editors	8	5	13
Journalists	10 ³⁵	4	14
All employees	221 33.8%	432 66.2%	653

Source: RTK, February 2014

RTV21 Employees by Gender

Position	Women	Men	Total
General Director	1		1
Deputy General Director	1		1
Directors of Departments	3	7	10
Chief of Departments	3	3	6
Editors	6	9	15
Journalists	14	13	27
Live Directors	3	3	6
Total	31	35	66

Source: RTV21, April 2014

Central Bank of Kosovo**Central Bank Employees**

Year	W	M	Total
2014	95	99	194
2013	93	99	192

Position	W	M
Governor	0	1
Deputy Governor	0	3

Promotions

Year	W	M
2013	8	9

Training Participants

Year	W	M
2013	25	37

Education Financed by the Bank

Year	W	M
2011 - 2013	11	13

Source: Central Bank, February 2014

Human Rights and Justice

Citizenship, Asylum-seekers, and Returns

While the number of women and men renouncing citizenship and requesting citizenship is fairly balanced, far more men (85.5%) seek asylum in Kosovo than women.

Number of Requests for Renunciation of Citizenship by Gender in 2013

	W	M	Total
No. of cases	2437	2745	5182
% of cases	47%	53%	100%
Positive decision	2331	2619	4950
Negative decision	15	18	33
Awaiting decision	91	108	199

Number of Requests for Citizenship by Gender in 2013

	W	M	Total
No. of requests	347	320	667
% of requests	52%	48%	100%
Positive decision	62	62	124
Negative decision	190	182	372
Awaiting decision	95	76	171

Gained Residential Permits by Gender

	W	M	Total
No.	1082	996	2078
%	52%	48%	100%

Asylum-seekers by Gender

	W	M	Total
No.	9	53	62
%	14.5%	85.5%	100%

Asylum-seekers by State, Gender and Age

State	Total (W)	0-13	14-17	18-34	35-64	65+	Unknown
Komoro	1	0	0	1	0	0	0
Nigeria	5	4	0	0	1	0	0
Syria	3	1	0	1	0	1	0
Total	9	5	0	2	1	1	0

Source: Ministry of Internal Affairs, Department of Citizenship Asylum and Migration, "TË DHËNAT STATISTIKORE PËR PERIUdhËN (01 JANAR – 31 DHJETOR) 2013 DSHAM," February 2014

Assistance and Support to Repatriated Persons in 2013

The table below includes 1,305 beneficiaries continuing from prior years and 1,330 new beneficiaries, totalling 2,635. Among them, 1,284 persons were forcibly returned, 872 returned voluntarily, and information does not exist for 479.

Ethnicity	Number	%
Albanian	1224	47%
Roma	433	16%
Ashkali	185	7%
Egyptian	136	5.2%
Bosnian	54	2%
Goran	38	1%
Serb	282	11%
Turk	21	.8%
Unclear	262	10%
Total	2635	

Source: Department for Reintegration of Repatriated Persons, Ministry of Internal Affairs, February 2014

Political Participation and Decision-making

International Actors

Gender (In)equality in Missions to Kosovo (1999-2011)

Mission, Position	Women	Men	% Women
UNMIK SRSGs	0	9	0%
OSCE Heads	0		0%
EULEX (overall) (2011)	637	2175	22.6%
ICO Heads	0	1	0%
KFOR Commanders	0	16	0%

Source: Farnsworth for KWN, 1325 Facts & Fables, 2011, p. 24

National Assembly

Women Elected by Vote and Receiving Seats Due to the Quota

Year	Election	% Women Elected
2007	Parliamentary elections	43%
2010	Parliamentary elections	37%

Source: Compiled from Democracy for Development (D4D), Deconstructing Election Trends, 2000-2010, Prishtina: D4D, September 2011.

Presidency of the National Assembly of the Republic of Kosovo

Position	W	M
Head of the Parliament of the Republic of Kosovo		1
Deputy Heads of the Parliament of the Republic of Kosovo		4

Source: Commission for Human Rights, Gender Equality, Missing Persons and Petitions, 2013

Gender Equality within the National Assembly of Kosovo, 2011/2012

National Assembly Body	Total	W	M	% W	% M
Presidency	6	0	6	0 %	100 %
Committee for Budget and Finances	11	5	6	46 %	54 %
Committee for the Rights, Interests of Communities and for Return	12	5	7	42 %	58 %
Legislation Committee	11	3	8	27 %	73 %
Committee for European Integration	11	5	6	45 %	56 %
Foreign Affairs Committee	9	1	8	11 %	89 %
Committee on Education, Culture, Youth, Sports, Public Administration, Local Government and Media	11	3	8	28 %	72 %
Committee for Economic Development, Infrastructure, Trade and Industry	11	3	8	28 %	73 %
Committee on Health, Labour and Social Welfare	9	4	5	44 %	56 %
Committee on Agriculture, Forestry, Environment and Spatial planning	9	2	7	23 %	77 %
Committee on Internal Affairs, Security and for the oversight of Kosovo Security Force	9	2	7	23 %	77 %
Commission for Supervision of Kosovo Intelligence Agency	9	1	8	11 %	89 %
Commission for Oversight of Public Finances	9	1	8	11 %	89 %
Commission for Human Rights, Gender Equality, Missing Persons and Petitions	9	8	1	88 %	12 %
Total in the Presidency and Commissions	136	43	93	33%	67%
Total in Administration	161	67	94	42%	58%

Source: Commission for Human Rights, Gender Equality, Missing Persons and Petitions, 2013

Positions within the Committees of the National Assembly of the Republic of Kosovo

Standing Committees	Chairperson		Vice Chair		Members		Coordinator	
	W	M	W	M	W	M	W	M
Budget and Finance Committee	1	0	1	1	5	3	0	1
Committee on Rights, Interests of Communities and Returns	1	0	0	2	3	6	1	0
Committee on Legislation	0	1	1	1	1	7	0	1
Committee for European Integration	1	0	0	2	3	5	1	0
Subtotal	3	1	2	6	12	21	2	2
Functional Committees	Chair		Vice Chair		Members		Coordinator	
	W	M	W	M	W	M	W	M
Committee on Foreign Affairs	0	1	0	2	2	4	1	0
Committee for Education, Culture, Youth, Sports, Public Administration, Local Government and Media	0	1	0	2	3	5	1	0
Committee for Economic Development, Infrastructure, Trade and Industry	0	1	1	1	2	6	0	1
Committee on Health, Labour and Social Welfare	0	1	1	1	3	3	1	0
Committee for Agriculture, Forestry, Environment and Spatial Planning	0	1	0	2	2	4	0	1
Committee on Internal Affairs, Security and Supervision of the Kosovo Security Force	0	1	0	2	2	4	0	1
Oversight Committee for Kosovo Intelligence Agency	0	1	0	2	1	5	0	1
Oversight Committee on Public Finance	0	1	0	2	1	5	1	0
Commission on Human Rights, Gender Equality, Missing Persons and Petitions	1	0	2	0	5	1	0	1
Subtotal	1	8	4	14	21	37	4	5
Subcommittees	Chair		Vice Chair		Members		Coordinator	
	W	M	W	M	W	M	W	M
Sub-committee for Mandate, Immunity and Regulation	0	1	N/A	N/A	2	4	0	1
Subtotal	0	1	N/A	N/A	2	4	0	1
Total	4	10	6	20	35	62	6	9
Percent	28.6	71.4	23.1	76.9	36.1	63.9	40.0	60.0

Source: Commission for Human Rights, Gender Equality, Missing Persons and Petitions, 2013

Government**Prime Minister's Cabinet, 2014**

Position	Women	Men
Prime Minister	0	1
Deputy Prime Ministers	1	4

Ministry	Minister		Deputy Ministers	
	W	M	W	M
Ministry of Foreign Affairs	0	1	0	1
Ministry of European Integration	1	0	0	2
Ministry of Justice	0	1	0	2
Ministry for the Kosovo Security Force	0	1	1	2
Ministry of Internal Affairs	0	1	0	3
Ministry of Finances	0	1	0	1
Ministry of Trade and Industry	0	1	0	1
Ministry of Culture, Youth and Sport	0	1	0	3
Ministry of Economic Development	0	1	0	2
Ministry of Education, Science and Technology	0	1	0	3
Ministry of Local Government Administration	0	1	0	2
Ministry of Public Administration	0	1	0	2
Ministry of Infrastructure	0	1	0	2
Ministry of Agriculture, Forestry and Rural Development	0	1	0	2
Ministry of Health	0	1	0	2
Ministry of Environment and Spatial Planning	0	1	0	2
Ministry for Community and Return	0	1	0	2
Ministry of Diaspora	0	1	0	
TOTAL	1	17	1	34
Percent	5.6%	94.6%	2.9%	97.1%

Source: Compiled by research team, 2014

Gender Equality within Ministries

Ministry	Total	W	M	% W	% M
Ministry of Infrastructure (including political staff)	265	67	198	25%	75%
Ministry of Health	127	72	55	57%	43%
Ministry of Economic Development	118	47	71	40%	60%
Ministry of Culture, Youth and Sports	466	172	294	38%	62%
Ministry of Local Government Administration	99	47	52	47%	53%
Ministry of Internal Affairs	855	340	515	40%	60%
Ministry of Work and Social Welfare	905	409	496	46%	54%
Ministry of Environment and Spatial Planning	218	83	135	39 %	61%
Ministry of Agriculture, Forestry and Rural Development	311	82	229	27%	73%
Ministry of Education, Science and Technology	230	109	121	47%	53%
Ministry of Public Administration	380	161	219	43%	57%
Ministry of Trade and Industry	188	68	120	36%	64%
Total	4162	1657	2505	39.8%	60.2%

Source: Commission for Human Rights, Gender Equality, Missing Persons and Petitions, 2013

Gender Equality within Ministries by Position

Ministry	Position	# of Positions	# of Employees	# W. in Leading Positions	# M. in Leading Positions	% W. in Leading Positions	% M. in Leading Positions
Ministry of Labour and Social Welfare	Minister	1	918		1		
	Departments	9		1 Head	9	10%	90%
	Divisions	21		10	11	47.6%	52.4%
	Units	8		5	3	62.5%	37.5%
	Sectors	0		0	0		
	Municipal offices	21		5	16	23.8%	76.2%
	Regional Pension/Retirement Centres	7		2	5	28.6%	71.4%
	Regional Employment Centres	7		0	7		100%
	Vocational Training Centres	8		1	7	12.5%	87.5%
	Social Welfare Centres	3		2	1	66.6%	33.3%
	Executive bodies and work inspectors	4			4		100 %
	Elderly Persons' Home, Social Insurance Institutes and Communities	11		4	7	36.4%	63.6%
Ministry of Culture, Youth and Sports	Minister	1	10	1	5	16.7%	83.3%
	Departments	8	96	2	6	25%	75%
	Divisions	14	80	5	9	35.7%	64.3%
	Units	2	6	2	1	66.7%	33.3%
	Sectors	/	/	/	/	0	0
	Offices	4	18	1	5	16.7%	83.3%
Ministry of Environment and Spatial Planning	Minister	1		/	1	/	/
	Secretary General	1		/	1	/	/
	Head of internal audit	1		/	1	/	/
	Departments	10		2	8	20 %	80%
	Divisions	16		4	12	25 %	75 %
	Units	7		3	4	42.9%	57.1 %
	Sectors	10		5	5	50 %	50 %
	Coordinators	2		2	/	/	/
	Agency for Protecting Kosovo's Environment						
	Chief Executive	1		/	1	/	/
	Director	5		/	5	/	/
	Institute	2		/	2	/	/
	Divisions	1		/	1	/	/
	Sectors	3		/	3	/	/
Ministry of Infrastructure	Minister	1	17	0	13	0%	100%
	Departments	10	226	0	10	0	100%
	Divisions	13	128	2	11	15.4%	84.6%
	Units	9	88	1	8	11.1%	89.9%
	Sectors	10	18	3	7	30%	70%
	Offices	1	5	1	0	100%	0
	Municipal centre						
	Secretary's cabinet	1	23	1	2	33.3%	66.7%
Ministry of Economic Development	Minister	1	14	1	9	10%	90%
	Departments	8	85	2	3	40%	60%
	Divisions	21	81	5	16	30%	70%
	Units	3	12	2	1	67%	33%
	Sectors	/	/	/	/		
	Offices	3	10	1	3	25%	75%
Ministry of Finance	Departments			3			
	Director			1			
	Divisions			5			
	Sectors			12			
	Units			2			
	Other institutions within the Ministry			12			
Ministry of Trade and Industry	Minister			1 (previously)			
	Secretary General			1			
	Departments			2			
	Units			1			
	Offices			2			

Gender Equality within Ministries by Position

Ministry	Position	# of Positions	# of Employees	# W. in Leading Positions	# M. in Leading Positions	% W. in Leading Positions	% M. in Leading Positions
Ministry of Internal Affairs	Departments			4			
	Divisions			7			
	Units			1			
	Municipal Centres'			12			
	Administration			7			
Ministry of Local Government Administration	Director			3			
	Divisions			5			
	Administration			38			
Ministry of Health	Director			3			
	Divisions, units, offices			6			

Source: Commission for Human Rights, Gender Equality, Missing Persons and Petitions, 2013

Gender Equality within the Ministry of Economic Development by Position

Position	# of Positions	# of Employees	# W. in Leading Positions	# M. in Leading Positions	% W. in Leading Positions
Total	142	8	19	30%	70%
Minister's Cabinet	9	2	7	22%	78%
Assisting staff of the Cabinet	7				
Kosovo Geological Institute (4 departments)	8	0	1		
Department of Regional Geology (2 divisions)	2	0			
Department of Sedimentology (3 divisions)	1	0			
Department of Geo-technics (2 divisions)	3	0			
Kosovo Agency of Energy Efficiency (3 divisions)	5	0	1		
Policy and Monitoring Unit of Public Enterprises (17 public enterprises are monitored within this unit)	6	0	1		
Energy Inspectorate	5	0	1		
Secretary General	17	2	3	40%	60%
Department of Economic Development Policies and European Integration (4 divisions within this department)	10	2			
Department of Energy and Mining (4 divisions)	24	0	6		
Department of Post Communication and Information Technology (3 divisions)	10	1	2	33%	67%
Department of Supportive Services (3 divisions)	29	2	2	50%	50%
Legal Department (2 divisions)	5	1	2	33%	67%

Source: Commission for Human Rights, Gender Equality, Missing Persons and Petitions, 2013

Gender Equality within Finance Institutions

Institution	# of Positions	# of Employees	# W. in Leading Positions	# M. in Leading Positions	% W. in Leading Positions	% W. in Institution
Central Administration at the Ministry of Finance	16	165	12	24	7.27%	14.55%
Department of Treasury	1	65	14	12	21.54%	18.46%
Tax Administration of Kosovo	1	755	23	111	17.17%	82.83%
Kosovo Customs	1	583	53	195	9.09%	33.45%
Financial Intelligence Unit	1	18	2	4	11.11%	22.22%
Central Procurement Agency	1	13	2	3	15.38%	23.08%

Source: Commission for Human Rights, Gender Equality, Missing Persons and Petitions, 2013

Gender Equality in the Ministry of Infrastructure, 2013

Year	# W.	# M.	% W.	% M.	Total
2005	69	223	23.63%	76.36%	292
2006	68	212	24.29%	75.71%	280
2007	66	202	24.63%	75.37%	268
2008	71	206	25.63%	74.37%	277
2009	69	197	25.94%	74.06%	266
2010	68	209	24.55%	75.45%	277
2011	67	198	25.29%	74.71%	265
2012	66	206	24.27%	75.73%	272
2013	66	200	24.81%	75.18%	266

Source: Adapted by research team from Ministry of Infrastructure, March 2014

Gender Equality in the Ministry of Culture, Youth and Sports

Gender	No.	%
Women	291	44,49 %
Men	363	55,50 %
Total	654	99.9 %

Employees by Position	# of Employees	W.	M.
Secretary General	1	0	1
Heads of Departments	10	2	8
Head of Internal Audit Unit and the Audit (F)	2	1	1
Executive Leader within the Minister's Cabinet and Assistant	2	2	0
Division leaders	7	4	3
General inspector of education and 5 inspectors	6	4	2
Office leaders	3	0	3
Acting Financial Executive Director	1	0	1
Sectors' leaders and leaders of practice firms	5	2	3
Expert and leader of Centre for Innovation and Technology Transfer	2	1	1
Leader of the sectors of regional inspectors	7	1	6
Kosovo Centre for International Cooperation in Higher Education, Science and Technology	2	1	1
Education inspectors in the regions	39	10	29
Human Rights Coordinator	1	1	0
Coordinator of promoting schools of health	1	1	0
Coordinators and assistant coordinators of Daily Centres and 2 heads of dormitories	7	3	4
NARIC Centre	4	4	0
Officials and IT administrator	71	43	28
Translators (3), editor (1) maintaining technician (1)	5	1	4
Assistant administrator and assistant on admission and dispatch and archives	14	12	2
Transport assistants	12	0	12
Maintenance workers in the sector of the inspectorate and didactic centres in the regions	10	10	0
Security (3), night guard (1) and reception (2)	6	2	4
Total	218	105	113

Ethnicity and Gender in the Ministry of Culture, Youth and Sports

Albanian		Serbian		Bosnian		Turkish		Goran		Ashkali		Roma		Croatian	
W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M
277	350	2	2	2	2	5	4		1			4	4	1	
44.2%	55.8%	50%	50%	50%	50%	55.6%	44.4%		100%			50%	50%	100%	

Decision making Positions

Gender	#	%
Women	14	28%
Men	36	72%

Minister's Cabinet

Gender	#	%
Women	1	10%
Men	9	90%
Total	10	100%

Gender Equality in the Ministry of Education, Science and Technology as of September 2013

Institution	No. of employees	% of employees	Women	Men
Minister's Cabinet	3	1.4	2	1
Deputy Minister's Cabinet	6	2.8	2	4
The Office of the Secretary General	21	9.2	13	8
Department for Development of Coordinators and European Integration	4	1.8	2	2
Legal Department	4	1.8	2	2
Department of Education Inspection	60	27.6	22	38
Procurement Department	4	1.8	2	2
Department of Finances and Staff	20	9.2	12	8
Department of Infrastructure and Technical Services	22	11.0	3	19
Department of Higher Education	9	4.1	6	3
Department of Science and Technology	5	2.3	2	3
Department of Administration and Pre-university Education	24	10.6	15	9
Department for Development of Pre-university Education	25	11.5	15	10
Didactic centres in regions; Head of dormitories in Peja, Prizren	11	5.5	7	4
Total	218	100.0	105	113
Percent			47.9	52.5

Professional qualification of employees	No. of employees	% of employees	Women	Men
PhD	2	0.92	0	2
MA	33	14.7	14	19
University qualification	135	61.2	64	71
Higher Education (SHL)	5	2.3	3	2
High School	37	18.0	18	19
Primary School	6	2.8	6	0
Total	218	100.0	105	113

Nationality of employees	No. of employees	% of employees	Women	Men
Albanian	200	91.7	92	108
Serbian	4	1.8	3	1
Bosnian	8	3.7	4	4
Turkish	3	1.4	3	0
Roma	2	0.9	2	0
Other	1	0.5	1	0
Total	218	100.0	105	113

Source: MEST, September 2013. Note: this includes 10 political staff and 218 civil servants

Gender Equality in the Ministry of Diaspora, 2014

Qualification	#	Ethnic Structure	Total	Women	Men
University	27	Albanian	34		
Higher Education (SHL)		Serbian			
High School	11	Bosnian	2	1	1
		Turkish	2	2	
		Total		18	20
		Average Age		38	40
		Leadership positions		3	5

Source: Ministry of Diaspora, February 2014 (adapted by research team)

Gender Equality in the Ministry of Community and Return (MCR), 2014

Positions	Alb.	Serb	Bos.	Turk.	Egyp.	Ashk.	Gor.	Rom.	Mont.	Total	W	M
Political Staff	0	6	0	0	0	0	1	0	1	8	2	6
Civil servants within the Minister's Cabinet	0	4	0	0	0	0	0	0	0	4	2	2
Cabinet (Level II)	0	0	5	0	0	0	0	0	0	5	1	4
Civil servants' staff	45	25	1	3	0	0	1	0	0	75	30	45
Total %	60%	33%	1%	4%	0	0	1%	0	0		40%	60%
# of Women	20	6	1	2	0	0	1	0	0	30		

Note: Four departments are led by men. There are nine divisions, three of which are led by women (two Albanians and one Serbian).

Gender Structure in Ministry of Community and Return (MCR), December 2013

Positions	Alb.	Serb	Bos.	Turk.	Egyp.	Ashk.	Gor.	Rom.	Mont.	Total	W	M
Political Staff	0	5	0	0	0	0	1	0	1	7	2	5
Civil servants within the Minister's Cabinet	0	3	0	0	0	0	0	0	0	3	2	1
Cabinet (Level II)	0	0	5	0	0	0	0	0	0	5	1	4
Civil servants' staff	45	25	2	3	0	0	1	0	0	76	31	45
Total %	59%	33%	3%	4%	0	0	1%	0	0%		41%	59%
# of Women	20	5	2	2	0	0	1	0	0	30		

Gender Structure in Ministry of Community and Return (MCR), December 2012

Positions	Alb.	Serb	Bos.	Turk.	Egyp.	Ashk.	Gor.	Rom.	Mont.	Total	W	M
Political Staff	0	4	0	0	0	0	1	0	2	7	2	5
Civil servants within the Minister's Cabinet	0	3	0	0	0	0	0	0	0	3	2	1
Cabinet (Level II)	0	0	1	0	0	0	0	0	0	1	0	1
Civil servants' staff	48	26	2	3	0	0	2	0	0	81	32	49
Total %	60%	33%	1%	4%	0	0	1%	0	0%		38%	62%
# of Women	21	6	2	2	0	0	1	0	0	32		

Note: The Secretary General was a woman. Of six Heads of Departments, one was a woman. Of nine divisions, a woman led one.

Gender Structure in Ministry of Community and Return (MCR), December 2011

Positions	Alb.	Serb	Bos.	Turk.	Egyp.	Ashk.	Gor.	Rom.	Mont.	Total	W	M
Political Staff	0	3	0	0	0	0	1	0	2	6	2	4
Civil servants within the Minister's Cabinet	0	3	0	0	0	0	0	0	0	3	1	2
Cabinet (Level II)	0	0	1	0	0	0	0	0	0	1	0	1
Civil servants' staff	48	24	5	3	0	0	2	0	0	82	32	50
Total %	59%	29%	6%	4%	0	0	2%	0	0%		39%	61%
# of Women	18	8	3	2	0	0	1	0	0	32		

Note: The Secretary General was a woman. Of seven Heads of Departments, two were women. Of six divisions, women led two.

Gender Equality in the Department of Civil Service Administration (DCSA)**Gender and Ethnic Structure of Employees in the Civil Service in Kosovo in 2014****Number of Employees in National Administration (Ministries and Agencies) by Ethnicity**

Ethnicity	No. of employees	%
Albanian	26,395	91.28
Serbian	1,438	4.97
Bosnian	385	1.33
Turkish	343	1.19
Goran	69	0.24
Ashkali	27	0.09
Egyptian	20	0.07
Roma	45	0.16
Other	193	0.67
Total	28,915	100.00

Employees at the National Level by Gender

Gender	#	%
Men	18,509	64
Women	10,406	36
Total	28,915	100

Source: Department of Civil Service Administration (DCSA), February 2014

Employees at the Municipal Level by Gender

Ethnicity	No. of employees	%
Albanian	36,839	88.96
Serbian	1,633	3.94
Bosnian	760	1.84
Turkish	342	0.83
Goran	12	0.03
Ashkali	95	0.23
Egyptian	22	0.05
Roma	56	0.14
Other	86	0.21
Other not specified	1,566	3.78
Total	41,411	100.00

Employees at the Local Level by Gender

Gender	#	%
Men	23,480	56.70
Women	16,365	39.52
Unspecified	1,566	3.78
Total	41,411	100.00

Source: Department of Civil Service Administration (DCSA), February 2014

Employees in Republic of Kosovo by Ethnicity

Ethnicity	No. of employees	%
Albanian	63,234	89.92
Serbian	3,071	4.37
Bosnian	1,145	1.63
Turkish	685	0.97
Goran	81	0.12
Ashkali	122	0.17
Egyptian	42	0.06
Roma	101	0.14
Other	279	0.40
Other not specified	1,566	2.23
Total	70,326	100.00

Employees in Republic of Kosovo level

Designation	No. of employees	%
Men	41,989	59.71
Women	26,771	38.07
Unspecified	1,566	2.23
Total	70,326	100.00

Source: Department of Civil Service Administration (DCSA), February 2014

Gender Balance by Political Party

Lëvizja Vetëvendosje! (Position)	Women	Men
Presidency	3 (20%)	12 (80%)
General Secretariat	40%	60%
Party Leader		1
Deputy Party Leader	1	
Parliament (as per quota)	30%	70%
Lëvizja Vetëvendosje! members	21.21%	78.88
Average age of members	34.2	33
Gender representation at the local level (municipality assembly)	40%	60%
Municipal departments (Prishtina)	2 (cadastre, culture)	7

Source: Vetevendosje, March 2014

Gender Balance by Municipality

Municipality	W	M	Total	%	Chair W	Chair M	Dep. Chair F	Dep. Chair M	Direc-tors W	Direc-tors M	Total	Representa-tion in %
Pristina	248	482	730	33.97		1			1	13	14	7.14
Gjilan	81	220	301	26.91				1	0	11	11	0.00
Peja	102	325	427	23.89	1				2	12	12	0.00
Vushtrri	65	175	240	27.08		1			0	11	11	0.00
Fushe Kosove	50	91	141	35.46		1			2	8	10	20.00
Prizren	107	295	402	26.62		1			1	11	12	8.33
Suva Reka	37	155	192	19.27		1			0	9	9	0.00
Stimlje	21	42	63	33.33		1			0	7	7	0.00
Viti	22	146	168	13.10		1			1	6	7	14.29
Kamenica	47	161	208	22.60		1			1	10	11	9.09
Ferizaj	76	220	296	25.68		1			0	11	11	0.00
Mitrovica	99	221	320	30.94		1	1	1	0	11	11	0.00
Novo Brdo	8	43	51	15.69	1			1	1	9	10	10.00
Istog	41	148	189	21.69		1			0	8	8	0.00
Obilic	34	51	85	40.00		1			0	7	7	0.00
Junik	9	45	54	16.67		1			0	6	6	0.00
Gjakova	82	182	264	31.06					2	10	12	16.67
Lipjan	47	143	190	24.74		1			0	13	13	0.00
Gracanice	23	38	61	37.70					1	6	7	14.29
Klokot	13	32	45	28.89				1	1	5	6	16.67
MNAO	21	24	45	46.67	0	0			0	0	0	
Mamush	9	35	44	20.45	1				0	5	5	0.00
Malisheve	25	130	155	16.13					0	11	11	0.00
Skenderaj	38	154	192	19.79					0	9	9	0.00
Dragash	13	127	140	9.29					0	8	8	0.00
Ranilug	15	38	53	28.30			1		1	4	5	20.00
Partesh	8	40	48	16.67					0	8	8	0.00
Shtrepce	24	70	94	25.53					1	6	7	14.29
Glogovac	41	114	155	26.45					1	8	9	11.11
Klina	28	108	136	20.59					0	10	10	0.00
Kacanik	21	106	127	16.54					0	7	7	0.00
Podujevo	50	208	258	19.38					0	10	10	0.00
Rahovec	23	163	186	12.37					0	12	12	0.00
Decan	27	106	133	20.30					0	11	11	0.00
Hani i Elezit	4	47	51	7.84					0	6	6	0.00
TOTAL	1559	4685	6244	24.97		14	2	4	14	301	315	4.44

Source: Ministry of Public Administration, February 2014

Gender Equality within Gjilan Municipality

Within Gjilan's municipality there are 90,015 inhabitants, including 45,323 women/girls and 44,692 men/boys.

Position	Total	Albanian		Serbian		Turkish		Roma		Bosnian	
		M	W	M	W	M	W	M	W	M	W
Head	1	1									
Assembly Leader	1		1								
	1	1									
Director	11	7	3	1							
	1			1							
Manager	2	2									
Chief of Sector	9	8			1						
Other											
Total	26	19	4	2	1	0	0	0	0	0	0

Source: Municipality of Gjilan, February 2014

Health Administration

Position	Total	Albanian		Serbian		Turkish		Roma		Bosnian	
		M	W	M	W	M	W	M	W	M	W
Director	1	1	0	0	0	0	0	0	0	0	0
Deputy Director	2	1	0	1	0	0	0	0	0	0	0
Head of Nursery	19	1	10	1	6	0	1	0	0	0	0
Chiefs of services	19	9	2	5	1	0	1	0	0	0	0
Responsible for services	13	2	11	0	0	0	0	0	0	0	0
Total leading positions	54	14	22	7	7	0	0	0	0	0	0
Other	286	67	161	15	35	1	10	0	0	0	0
Total	340	81	183	22	42	1	10	0	0	1	0

Source: Municipality of Gjilan, February 2014

Education

Position	Total	Albanian		Serbian		Turkish		Roma		Bosnian	
		M	W	M	W	M	W	M	W	M	W
Heads of Primary Schools	27	16	4	7							
Deputy Heads	7	5	2	0							
Secondary School Directors	8	6		1	1						
Deputy Heads	2	2		0	0						
Secretary of the Primary and Secondary School	18	9		8	1						
Employees in Education	1570	741	487	189	127	12					
Libraries (4)	4	4			0	0					
Administration and Technician employees	257	154	29	68	4	1	0	1			
Dormitories	12	9	3		0						
Other											
Total	1905	946	525	273	133	13	10	3	2		

Source: Municipality of Gjilan, February 2014

Other

Position	Total	Total	Albanian		Serbian		Turkish		Roma		Bosnian	
	M	W	M	W	M	W	M	W	M	W	M	W
General Administration	224		201	42	19	16	4	1	0	0	0	0
Registration Centre	5		4	4	1	1	0	0	0	0	0	0
K. Local	10		0	0	10	3	0	0	0	0	0	0
Firefighters	32		32	1	0	0	0	0	0	0	0	0
Total	271		237	47	30	20	4	1	0	0	0	0

Gender-Based Violence

Trafficking

Trafficking Victims Identified in Kosovo by Country of Origin, 2001–2013

Year	Ko-sovo	Mol-dova	Alba-nia	Roma-nia	Ukra-ine	Bul-garia	Ser-bia	Rus-sia	Mace-donia	Po-land	Oth-er	Total
2001	05	94	03	46	18	04	/	02	/		/	172
2002	03	32	09	19	20	06	/	/	/		/	89
2003	15	13	04	05	05	03	04	/	/		1	50
2004	11	17	13	04	/	02	/	/	/		1	48
2005	24	06	06	/	/	06	02	/	/		5	49
2006	20	30	06	/	03	02	/	02	/		03	66
2007	18	03	09	/	/	/	01	/	01		01	33
2008	25	04	03	/	/	01	02	/	/		01	36
2009	16	08	03	/	/	01	01	/	/		/	29
2010	28	01	07				02			01		39
2011	35		01				03					39
2012	29	23	01								01	54
2013	44	/	07				01					52
Total	273	231	72	74	46	25	16	4	1	1	13	756

Source: Kosovo Police, March 2014

Arrests Based on Offenses 2001 - 2013

	Trafficking of human beings	Enabling prostitution	Prostitution	Slavery	Other	Total arrests
2001	25	08	15		4	52
2002	22	49	88		25	184
2003	11	19	33	01	06	70
2004	56		10		11	77
2005	33	15	12	01	40	101
2006	36	21	12		28	97
2007	46	04	13		09	72
2008	68	13	09		08	98
2009	34	03	09		06	52
2010	76	13	27		05	121
2011	91	39	50	01	02	183
2012	121	39	61		07	228
2013	91	35	26	00	30	182
Total	710	258	365	03	181	1517

Source: Kosovo Police, March 2014

Statistics on Cases, Investigations, Arrests and Victims of Trafficking, 2012-2013

Cases / Investigations	2012	2013
Open cases	104	155
Cases processed to Prosecution resulting with criminal charges	100	88
Cases under investigation	48	53
Cases / Criminal Charges according to Criminal Act	2012	2013
Trafficking in Persons	34	38
Facilitating Prostitution	28	18
Exercising Prostitution	38	15
Slavery/forced labour		
Other criminal acts	4	17
Controls of Suspected Bars Conducted	2012	2013
Bars controlled	212	222
Bars closed	33	25

Arrests according to Criminal Action		2012	2013
Trafficking in Persons		121	91
Facilitation/forced Prostitution		39	35
Prostitution		61	26
Other criminal acts		7	30
Total of Arrests		228	182

Source: Directorate for Investigations of Trafficking in Persons, 2014

Victims Identified by Age Group								
Age Group	14-17	18-22	23-25	26-30	31-35	36-40	41-50	Total
2012	12	19	9	9	3	1	1	54
2013	24	13	5	6	2	1	1	52

Source: Directorate for Investigations of Trafficking in Persons, 2014

CSW Assistance Provided to Victims of Trafficking

Year	Adults Local	Adults Int'l	Adults Total	Minors Local	Minors Int'l	Minors Total	Local Total	Int'l Total	Total Victims	Alleged Victims
2011	5	1	6	9	3	12	14	4	18	N/A
2012			43			11	31	23	54	16
2013			27			24	49	3 (2 Roma, 1 Serb)	51	

Source: Calculated by research team based on data provided by MLSW, DSW, High Office for Protection of Victims of Trafficking and Sexual Crimes, March 2014

CSW and Partners' Assistance Provided to Victims of Sexual Crime

2011: 25

2012: 18 children

2013: 16 children (1 abused by family member; 4 by known persons; 11 by unknown persons; all abusers adults)

Source: Data provided by MLSW, DSW, High Office for Protection of Victims of Trafficking and Sexual Crimes, March 2014

Domestic Violence

Cases Reported to Kosovo Police in 2013

Victims	Prishtina	Gjilan	Ferizaj	Peja	Prizren	Mitrovica	Total	Gender %
Women	213	88	102	180	158	128	869	80%
Men	38	36	39	31	36	40	220	20%
Total	251	124	141	211	194	168	1089	
Region %	23.0%	11.4%	12.9%	19.4%	17.8%	15.4%		

Ethnicity	Prishtina	Gjilan	Ferizaj	Peja	Prizren	Mitrovica	Total	Ethnicity %
Albanian	217	101	123	170	151	120	882	81.0%
Serb	13	19	7	3		36	78	7.2%
Bosnian				1	2	4	7	0.6%
Turkish				1	12		13	1.2%
Montenegrin							0	0.0%
Goran			1		7	1	9	0.8%
Roma	6	4		8	6	5	29	2.7%
Ashkali	13		9	13	15	2	52	4.8%
Egyptian				14	1		15	1.4%
Other	2		1	1			4	0.4%
Total	251	124	141	211	194	168	1089	

Source: Kosovo Police, 2014, adapted by research team

Domestic Violence Cases by Type of Crime and Region, 2013

Crime	Prishtina	Gjilan	Ferizaj	Peja	Prizren	Mitrovica	Total
Slavery, slavery-like conditions and forced labour		3					3
Aggravated murder		1		2	1		4
Driven to suicide and assisted suicide					6		6
Intimidation	60	25	37	7	31	21	181
Harassment	1	1				17	19
Attack	40	14	6		19	24	103
Light bodily harm	98	66	71	90	112	58	495
Serious bodily injury	6	1	2	3	1	3	16
Unlawful deprivation of liberty							0
Illegal entrance of housing, facilities		1					1
Rape	1						1
Sexual Assault							0
Degradation of sexual integrity						1	1
Sexual abuse of people with mental or emotional disorders							0
Sexual abuse of persons under sixteen years old							0
Abuse of children in pornography							0
Enabling or liability in prostitution							0
Sexual relations within the family							0
Forced marriage							0
Extramarital relation with a person under sixteen years of age							0
Unlawful taking or retention of a child				2		6	8
Maltreatment or abandonment of a child					1	1	2
Violation of family liabilities	3	2			1		6
Avoiding the securing of living means			1				1
The illegal occupation of property							0
Blackmail							0
Self-judgment							0
Any other action of a family member that may cause or threaten to cause physical pain or mental suffering	1			9	2		12
Causing feelings of fear, personal risk or loss of dignity				3	3	1	7
Physical assault, regardless of the consequences	21	3	7	75		4	110
Insult, offense, offensive name-calling and other ways of violent intimidation	11		4	3	1	17	36
Repetitive behaviours in order to degrade the other person	1	2	1	1	7	1	13
Sexual intercourse without consent and sexual abuse							0
Unlawfully limiting the freedom of movement of the other person			1	1		4	6
Damage or destruction of property and threatening to do this	1	2	2	3	4	3	15
Causing the other person to fear for physical, emotional and economic wellbeing			1	2		1	4
Entry or forcibly removing from the shared residence or dwelling of another person	2		4	8	1	2	17
Kidnapping			1				1
Violation of protection order	5	1	1	2	4	6	19
Total	251	122	139	211	194	170	1087

Relationship between Victim and Perpetrator

Relationship	Prishtina	Gjilan	Ferizaj	Peja	Prizren	Mitrovica	Total	%
Spouses	149	47	52	113	106	105	572	52.6%
Ex-spouses	12	8	9		8	6	43	4.0%
Cohabitation	14		1	5	3	1	24	2.2%
Father – Son	19	18	19	21	33	24	134	12.3%
Father – Daughter	6	5	5	14	4	3	37	3.4%
Mother – Son	5	8	13	19	6	10	61	5.6%
Mother – Daughter		4	1	3	2	2	12	1.1%
Brothers	15	10	17	13	15	10	80	7.4%
Sister – Brother	10	8	5	9	4	2	38	3.5%
Sisters	1		1				2	0.2%
Mother in law – Bride	6	3		3	2	2	16	1.5%
Father in law – Bride	1	5	5	3		3	17	1.6%
Sisters in law	5	1	1	1	2		10	0.9%
Sister in law – Brother in law	4		3	6	4		17	1.6%
Mother in law – Groom		2			2		4	0.4%
Aunt – Grandson		1	1		1		3	0.3%
Uncle – Brother's son		1	1	1	2		5	0.5%
Grandfather – Grandson	1		1				2	0.2%
Grandmother – Grandson							0	0.0%
Grandparent – Granddaughter						1	1	0.1%
Stepmother – Step children		1					1	0.1%
Uncle's son / uncle's daughter	1					1	2	0.2%
Other / unknown	2		4				6	0.6%
Total	251	122	139	211	194	170	1087	

Assistance Provided for Domestic Violence Cases 2011 – 2012

Years	2011	2012
No. of Domestic Violence Cases	1046	1021
Sheltered Victims	108	302
Identified victims, female	813	822
Identified victims, male	239	219
Arrests	228	260
Criminal charges	824	902

Source: Kosovo Police, March 2014

CSW Social and Family Services Provided in Cases of Domestic Violence

In 2013, CSWs provided social and family services related to domestic violence to 285 victims, including 261 adults and 24 children; 253 women and 32 men.

Source: Data provided by MLSW, DSW, High Office for Protection of Victims of Trafficking and Sexual Crimes, March 2014

Domestic Violence Cases, 2006-

Region	2006	2007	2008	2009	2010	2011	2012
Pristina	392	344	295	297	231		
Prizren	251	197	212	206	194		
Peja	234	160	221	217	204		
Mitrovica	178	143	106	142	124		
Gjilan	184	134	101	91	99		
Ferizaj	132	99	99	127	92		
Total	1370	1077	1034	1080	944	1046	1021

Source: Compiled by research team from data provided by Kosovo Police, March 2014

Other Potential Forms of GBV

Murders 2007- 2013

Murders	Total
2007	54
2008	51
2009	56
2010	58
2011	46
2012	55
2013	39

Source: Kosovo Police, March 2014

Cases of Attempted Suicide and Suicide reported to Police, 2001-2013

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Attempted Suicide	41	51	72	202	137	203	221	244	293	372	306	343	236
Suicide	74	51	66	64	56	58	54	58	73	67	52	58	45

While data disaggregated by gender was not provided, representatives of the Kosovo Police commented: “If we refer to an evaluation that was conducted earlier, we can conclude that the largest number of suicides occurred in Pristina region; this might be as a result of Prishtina having the highest number of residents. Such cases are present also through other regions. The age of persons who commit such acts [suicide] differs, but the largest number is ages 18 to 40 years. Regarding gender, the number of men committing suicide is bigger [sic], meanwhile when it comes to attempted suicides, the number of females is higher. Police investigate suspected cases when a person is pushed to such an action, as encouraging suicide is a criminal offense. While the terms of the factors affecting these circumstances are different” (Source: Kosovo Police, March 2014).

Socioeconomic

Informal Work

Cases/Suspensions of Drug Trafficking, Possession and Cultivation by Ethnicity and Gender, 2001 - 2013

Year	Cases	Suspensions	Albanian	Serbian	Other	Female	Male	Trafficking	Possession	Cultivation
2004	213	260	209	40	11	10	250	52	142	19
2005	232	354	340	6	8	12	342	71	145	16
2006	284	511	479	18	14	16	495	93	173	18
2007	306	538	513	20	5	22	516	84	187	35
2008	203	336	321	9	6	13	323	76	104	23
2009	272	414	393	5	16	23	391	90	147	35
2010	313	463	419	22	22	15	448	125	146	42
2011	407	547	507	13	27	18	529	143	234	53
2012	527	818	744	19	55	25	793	153	348	59
Total	2757	4241	3925	152	164	154 3.6%	4087 96.4%	887	1392	300

Source: Kosovo Police, March 2014

Information regarding Credit for Agriculture among Finance Institutions

Offers		Details and documents necessary for application
Raif-feisen Bank	Provides agricultural loans to individual farmers and companies involved in agricultural activities and livestock.	<ul style="list-style-type: none"> - Valid documents of the Republic of Kosovo (identity card, passport). - Credit may be granted without a guarantor - Up to EUR 30,000 does not require a mortgage - The loan is approved within 48 hours - In general, this product is offered as a short or long term loan
Bank for Business	Provides agricultural loans only for existing businesses. Start-up businesses accepted only in case of agreement with institutions such as e.g. agricultural centre.	<ul style="list-style-type: none"> - The Bank enables clients to invest in capacity building for agricultural and livestock production. - The minimum loan amount is: EUR 1000 - Term Loan: up to 60 months - Active business requirement: min 3 months - Deadline for admission: 3 days
Pro Credit Bank	Provides agricultural loans to all customers in and outside Kosovo. - Loans for agricultural investments are term loans, which are used for capital investments in agriculture, mainly for the purchase of fixed assets, land, building farms, greenhouses etc.	<ul style="list-style-type: none"> - Any valid document of the Republic of Kosovo - The minimum loan amount is EUR 3,000 - The duration of the loan is up to 84 months - The credit is allowed within 48 hrs. and payments are realized based on the product sales - The return period is up to 18 months, as well as irregular payments
Economic Bank	Offers Agricultural loans with 0% administrative expenses throughout October. Provides loans to individual farmers and agricultural companies involved in agricultural activities. The product is designed for working capital financing as agricultural inputs, artificial fertilizers, fodder for livestock etc. Financing of investments such as the purchase of equipment, farm expansion, purchase of livestock, etc.	<p>The condition for obtaining agricultural loans is that the client have at least 1 year of work experience in agriculture. The minimum amount is EUR 250. The maximum amount EUR 100,000.</p> <p>Term Loan of up to 4 years. Return of the loan based on the sale of your products. Grace period allowed. Required documents: Identity Card, proof of additional income in the family, administrative prohibition, guarantees Co-loaner Capital.</p>
FINCA	Provides credits in agriculture which is offered to all who wish to increase their agricultural production. Individual farmers are required to provide loans with collateral while those in groups need to guarantee for one another.	<ul style="list-style-type: none"> - The term of the loan up to 36 months, - Amount of credit from EUR 250 to 25,000 - Up to 6 months of grace period. <p>Loan characteristics:</p> <ul style="list-style-type: none"> - No bank account required amount to EUR 5,000 - Pay in instalments weekly, biweekly or monthly
AFK	Offers loans for agriculture through which you can increase the agro economy, the added livestock, farm repair, the purchase of agricultural equipment, to increase the productivity and prepare for the agricultural season and all these favourable conditions.	<p>Available to farmers and agricultural businesses (planting, dairy products, animal fattening, etc.). Purpose of the loan: Purchase of fixed assets, working capital, regulation of barns, buying cattle, seeds, agricultural machinery etc. Households and private persons – maximum EUR 5,000 Registered SMEs (legal persons) – maximum EUR 25,000. Deadline for return: Up to EUR 1,000 - max. 24 months; EUR 1,001 to 3,000 - max. 36 months; 3,001 to 5,000 €- max. 48 months; >EUR 5,000 - max. 60 months. Waiting Period: up to 6 months (the client must pay only the interest).</p>
KEP	Provides loans for agriculture to expand your farm, to increase the fund to livestock, to increase land productivity, agricultural equipment, purchases of new technology, and to borrow cash for seasonal preparation.	<ul style="list-style-type: none"> -The amount – EUR 2,000 - 25,000 -The maximum loan term is 48 months -Flexible Payment Plan -One to two guarantors -Collateral -Document identification -For amounts exceeding EUR 15,000 the mortgage is required - The allowed grace period is up to 6 months

Source: SHE-ERA Women's Business Association, Newsletter, Number 5, January 2014

Gender Disaggregated Participation in Selection of Ministry of Trade and Industry Development Projects

Project	# Women	% Women	# Men	% Women
Business Internship Project (2013)	111	60%	74	40%
Business Park		9%		
Innovation Centre Gjakova	Planned			
Supported G7 Women Chamber of Commerce				
MTI employees (2014)	71	38%	117	62%

The Ministry also offers prizes each year for woman entrepreneurs: most successful woman in production, in field of services, in field of trade, and most creative woman in business. The Ministry has increased the number of women employees 3% since 2012. Since 2010, the percentage of women has increased from 30% to 35% in 2011, 36% in 2012 and 38% in 2013 (*Source: Ministry of Trade and Industry, February 2014*).

Education**Regular Staff for the Academic Year 2013-2014**

Faculty		Position		F	M	Total
Philosophy	Professor			2	9	11
	Associate Professor			0	12	12
	Assistant Professor			1	8	9
	Lecturer / docent			1	0	1
	Assistant			11	15	26
	Total			15	44	59
Philology	Professor			1	7	8
	Associate Professor			6	17	23
	Assistant Professor			11	6	17
	Lecturer / docent			3	0	3
	Assistant			13	6	19
	New Assistant			0	1	1
Mathematical – Natural Sciences	Total			34	37	71
	Professor			0	20	20
	Associate Professor			6	24	30
	Assistant Professor			3	13	16
	Lecturer			0	1	1
	Lecturer / docent			1	0	1
Law or Juris- tic	Assistant			6	23	29
	New Assistant			4	6	10
	Total			20	87	107
	Professor			1	11	12
	Associate Professor			4	7	11
	Assistant Professor			1	6	7
Economy	Lecturer			1	0	1
	Lecturer / docent			1		1
	Assistant			9	21	30
	New Assistant			2	5	7
	Total			19	50	69
	Professor			4	8	12
Engineering and Architec- ture	Associate Professor			4	14	18
	Assistant Professor			6	8	14
	Lecturer / docent			1	0	1
	Assistant			8	10	18
	New Assistant			2	2	4
	Total			25	42	67
Electrical	Professor			0	3	3
	Associate Professor			1	6	7
	Assistant Professor			3	3	6
	Lecturer			3	6	9
	Assistant			8	11	19
	New Assistant			1	0	1
	Total			16	29	45
	Professor			1	8	9
	Associate Professor			1	7	8

and Computing Engineering	Assistant Professor	4	8	12
	Lecturer	0	2	2
	Assistant	2	5	7
	New Assistant	1	3	4
	Total	9	33	42
Mechanical Engineering	Professor	0	16	16
	Associate Professor	0	12	12
	Assistant Professor	1	3	4
	Lecturer	0	1	1
	Assistant	1	3	4
	New Assistant	4	1	5
	Total	6	36	42
Medicine	Professor	11	33	44
	Associate Professor	10	35	45
	Assistant Professor	10	21	31
	Assistant	69	61	130
	New Assistant	21	18	39
	Total	121	168	289
Arts	Professor	5	17	22
	Associate Professor	8	28	36
	Assistant Professor	9	15	24
	Lecturer	1	0	1
	Lecturer / docent	0	1	1
	Korepetitor	2	0	2
	Assistant	4	5	9
	New Assistant	0	0	0
	Total	29	66	95
Agriculture	Professor	0	11	11
	Associate Professor	0	8	8
	Assistant Professor	1	14	15
	Lecturer	1	0	1
	Assistant	5	4	9
	Total	7	37	44
Sport Sciences	Professor	0	5	5
	Associate Professor	0	5	5
	Assistant Professor	1	4	5
	Lecturer	0	1	1
	Assistant	0	2	2
	New Assistant	2	6	8
	Total	3	23	26
Education	Professor	1	5	6
	Associate Professor	5	9	14
	Assistant Professor	4	17	21
	Professor of Higher Education (SHL)	2	1	3
	Lecturer and of Higher Education (SHL) lecturer	1	2	3
	Assistant	11	8	19
	New Assistant	11	6	17
	Total	35	48	83
	Associate Professor	0	4	4
	Assistant Professor	1	2	3
	Professor of Higher Education (SHL)	0	3	3
	Lecturer	1	3	4
	Assistant	1	6	7
	New Assistant	0	0	0
	Total	3	18	21
Total in University level		342 32.3%	718 67.7%	1060

Source: University of Prishtina, March, 2014

Students Enrolled at the University of Prishtina for the 2013/2014 School Year, by Gender

Faculty		Regular						Correspondence								All						%	
		I	II	III	IV	V	VI	All	I	II	III	IV	V	VI	All	I	II	III	IV	V	VI		All
Philosophy	F	640	624	563	0	0	0	1827	325	187	281	97	0	0	890	965	811	844	97	0	0	2717	62%
	All	1102	963	851	0	0	0	2916	567	269	465	198	0	0	1499	1669	1232	1316	198	0	0	4415	
Mathematical – Natural Sciences	F	942	536	720	297	0	0	2495	0	0	0	0	0	0	942	536	720	297	0	0	2495	76%	
	All	1431	711	802	333	0	0	3277	0	0	0	0	0	0	1431	711	802	333	0	0	3277		
Philology	F	872	520	601	292	0	0	2285	269	16	60	12	0	0	357	1141	536	661	304	0	0	2642	74%
	All	1261	670	778	342	0	0	3051	410	20	75	15	0	0	520	1671	690	853	357	0	0	3571	
Law	F	998	578	474	504	0	0	2554	167	73	116	106	0	0	462	1165	651	590	610	0	0	3016	55%
	All	1946	1040	724	874	0	0	4584	353	140	154	238	0	0	885	2299	1180	878	1112	0	0	5469	
Economic	F	1307	1044	2157	0	0	0	4508	344	156	224	0	0	0	724	1651	1200	2381	0	0	0	5232	48%
	All	3141	2109	4043	0	0	0	9293	911	338	452	0	0	0	1701	4052	2447	4495	0	0	0	10994	
Construction architecture	F	126	134	233	56	0	0	549	0	0	0	0	0	0	0	126	134	233	56	0	0	549	26%
	All	571	441	1026	98	0	0	2136	0	0	0	0	0	0	0	571	441	1026	98	0	0	2136	
Electrical and Compu- ting Engi- neering	F	350	188	192	0	0	0	730	0	0	0	0	0	0	0	350	188	192	0	0	0	730	30%
	All	1218	495	686	0	0	0	2399	0	0	0	0	0	0	0	1218	495	686	0	0	0	2399	
Mechanical Engineering	F	33	44	53	15	0	0	145	0	0	0	0	0	0	0	33	44	53	15	0	0	145	13%
	All	483	267	283	104	0	0	1137	0	0	0	0	0	0	0	483	267	283	104	0	0	1137	
Medicine	F	650	843	604	189	195	325	2806	0	0	0	0	0	0	0	650	843	604	189	195	325	2806	62%
	All	910	1260	929	324	388	727	4538	0	0	0	0	0	0	0	910	1260	929	324	388	727	4538	
Arts	F	121	76	67	80	0	0	344	0	0	0	0	0	0	0	121	76	67	80	0	0	344	54%
	All	248	131	124	137	0	0	640	0	0	0	0	0	0	0	248	131	124	137	0	0	640	
Agriculture & Veterinary	F	137	53	46	3	24	0	263	0	0	0	0	0	0	0	137	53	46	3	24	0	263	23%
	All	691	219	179	35	31	0	1155	0	0	0	0	0	0	0	691	219	179	35	31	0	1155	
Geosciences &Technology - Mitrovica	F	118	25	67	0	0	0	210	0	0	0	0	0	0	0	118	25	67	0	0	0	210	35%
	All	338	80	181	0	0	0	599	0	0	0	0	0	0	0	338	80	181	0	0	0	599	
Sport Sci- ences	F	39	28	27	37	0	0	131	0	0	0	0	0	0	0	39	28	27	37	0	0	131	15%
	All	279	196	162	209	0	0	846	0	0	0	0	0	0	0	279	196	162	209	0	0	846	

Kosovo Country Gender Profile

Education	F	1760	386	335	511	0	0	2992	123	0	0	0	0	0	123	1883	386	335	511	0	0	3115	86%
	All	1982	425	371	688	0	0	3466	141	0	0	0	0	0	141	2123	425	371	688	0	0	3607	
Applied Technical Sciences - Mitrovica	F	82	24	98	0	0	0	204	0	0	0	0	0	0	0	82	24	98	0	0	0	204	32%
	All	264	75	289	0	0	0	628	0	0	0	0	0	0	0	264	75	289	0	0	0	628	
Applied Technical Sciences - Ferizaj	F	90	33	36	0	0	0	159	0	0	0	0	0	0	0	90	33	36	0	0	0	159	34%
	All	307	73	81	0	0	0	461	0	0	0	0	0	0	0	307	73	81	0	0	0	461	
	F																					24758	54%
	All																					45872	

Sectors

Kosovo Electricity Distribution and Supply Company (KEDS)

Workers at KEDS	No.	Average Age	Director/Manager	Head of sectors
Women	307	45.31	19	16
Men	2299	43.14	47	27
Total	2606	43.4	66	43

Workers at Water Company “KUR Prishtina”, February 2014

		Women	Men	All
By qualification	<i>Employees in total</i>	64 12%	466 88%	530
	<i>Superior Professional Preparation - M</i>	2	7	9
	<i>Superior Professional Preparation</i>	11	27	38
	<i>High Professional Preparation - Master</i>	3	3	6
	<i>High Professional Preparation</i>	14	37	51
	<i>Middle Professional Preparation</i>	31	318	349
	<i>Primary School</i>	/	19	19
	<i>High Qualification</i>	/ /	4	4
	<i>Semi Qualified</i>	/	3	3
	<i>Diploma, certificate</i>	3	32	35
	<i>Different levels</i>	/	16	16
Ethnicity	<i>Albanian</i>	64	441	505
	<i>Serbian</i>	/	22	22
	<i>Bosnian</i>	/ /	1	1
	<i>Turkish</i>	/	1	1
	<i>Roma</i>	/	1	1
By AGE	Up to 30 yr.	9	29	
	31-40	21	79	
	41-50	19	144	
	51-60	14	159	
	Above 60 yr.	1	55	
Family status	Single	11	26	
	Married	46	432	
	Widowed	7	8	

Source: Water Company “KUR Prishtina”, 2014

Annex 2. Research Participants

Person	Title	CSO/Institution/Business
Adelina Kadiri Sokoli		MI
Adem Ademi	Judge	Basic Court (Civil Cases)
Adile Shaqiri	High Office for the Protection of Victims of Trafficking and Sexual Crimes	MLSW, DSW
Aferdita Tahiri	Programming and cross-cutting issues in Cooperation Section	EU Office
Afijete Sada Glllogjani	Judge	Basic Court (Civil Cases)
Agim Bahtiri	Mayor	Municipality of South Mitrovica
Agim Ceku	Minister	Ministry for the Kosovo Security Force
Agron Vrenezi	Legal Officer	OHCHR Kosovo
Ajshe Zhitija		Energetix
Alban Hashani	Research Director	Riinvest Institute
Albana Morina		Carto Pinyto
Albulena Maloku	High Officer for Information	Ministry of Agriculture, Forestry and Rural Development
Anna Gay	Senior Adviser	OSCE
Antigona Shestan		Organization for Persons with Muscular Dystrophy in Kosovo (OPDMK)
Anton Berishaj	Professor	University of Prishtina, Sociology Department
Anton Kobakov	Head of Office	European Bank for Reconstruction and Development (EBRD)
Ardian Gjini	Head of the Parliamentary Group	AAK (Alliance for the Future of Kosovo)
Ariana Dizdari	Child Protection Associate	UNICEF
Ariana Suka	Assistant to Deputy Minister	Ministry of Internal Affairs
Arijeta Himaduna		UN - HABITAT
Arizona Baxhaku		N.SH. A-Travel
Arta Alla	Inclusive Development Advisor	USAID/Kosovo
Arton Osmani	Agriculture and Rural Development Team in the Cooperation Section	EU Office
Asrije Bajgora Fetahu		Public Health Centre (QKUK)
Avdi Berisha	Captain; Chief of Investigation	Gjakova Police Station
Basa Veseliv		Women's Rights Organisation
Bedri Hamza	Governor	Central Bank
Bedrije Shala		Violetë
Behxhet Haliti	Director General	Tax Administration
Bekim Jakupi	Treasury Director	KEDS Electricity Company
Berat Thaqi	Researcher	GAP Institute for Advanced Studies
Berenika Gashi		UNDP
Bernard Nikaj	Minister	Ministry of Trade and Industry
Besa Berisha		Univerzum Audit
Besa Qirezi		MKK
Besnike Koçani		Kosovo Civil Society Foundation
Bled Maliqi		Norwegian Embassy
Blerta Avdili		NGO QESH
Blerta Deliu-Kodra	Deputy	Assembly of Kosovo and Commission for European Integration

Person	Title	CSO/Institution/Business
Boban Simic	Project Manager	UNDP
Brikena Sylejmani	Gender Advisor	UNDP
Bujar Nura		Kosovo Development Centre
Buqe Kelmendi	Public Administration Reform Team in the Cooperation Section	EU Office
Christof Stock	Head of Cooperation Section	European Office in Kosovo
Dashurije Saiti		NGO Sara
Destan Krasniqi	Executive Director	Kosovo Development Centre Gjakova
Dhurata Bardoniqi		G7 and ARKTING
Dile Prekpalaj		Women Milk Producer
Don Lush Gjergji	Priest	Catholic Church
Donika Kadaj	President, MP	Women's Caucus of AAK
Dragana Stolic	Project Officer	EU Office
Drita Klaiqi	Officer for Gender Equality	Municipality of Gjilan
Drita Vukshinaj		Women for Women with Disabilities Prizren
Edi Gusia	Head DRM AGE	Agency for Gender Equality, OPM
Edis Agani	Rule of Law Team in the Cooperation Section	EU Office
Edita Tahiri	Deputy PM and Coordinator of Brussels talks	Government of Kosovo
Edona Baruti	High Officer for European Integration	Ministry of Internal Affairs, Department for European Integration and Political Coordination
Edona Hajrullahu	Chief Executive	Agency for Gender Equality, OPM
Ehat Miftaraj	Director	Kosovo Prosecutorial Council, Unit for Evaluation of Prosecutors Performance
Eljana Naka	Secretary General	Ministry of Trade and Industry
Emirë Kuçi		GAC
Emma Bergenholtz		Swedish Embassy
Emma Ollion	Pub. Inf. Officer	IOM
Enver Peci		Kosovo Judicial Council (KJC)
Eriola Bibolli		ProCredit
Fadil Isufi	UNKT Municipal Coordinator in Gjakova	Domestic Violence Coordination Mechanisms
Fahrije Qorraj Kaloshi		Ministry of Economic Development
Fakete Muhaxhiri Elelzi	Acting Head	Regional Employment Centre
Fatime Jasiqi		MEST
Ferid Agani	Minister	Ministry of Health
Ferinaze Isufi		MLSW
Flora Brovina	Deputy	PDK
Flora Kelmendi	Gender Responsible	World Bank
Flora Macula		UN WOMEN
Florentina Beqiraj		Ministry of Justice
Florin Lila	Executive Director	Finca
Gaby Hagmüller	Social Development Team in the Cooperation Section	EU Office
Gani Seferi		Ministry of Trade and Industry
Ganimete Aliu	Officer for Gender Equality and Equal Opportunities	Human Rights Unit
Gentijana Dërdovski		NGO Dora Does
Gëzime Rexhepi		I.P. "Bardha"

Person	Title	CSO/Institution/Business
Çollaku		
Gjelosh Vataj	Chief Executive	Regional Water Company J.S.C. Prishtina
Gjon Luli	Head	Centre for Social Work
Gyltene Retkoceri		NGO Aureola
Habibe Bytyqi	Coordinator for Human Rights and Gender Equality	Municipality of Suhareka
Habibe Haxhimustafa	Coordinator	Human Rights Unit and Office for Gender Equality
Hajredin Kuçi	Minister, Deputy Prime Minister	Ministry of Justice
Helen Belcastro		Swedish Embassy
Henriette Kötter	First Secretary Head of Development Cooperation	German Embassy
Hyka Imeri	MGEO	Municipality of Prishtina
Hysni Shala	Lieutenant, Chief	Human Rights Unit and Office for Gender Equality, Kosovo Police
Igballe Rogova	Executive Director	Kosovo Women's Network
Iliriana Gashi	Country Director	Women for Women International
Ismet Kabashi	Head	Kosovo Prosecutorial Council
Isuf Halimi		ISDY
Iva Ulmannova	UNV	UN Women
Jan Peter Olters	Head	World Bank
Jeta Krasniqi	Advisor to the President	Republic of Kosovo
Jeton Mehmeti	Research Director	GAP Institute for Advanced Studies
Jutta Marjanen	Gender Advisor	OSCE
Kadrije Myrtaj		Ministry of Public Administration
Kastriot Halili		Ministry of European Integration
Kimete Hoxha		NGO Sara
Krenare Hajredini		The Association of Deaf Women
Krenare Bektachi		Ministry of European Integration
Lendita Kastrati	Executive Director	Kosovo Women's Chamber of Commerce (G7)
Leonora Jakupi		Meridian Corporation
Leonora Selmani		Agency for Gender Equality, OPM
Lina Andeer		Kvinna till Kvinna
Linda Abazi	Program Assistant	UNFPA
Linda Gusia	Professor	University of Prishtina, Sociology Department
Linda Wallberg	Head of Administration	Swedish Embassy
Lirije Kajtazi	Deputy	LDK
Lorik Arifaj	Chief Editor	RTK
Luljeta Avdiq		NGO Dora Does
Luljeta Gjonbalaj		USAID
Luljeta Vuniqi	Executive Director	KGSC
Lulzim Beqiri	Secretary General	Ministry of Justice
Lumir Abdixhiku	Executive Director	Riinvest Institute
Lumnije (Zeka) Asllani		D.P.T Beauty Centre "Eve"
Lumnije Bajrami	Head of International Relations Office	University of Prishtina "Hasan Prishtina"
Lumnije Grajçevci		NGO Aureola
Lura Pollozhani		ECMI Kosovo
Lutfi Haziri	Mayor	Municipality of Gjilan
Magbule Hyseni		Initiative for Agricultural Development of

Person	Title	CSO/Institution/Business
		Kosovo (IADK)
Maria Berishaj		OSCE
Maria Melbing	Counsellor, Head of Development Cooperation	Embassy of Sweden
Marte Prekpalaj		Visionary Women of the 21st Century
Melvin Asin	Deputy Head of Cooperation Section	European Office in Kosovo
Merita Kernja	Office Manager	IMF
Mihane Berisha	Professor	University of Prishtina, Economics Department
Mimoza Godanci		
Miradije Gashi - Sheremeti		NGO Venera
Mirlinda Kusari Purrini	Executive Director	Women's Business Association SHE-ERA
Mirniye Stublla		Swedish Embassy
Muhamet Gjocaj		Department of Social Welfare
Mybexhel Zhuri	Coordinator for Human Rights	Municipality of Prizren
Myzafer Jëlliqi		NGO Sara
Nadire Thaçi - Kryeziu		Radio Prizreni
Nafiye Gashi		Women for Women with Disabilities
Natasha Barfield	GFP	UNMIK
Nazmije Kajtazi		Ministry of Health
Nenad Rasic	Minister	MLSW
Nerimane Kamberi	Professor	University of Prishtina, Philosophy Department
Nexhmije Shala	Coordinator for Human Rights and Gender Equality	Ministry of Trade and Industry
Nezaqete Rukovci		Ministry of Culture, Youth and Sports
Nikson Mirdita	Senior Manager	Tax Administration of Kosovo
Nina Pronin	Human Rights Officer	UNMIK Mitrovica
Nita Gojani		UN Women
Nita Luci	Professor	University of Prishtina, Anthropology Department; Head of University Program for Gender Studies and Research
Nora Hasani Llapashtica		German Embassy
Nora Huseinovic		ECMI Kosovo
Nora Sahatçiu		UNDCO
Nuriye Kollani		DPT Eta
Premtime Preniqi	Coordinator	Municipality of Prishtina
Qelebije Shehu		Visionary Women of the 21st Century
Qendrese Kastrati		British School
Osman Rraci	Project Specialist Small Business Support Team	EBRD
Remzie Maloku	MGEO	Municipality of Klina
Resmija Rahmani		OPDMK
Rexhep Qarri	Social worker & Leader of the Task Force for Minors	Centre for Social Work
Ruzica Simin		Women's Rights Mitrovica
Safet Kamberi	Deputy Mayor	Municipality of Mitrovica
Sasa Rasic	Deputy Minister, National Coordinator for Trafficking in Human Beings	Ministry of Internal Affairs
Sebahate Çorkadiu	MGEO	Municipality of Peja

Person	Title	CSO/Institution/Business
Selim Thaci	Economist	International Monetary Fund
Sevdie Hajrullahu		Tailoring
Sheilla Avdiq		NGO Dora Does
Shemsije Hoxha		NGO Sara
Shpend Maxhuni	Head	Police
Shpend Nura		BPB
Shpresa Agushi	Executive Director	Network of Roma, Ashkali, and Egyptian Women's Organizations in Kosovo
Shpresa Kutllavci	Assistant	Kosovo Prosecutorial Council
Shpresa Makasqi		ShZAP Prizren
Shpresa Uka		NGO Teuta
Shpresa Zariqi		Agency for Gender Equality, OPM
Sigrid M.		PPSE CSDC
Steliane N.		UNDP
Syzane Aliu		J.S.C. Magic Ice
Tahibe Canolli	Colonel, Director of Division for Personnel and Administration, Head	Association of Women Police Officers, Kosovo Police
Tatjana Shikoska		OSCE
Teki Shala	Director of Finance	Municipality of Gjakova
Valbona Hoxha Ajeti		Sapuni Natyral "Valbona"
Valona Kryeziu		NGO Dora Does
Vetone Veliu		Mitrovica Women's Association for Human Rights
Victoria Bullock	Special Assistant to Deputy Head of Mission	EULEX
Violeta Rexha	Gender Advisor	EULEX
Visar Bivolaku	Political Section	EU Office
Visar Kryeziu		Terre des Hommes
Visar Ymeri	Head of the Parliamentary Group	Vetvendosje
Visare Gorani Gashi	Program Officer, Development Cooperation	Swedish Embassy
Vjollca Gjonbalaj	Associate Program Officer	UNHCR
Vjosa Curri		NGO Dora Does
Vlora Krasniqi		NGO QESH
Xheraldina Vula	Deputy General Director	RTV21
Zejnel Morina	Head of Administration	Hospital
Zyhdi Haziri	President	Basic Court in Gjilan Municipality

Bibliography

- Abdixhiku, Lumir. "Roli e Gruas në Ekonominë Kosovare" [Role of Women in Kosovo's Economy]. *Koha Ditore*. Prishtina: 8 March 2012.
- Aleanca Kosova e Re [New Alliance of Kosova, AKR]. *Electoral Program of New Alliance of Kosova*. Prishtina: AKR. At: <http://akr-ks.com/wp-content/uploads/2013/11/programi.pdf>.
- Aleanca për Ardhmërinë e Kosovës [Alliance for the Future of Kosovo, AAK]. *Political Program of the Alliance for the Future of Kosovo*. Prishtina: AAK, 2010. At: <http://www.aak-ks.net/?id=19>.
- Amnesty International. *Kosovo (Serbia and Montenegro): "So does it mean that we have the rights?" Protecting the human rights of women and girls trafficked for forced prostitution in Kosovo*. 2004.
- Assembly of Kosovo. Commission for Human Rights, Gender Equality, Missing Persons and Petitions (Komisioni për të Drejtat e Njeriut, Barazi Gjinore, Persona të Pagjetur dhe Peticione), *Raport Mbi qëndrueshmëri të Ligjit për Barazi Gjinore nr. 2004/2 të Republikës së Kosovës [Report Monitoring the Implementation of the Law for Gender Equality nr. 2004/2 of the Republic of Kosovo]*. Prishtina: July 2013.
- Barker, Gary, Pavlak Piotr. *Understanding Young Men and Masculinities in the Balkans*, 2013.
- Borges, Alicia and Farnsveden, Ulf. *Gender and Skills Development*. Background Paper for EFA Global Monitoring Report, United Nations Girls' Education Initiative (UNGEI). New York: 2012.
- Burkeman, Oliver. "UN 'ignored' abuse at Kosovo mental homes." *The Guardian*. 8 August 2002. At: <http://www.theguardian.com/world/2002/aug/08/balkans.unitednations>.
- Catalyst. "The Bottom Line - Connecting Corporate performance and Gender Diversity." NYC: Catalyst, 2007.
- Centre for Research, Documentation and Publication (CRDP). *Report on Law: Monitoring of Law No. 4/L-054 "on the Status and the Rights of the Martyrs, Invalids, Veterans, Members of Kosovo Liberation Army, Civilian Victims of War and Their Families*. Prishtina: CRDP, March 2014
- Civil Rights Defenders. *Country Report: Human Rights in Kosovo*. October 2012. At: <http://www.civilrightsdefenders.org/country-reports/human-rights-in-kosovo/>.
- Constitutional Court. Judgement in Case No. KI 41/12 applicants Gezim and Makfire Kastrati against Municipal Court in Prishtina and Kosovo Judicial Council. At: http://www.gjkk-ks.org/repository/docs/gjkk_ki_41_12_ang.pdf.
- Cozzarelli, Cathy for USAID. *Country Gender Assessment for USAID/Kosovo*. Version for External Audiences. Prishtina: USAID, 2012.
- Democracy in Action. *2010 Parliamentary Elections Monitoring Report*. Prishtina: Democracy in Action, 2011. http://www.demokracianeveprim.org/publikime/Report%20of%20Parliamentary%20Elections%202010_ENG.pdf.
- _____. *There Are No Free Elections Without Good Intentions: Observation Report of Local Elections 2013*. Prishtina: Democracy in Action, February 2012. At: <http://www.demokracianeveprim.org/publikime/ElectionMonitoringReport2013.pdf>.
- Democracy for Development (D4D). *Deconstructing Election Trends, 2000-2010*. Prishtina: D4D, September 2011. At: <http://d4d-ks.org/assets/2012/09/2011-09-22-Election-Deconstructing-Election-Trends-2000-2010.pdf>.
- Demolli, Luljeta for KGSC. *Perceptions of Civil Servants regarding Sexual Harassment in the Workplace*. Prishtina: KGSC, 2010. At: <http://www.womensnetwork.org/documents/20130510152601762.pdf>.
- EBRD. *A guide to Integrating Social and Gender Interests into the Municipal Service Provision of Transport Services*. 2013.
- _____. *Strategy for Kosovo 2013*.
- European Commission (EC). *Commission Staff Working Document: Kosovo* 2013 Progress Report*. Brussels: EC, 2013. At: http://ec.europa.eu/enlargement/pdf/key_documents/2013/package/ks_rapport_2013.pdf.
- _____. Council Directive 2000/43/EC of June 2000 on Implementing the Principle of Equal Treatment between Persons Irrespective of Race or Ethnic origin.
- _____. Council Directive 2000/78/EC of November 2000.
- _____. *Feasibility Study for a Stabilisation and Association Agreement between Kosovo and the EU*, 2012. At: http://ec.europa.eu/enlargement/pdf/key_documents/2012/package/ks_feasibility_2012_en.pdf.
- _____. *Kosovo Progress Report 2011*. At: http://ec.europa.eu/enlargement/pdf/key_documents/2011/package/ks_rapport_2011_en.pdf.
- _____. *Visa Liberalisation with Kosovo Roadmap*. 2012. At: http://eeas.europa.eu/delegations/kosovo/documents/eu_travel/visa_liberalisation_with_kosovo_roadmap.pdf.
- European Parliament. Resolution of 29 March 2012 on the European Integration Process of Kosovo (2011/2885(RSP)). At:

- <http://www.europarl.europa.eu/sides/getDoc.do?type=MOTION&language=EN&reference=B7-0187/2012>.
- European Partnership Action Plan 2012. Kosovo Ministry of European Integration. 2012. At: http://www.mei-ks.net/repository/docs/European_Partnership_Action_Plan_2012.pdf
- FAO programme. "Food Security". At: <http://www.fao.org/gender/gender-home/gender-programme/gender-food/en/>.
- Farnsveden, Ulf and Nicole Farnsworth for Orgut Consulting for Sida. *Gender Study in Kosovo: Review of the implementation of the Law and Program on Gender Equality in Kosovo*. Prishtina: Sida, December 2012.
- Farnsworth, Nicole (ed.) for KWN. *1325 Facts & Fables: A collection of stories about the implementation of United Nations Security Council Resolution 1325 on Women, Peace, and Security in Kosovo*. Prishtina: KWN, 2011. ISBN 978-9951-8757-9-0. At: <http://www.womensnetwork.org/documents/20130120165559661.pdf>.
- ____ and Ariana Qosaj-Mustafa for KWN for the Agency for Gender Equality. *Security Begins at Home: Research to Inform the First National Strategy and Action Plan against Domestic Violence in Kosovo*. Prishtina: Agency for Gender Equality, 2008.
- ____, Ariana Qosaj-Mustafa, Milva Ekonomi, Ada Shima and Dua Dauti-Kadriu for KWN. *At What Cost? Budgeting for the Implementation of the Legal Framework against Domestic Violence in Kosovo*. Prishtina: KWN, 2012.
- ____ and Elmaze Gashi for KWN and Alter Habitus. *Where's the Money for Women's Rights: A Kosovo Case Study*. Prishtina: KWN, 2013. At: <http://www.womensnetwork.org/documents/20140109133636572.pdf>.
- FRIDOM. *Functional Review of Human Rights and Gender Equality System*. 2010. Report at: http://map.rks-gov.net/userfiles/file/FRIDOM/Fridom_en/Horizontal_Reviews/Functional_Review_of_Human_Rights_and_Gender_Equality_System_211e.pdf
- Government of the Republic of Kosovo, Office of the Prime Minister, Agency for Gender Equality. *Prezantimi i Grave n Mediat e Shkruara 2010-2011 [Presentation of Women in Written Media]*. Prishtina: AGE, 2012.
- Glovackas, Sergejus. *The Informal Economy in Central and Eastern Europe*. 2005.
- Heise, Lori, "Violence against Women: An Integrated, Ecological Framework." *Violence against Women*. 4. 1998.
- Hope Fellowships, Economy Committee. *Women in Kosovo's Economy*. Prishtina: Hope Fellowships, 2014.
- Human Rights Watch (HRW). *Kosovo: Poisoned by Lead*. USA: HRW, 2009. At: http://www.hrw.org/sites/default/files/reports/kosovo0609web_0.pdf.
- Huygens, Pierre, Eva Marn, and Nenad Maksimovi . *Situation and Response Analysis: LGBT Vulnerability in Kosovo in 2012: In the name of "Tradition"*. 2013.
- ICRW. *Evaluating the Implementation and Effectiveness of CARE International Balkans' Young Men Initiative*. 2013.
- International Lesbian, Gay, Bisexual, Trans & Intersex Association - Europe Region. *ILGA-Europe's submission to the European Commission's 2011 Progress Report on Kosovo*. Brussels: ILGA Europe, 2011.
- ____. *ILGA-Europe's submission to the European Commission's 2012 Progress Report on Kosovo*. Brussels: ILGA Europe, 2012.
- ____. *ILGA-Europe Annual Review of the Human Rights Situation of Lesbian, Gay, Bisexual, Trans and Intersex People in Europe 2011*. Brussels: ILGA-Europe, 2012, pp. 93-94.
- Jones, Adam (ed.). *Gendercide and Genocide*. Vanderbilt University Press, 2004.
- Knaus, Verena. *No Place to Call Home - Repatriation from Germany to Kosovo as seen and experienced by Roma, Ashkali and Egyptian children*. UNICEF Kosovo and the German Committee for UNICEF. 2011. At: http://www.unicef.org/kosovoprogramme/No_Place_to_Call_Home_English_2011.pdf.
- ____ and Peter Widmann. *Integration Subject to Conditions - A report on the situation of Kosovan Roma, Ashkali and Egyptian children in Germany and after their repatriation to Kosovo*. UNICEF Kosovo and the German Committee for UNICEF. 2010. At: http://www.unicef.org/kosovoprogramme/RAEstudy_eng_web.pdf.
- Kosovar Institute for Policy Research and Development (KIPRED) and Democracy in Action. *Analiz e Zgjedhjeve: Trendit dhe Mimet e Nxjerra*. Prishtina: KIPRED, 2008. At: http://www.kipred.org/advCms/documents/55131_alb_analysis.pdf.
- ____. Krasniqi, Albert for KIPRED. *Local Elections in Kosovo 2013: Overview and recommendations for electoral reform*. KIPRED, 2014. At: http://www.kipred.org/advCms/documents/46582_KIPRED_Zgjedhjet_lokale_2013-Veshtrim_i_pergjithshem.pdf.
- ____. Qosaj-Mustafa, Ariana for KIPRED. *Strengthening Women's Citizenship in the Context of State-Building: Kosovo Security Sector and Decentralisation*. 2010. At: http://www.kipred.org/advCms/documents/6103_Kosovo_womens_citizenship_state_building.pdf.

- Kosovar Gender Studies Centre (KGSC). *Gender Audit of European Union Projects in Kosovo*. Prishtina: KGSC, 2010. At: http://kgscenter.net/index.php?option=com_content&view=article&id=75%3Aauditimi-gjinor-i-projekteve-te-bashkimit-evropian&catid=7%3Ahulumtime&Itemid=10&lang=en.
- _____. *History is Herstory, too*. Prishtina: KGSC, 2008.
- _____. *How Do Women Vote in Kosovo? II*. Prishtina: KGSC, 2013.
- _____. *Image of Women Politicians in the Kosovo Media*. Prishtina: KGSC, 2009. At: [http://www.fes-prishtina.org/wb/media/Publications/2009%20and%20earlier/Image%20of%20Woman%20Politicians%20in%20the%20Kosovo%20Media%20\(English\).pdf](http://www.fes-prishtina.org/wb/media/Publications/2009%20and%20earlier/Image%20of%20Woman%20Politicians%20in%20the%20Kosovo%20Media%20(English).pdf).
- _____. *Monitoring Security in Kosovo from a Gender Perspective*. Prishtina: KGSC, 2007.
- _____. *Research Studies: The Study on the Impact on Women from Cutbacks in the Kosovo Civil Service*. Prishtina: KGSC, 2004.
- _____. and RROGRAEK. *Position of Roma, Ashkali and Egyptian Women in Kosovo*. Prishtina: KGSC, 2009. At: <http://www.womensnetwork.org/documents/20130529134917547.pdf>.
- Kosovar Stability Initiative (IKS). *A Power Primer: A Handbook to Politics, People and Parties in Kosovo*. Prishtina: IKS, 2011, at: http://www.iksweb.org/repository/docs/politicalandscape_ENG_913183.pdf.
- _____. *Education or Subjugation? A report on violence against children in schools*. Prishtina: IKS, 2013. At: http://www.iksweb.org/repository/docs/IKS_Dhuna_ne_shkolle_2013_850907.pdf.
- _____. *Thinking Green*, Prishtina: IKS, 2009. At: http://www.iksweb.org/repository/docs/enThinking_Green_274022.pdf.
- Kosovo Women's Network (KWN). *Little Grants, Big Changes 2013*. Prishtina: KWN, 2013. At: <http://www.womensnetwork.org/documents/20140128124024267.pdf>.
- _____. *Kosovar Women's Voice*. March 2014.
- _____. "KWN Condemns Attack against Human Rights Activist Nazlie Bala". 28 March 2013. At: <http://www.womensnetwork.org/?FaqeID=1&n=61>.
- _____. "KWN Strategic Plan for 2011-2014." Prishtina: KWN, 2011. At: http://www.womensnetwork.org/documents/kwn_strategic_plan_2011_2014_en.pdf.
- _____. *Monitoring Implementation of United Nations Security Council Resolution 1325 in Kosovo*. Prishtina: KWN, 2007. At: <http://www.womensnetwork.org/documents/20130120165532196.pdf>.
- _____. *Monitoring the Implementation of United Nations Security Council Resolution 1325 in Kosovo. Second Edition*. Prishtina: KWN, 2009. At: <http://www.womensnetwork.org/documents/20130120165508427.pdf>.
- _____. *Voters' Voice*. Prishtina: KWN, 2008.
- Landsman, Moshe and Edona Maloku-Berdyna for Kosovo Centre for Advancement of Children. *Justice Denied: The State of Education of Children with Special Needs in Post-Conflict Kosovo*. UNICEF, 2009. At: http://www.unicef.org/kosovoprogramme/Eng_-_Justice.pdf.
- Lëvizja VETËVENDOSJE [Self-Determination Movement]. *The manifesto principles and priorities of Lëvizja VETËVENDOSJE!: 100 points joined together by the changes necessary for Kosova*. Prishtina: VV, 2013. At: http://www.vetevendosje.org/wp-content/uploads/2013/09/Programi_i_shkurte_anglisht.pdf.
- Lidhja Demokratike e Kosovës [Democratic League of Kosova]. *Political Program of the Democratic League of Kosova for a European Perspective*. Prishtina: March 2012. At: <http://www.ldk-ks.eu/public/uploads/pdf/tresh-1352244646.pdf>.
- Libertas. *Survey on the attitudes of the Kosovar society towards homosexuality: quantitative and qualitative research on the opinions of Kosovar citizens*. Prishtina: Libertas, December 2012.
- Mental Disability Rights International (MDRI). *Not on the Agenda: Human Rights of People with Mental Disabilities in Kosovo*. Washington D.C.: MDRI, 2002. At: <http://www.disabilityrightsintl.org/wordpress/wp-content/uploads/KosovoReport.pdf>.
- Ministry of Health. Administrative Instruction 02/2013 on Treatment Procedures for Perpetrators of Domestic Violence Implementing the Law on Protection Against Domestic Violence. At: <http://msh-ks.org/wp-content/uploads/2013/11/Udhezim%20Administrativ%202002-2013.pdf>.
- Ministry of Internal Affairs, Kosovo Strategy and Action Plan to Combat Trafficking. At: <http://www.mpb-ks.org/repository/docs/TQNJAnglisht.pdf>.
- Ministry of Justice, National Coordinator's Office against Domestic Violence. *Activities against Domestic Violence Annual Progress Report 2012*. Prishtina: Ministry of Justice, May 2013. At: http://www.md-ks.org/repository/docs/Final_English_APR_DV.pdf.
- Ministry of Labour and Social Welfare. UDHËZIM ADMINISTRATIV NR. 12/2012 PËR PËRCAKTIMIN E VENDIT DHE MËNYRËS SË TRAJTIMIT PSIKOSOCIAL TË KRYESIT TË DHUNËS NË FAMILJE.
- Meier, Marianne. "Swiss Academy for Development, Gender Equity, Sport and Development." 2005.
- Nallari, Raj, and Breda Griffith. "Gender and Macroeconomic Policy." Washington, D.C.: The International Bank for Reconstruction and Development, 2011.
- Network of Roma, Ashkali, and Egyptian Organizations in Kosovo (RROGRAEK). *Monitoring Report for the*

- Implementation of the Gender Perspective within the Strategy and Action Plan for the Integration of Roma, Ashkali and Egyptian communities in the Republic of Kosovo (2009-2015)*. Prishtina: RROGRAEK, November 2012.
- Norma. *Research and Monitoring the Implementation of the Law on Gender Equality*. 2011 Prishtina: Norma. At: [www.norma-ks.org/repository/docs/norma_eng_\(2\)_\(1\).pdf](http://www.norma-ks.org/repository/docs/norma_eng_(2)_(1).pdf).
- NUTEK. "Jämställdhet och Lönsamhet." Sweden: Nutek, Alfa Print Sundbyberg, 1999.
- Odanovi , Gorana and Sonja Stojanovi Gaji (ed). *Women, Peace and Security in the Western Balkans*. Belgrade: Belgrade Centre for Security Policy, 2013. ISBN 978-86-6237-054-9. At: http://www.qkss.org/repository/docs/Women_Peace_and_Security_in_the_Western_Balkans_205959.pdf.
- Organization for Security and Co-operation in Europe (OSCE) Mission in Kosovo. *Monitoring Report of the Performance of the Assembly of Kosovo*. Prishtina: OSCE, July 2013. At: <https://www.osce.org/kosovo/104217>.
- Partia Demokratike e Kosovës [Democratic Party of Kosovo, PDK]. *The election program of the Democratic Party of Kosovo for the next mandate of four years*. Prishtina, PDK. At: http://www.pdk49.com/repository/docs/Programi_zgjedhor_i_PDK_se.pdf.
- Qosaj-Mustafa, Ariana and Nicole Farnsworth for KWN. *More Than "Words on Paper"? The Response of Justice Providers to Domestic Violence in Kosovo*. Prishtina: UNDP, 2009.
- Raifi, Fjolla for Kosovar Centre for Security Studies (KCSS). *Assessment Report: Implementation of NAP/AP 1325 in the Western Balkans: Kosovo*. Prishtina: KCSS, 2013. At: http://www.qkss.org/repository/docs/Assessment_Report_of_the_Implementation_of_NAP-AP_1325_in_the_Western_Balkans-Kosovo_540651.pdf.
- Rames, Victoria S. for the Office of the United Nations High Commissioner for Human Rights - Stand-alone Office in Kosovo. *Healing the Spirit: Reparations for Survivors of Sexual Violence Related to the Armed Conflict in Kosovo*. Prishtina: OHCHR, 2013. At: http://www.unifem.sk/uploads/doc/Study_OHCHR_ENG_Final_HQ.pdf.
- Regional Cooperation Council. *South East Europe 2020: Jobs and Prosperity in a European Perspective (first draft of the Strategy)*. Regional Cooperation Council, August 2013.
- Renewable & Appropriate Energy Laboratory. Energy & Resources Group. University of California. Berkeley: January 2012.
- Republic of Kosovo. Budget Tables for 2014 Year. Prishtina: Ministry of Finance, December 2013. At: <https://mf.rks-gov.net/en-us/ministriaefinancave/buxhetiirepublikessekosoves/buxhetiendrore.aspx>.
- _____. Constitution of the Republic of Kosovo. At: <http://www.kryeministri-ks.net/repository/docs/Constitution1Kosovo.pdf>.
- _____. Criminal Code of Kosovo. Nr. 04/L-082. 2013. At: <http://www.kuvendikosoves.org/common/docs/ligjet/Kodi%20penal.pdf>.
- _____. Criminal Procedure Code of Kosovo. 2013. Nr. 04/L-123. At: <http://www.kuvendikosoves.org/common/docs/ligjet/Kodi%20i%20procedures%20penale.pdf>.
- _____. Law on Anti-Discrimination. No. 2004/3. 2004.
- _____. Law on the Civil Service of the Republic of Kosovo. No. 03/L-149. 2010. At: <http://www.kuvendikosoves.org/common/docs/ligjet/2010-149-eng.pdf>.
- _____. Law on Gender Equality in Kosovo. No. 2004/2. 2004.
- _____. Law on General Elections in the Republic of Kosovo. No. 03/L-073. 2008. At: http://www.kuvendikosoves.org/common/docs/ligjet/2008_03-L073_en.pdf.
- _____. Law on Inheritance, Nr. 2004/26. At: http://www.kuvendikosoves.org/common/docs/ligjet/2004_26_al.pdf.
- _____. Law on Labour, Nr. 03/L-212 At: <http://www.kuvendikosoves.org/common/docs/ligjet/2010-212-eng.pdf>.
- _____. Law on Mediation. No. 03/L-057. 2008. At: http://www.kuvendikosoves.org/common/docs/ligjet/2008_3-L057_en.pdf.
- _____. Law on Notary. No. 03/L-010. At: http://www.md-ks.org/repository/docs/2008_03-L-010_al%20Per%20Noterine.pdf.
- _____. Law on Salaries of Civil Servants. No. 03/L-147. At: <http://www.kuvendikosoves.org/common/docs/ligjet/2010-147-eng.pdf>.
- _____. Strategy for the Integration of Roma, Ashkali and Egyptian Communities in the Republic of Kosovo (2009-2015).
- _____. Ministry of Internal Affairs, General Police Directorate. *Report on the Position of Women in the Kosovo Police*.
- Riinvest Institute. *To Pay or Not To Pay: A Business Perspective of Informality in Kosovo*. Prishtina: Riinvest Institute, 2013. At: http://www.fes-prishtina.org/wb/media/Publications/2013/BUSINESS_INFORMALITY_ENG_FINAL.pdf.

- Rizvanolli, Ilire, Lauren Bean, and Nicole Farnsworth for the Kosovar Gender Studies Centre, *Kosovar Civil Society Report to the United Nations on Violence against Women in Kosovo*. Prishtina: KGSC, 2005. At: <http://www.un.org/womenwatch/daw/vaw/ngocontribute/Kosovar%20Gender%20Studies%20Center.pdf>.
- Rogova, Igballe and Nicole Farnsworth for KWN. "Kosovo". In European Peacebuilding Liaison Office (EPLO). *UNSCR 1325 in Europe: 20 case studies of implementation*. EPLO, 2013, pp. 39-41. At: http://www.peacewomen.org/assets/file/Resources/NGO/nat_1325implementation21cases_eplo_jun2010.pdf.
- Roma, Ashkali, and Egyptian Organizations in Kosovo Network (RROGRAEK), *Monitoring Report for the Implementation of the Gender Perspective within the Strategy and Action Plan for the Integration of Roma, Ashkali and Egyptian communities in the Republic of Kosovo (2009-2015)*, Prishtina: RROGRAEK, November 2012.
- Savi, Marija for the Heartefact Fund. *Invisible LGBT: Report on the position of LGBT community in Kosovo*. Belgrade: Heartefact Fund, January 2013. At: http://heartefact.org/wp-content/uploads/2013/02/HF.Kosovo-Report_FNL.20130125_Marija-Savic.pdf.
- She-Era. *Gender-budget Analysis and Impact of Fiscal Policies on the Poverty Level of the Women in Agriculture: The Ministry of Agriculture, Forestry, and Rural Development*. Prishtina: She-Era, 2007. At: <http://she-era.org/~sheera/eng/wp-content/uploads/2013/08/GENDER-BUDGET-ANALYSIS-AND-IMPACT-OF-FISCAL-POLICIES-ON-THE-POVERTY-LEVEL-OF-THE-WOMEN-IN-AGRICULTURE-MAFRD.pdf>.
- Statistical Agency of Kosovo (KAS). *Consumption Poverty in the Republic of Kosovo, 2011*.
 _____. *Social Welfare Statistics, 2011*
 _____. *Series 5: Social Statistics: Education Statistics 2010-2011*
 _____. *Statistics of Sports 2009*.
 _____. *Study on Remittance in Kosovo 2013*, Prishtina: KAS, 2013
 _____. *Women and Men in Kosovo 2010*. Prishtina: KAS.
 _____. *Women and Men in Kosovo 2012*. Prishtina: KAS, 2013.
 _____. and Riinvest, *Education Indicators 2009-2012*.
- STIKK and Kosovo Association of Information and Communication Technology. *Kosovo ICT Market Analysis*. Prishtina: November 2013.
- Stubbs, Paul and Danijel Nestić. Institute of Economics, Zagreb, Croatia. *Child Poverty in Kosovo: Policy Options Paper & Synthesis Report*. UNICEF, 2010. At: [http://www.unicef.org/kosovoprogramme/Child_Poverty_ENG\(2\).pdf](http://www.unicef.org/kosovoprogramme/Child_Poverty_ENG(2).pdf).
- Gjecov, Shtjefen, translated with an introduction by Leonard Fox, *Kanuni i Leke Dukagjinit* [The Code of Leke Dukagjini]. New York: Gjonlekaj Publishing Company, 1989.
- Trnavci, Genc. "The Interaction of Customary Law with the Modern Rule of Law in Albania and Kosovo" in Sellers, Mortimer and Tomaszewski, Tadeusz, *Rule of Law in Comparative Perspective*. Springer, 2010.
- United Nations General Assembly. *Basic Principles and Guidelines on the Right to a Remedy and Reparation for Victims of Gross Violations of International Human Rights Law and Serious Violations of International Humanitarian Law*. A/RES/ 60/147. 2006.
- United Nations Security Council Resolution 1325. S/RES/1325. 2000. At: <http://daccess-dds-ny.un.org/doc/UNDOC/GEN/N00/720/18/PDF/N0072018.pdf?OpenElement>.
- UNDP. *Kosovo Human Development Report 2012: Private Sector and Employment*. Prishtina: UNDP, 2012.
 _____. *Public Pulse Report VI*. Prishtina: UNDP, August 2013. At: http://www.undp.org/content/dam/kosovo/docs/Procurement/PPR6_Anglisht.pdf.
 _____. *UNDP 2012 Progress by Goal*.
- UNICEF. *Child Labour in Kosovo: A Study on Working Children*. Prishtina: UNICEF, 2004. At: http://www.unicef.org/kosovoprogramme/kosovo_media_pub_prot.008.04.pdf.
 _____. *Justice for Children: Juvenile Crime and Juvenile Justice Practice in Kosovo*. UNICEF, 2008. At: http://www.unicef.org/kosovoprogramme/Justice_for_children_Anglisht.pdf.
 _____. *Research into Violence against Children at Schools in Kosovo*. Prishtina: UNICEF, 2005. At: http://www.unicef.org/kosovoprogramme/kosovo_media_prot_011.08.pdf. UNFPA. *Kosovo (UNSC 1244): Child Marriage*. Prishtina: UNFPA, 2012. At: <http://unfpa.org/webdav/site/eeca/shared/documents/publications/KOSOVO%20-%20English.pdf>.
 _____. *Gender-based Violence in Kosovo. A Case Study*. Prishtina: UNFPA, 2005. At: https://www.unfpa.org/women/docs/gbv_kosovo.pdf.
- UNIDO and UN Women. *Sustainable Energy for All: The Gender Dimensions*. 2013.
- UNFPA, *Kosovo (UNSC 1244): Child Marriage*, Prishtina: UNFPA, 2012.
- USAID. *Kosovo: 2014-2018 Country Development Cooperation Strategy*. Prishtina: USAID, 2013. At: http://www.usaid.gov/sites/default/files/documents/1863/CDCS_Kosovo.pdf.
 _____. *Kosovo Country Report 2012*.

- United States Department of State, Bureau of Democracy, Human Rights and Labor. *2009 Human Rights Report: Kosovo*, 2010. At: <http://www.state.gov/documents/organization/160196.pdf>.
- _____. *Country Reports on Human Rights Practices for 2011*. At: <http://www.state.gov/documents/organization/186578.pdf>.
- _____. U.S. Department of State, *2012 Investment Climate Statement on Kosovo*, 2012, at <http://www.state.gov/e/eb/rls/othr/ics/2012/191177.htm>.
- Women's Caucus (*Grupi i Grave Deputete*). *Action Strategy Women's Caucus (GGD)*. Prishtina: GGD, 2012[?].
- World Bank. *Gender at a Glance*. 2013.
- _____. *Gender Gaps in Education, Health and Economic Opportunities*. 2012.
- _____. Group President Jim Yong Kim. Press Release. 20 February 2014.
- _____. *Kosovo Poverty Assessment*. Prishtina: World Bank, 2005.
- _____. *Labour Force Survey*. Prishtina: World Bank, 2012.
- _____. Europe and Central Asia Region Poverty Reduction and Economic Management Unit and Kosovo Agency of Statistics [ASK] Social Statistics Department Living Standards Sector. *Consumption Poverty in the Republic of Kosovo in 2011*. Prishtina: The World Bank and ASK, 2013.
- WHO, UNICEF, and UNFPA, *Psychoactive Substance Use in Kosovo: Rapid Assessment and Response with Youth, Injecting Drug Users, and Prisoners*, Prishtina: WHO, UNICEF, and UNFPA, 2009. At: [http://www.unicef.org/kosovoprogramme/RAR_psychoactive_substance_use_eng_09\(1\).pdf](http://www.unicef.org/kosovoprogramme/RAR_psychoactive_substance_use_eng_09(1).pdf).
- Youth Initiative for Human Rights (YIHR) and Centre for Social Group Development. *Freedom and Protection for Lesbians, Gays, Bisexuals and Transgender in Kosovo*. Prishtina: YIHR, 2013. At: http://ks.yihr.org/public/fck_files/ksfile/LGBT%20report/Freedom%20and%20Protection%20for%20LGBT%20in%20Kosovo.pdf.

End Notes

¹ Article 7.2, states that “the Republic of Kosova ensures gender equality as a basic value for democratic development of the society, equal possibilities for the participation of women and men in political, economic, social, cultural, and other areas of social life.”

² Kosovo Constitution, Art. 22.

³ Kosovo Constitutional Court Judgement in Case No. KI 41/12 applicants Gezim and Makfire Kastrati against Municipal Court in Prishtina and Kosovo Judicial Council.

⁴ It is undergoing revisions, which include a proposed new article relating to gender responsive budgeting.

⁵ See Civil Rights Defenders, *Human Rights in Kosovo*, 2012.

⁶ See European Commission, *Kosovo Progress Report 2013*.

⁷ See, for example, the Ministry of Public Administration (MPA) website on main regulations and administrative instructions in implementing laws on civil servants, political appointees, etc. See MPA Regulation 06/2011 on Leave of Civil Servants, 2011; and Ministry of Health AI 02/2013 on Treatment Procedures for Perpetrators of Domestic Violence Implementing the Law on Protection Against Domestic Violence.

⁸ Focus groups with CSOs, donors and international organisations, February 2014.

⁹ Focus group with donors and international organisations, February 2014.

¹⁰ Ibid and interviews, February 2014.

¹¹ Approved by Kosovo Government Decision Nr. 7/17, on 24 April 2008.

¹² Approved by Kosovo Government Decision 25 August 2011.

¹³ See Ministry of Internal Affairs website for the Strategy at: <http://www.mpb-ks.org/repository/docs/TQNJAnglisht.pdf>.

¹⁴ See National Coordinators Office against Domestic Violence, “Activities against Domestic Violence Report: Annual Progress Report,” May 2013.

¹⁵ Interview with Vice-Minister and National Coordinator against Domestic Violence, February 2014.

¹⁶ Approved with decision Nr. 09/168, 29 January 2014. United Nations Security Council Resolution 1325, 2000.

¹⁷ See: Rogova, Igballe and Nicole Farnsworth for Kosova Women's Network (KWN), “Kosovo”, in European Peacebuilding Liaison Office (EPLO), *UNSCR 1325 in Europe: 20 case studies of implementation*, EPLO, 2013, pp. 39-41; Odanovi, Gorana and Sonja Stojanovi Gaji (ed.), *Women, Peace and Security in the Western Balkans*, Belgrade: Belgrade Centre for Security Policy, 2013; Raifi, Fjolla for Kosovar Center for Security Studies (KCSS), *Assessment Report: Implementation of NAP/AP 1325 in the Western Balkans: Kosovo*, Prishtina: KCSS,

2013; Farnsworth, Nicole (ed.) for KWN, *1325 Facts & Fables: A collection of stories about the implementation of United Nations Security Council Resolution 1325 on Women, Peace, and Security in Kosovo*, Prishtina: KWN, 2011; KWN, *Monitoring the Implementation of United Nations Security Council Resolution 1325 in Kosova, Second Edition*, Prishtina: KWN, 2009; and KWN, *Monitoring Implementation of United Nations Security Council Resolution 1325 in Kosovo*, Prishtina: KWN, 2007.

¹⁸ See, for example, KIPRED, *Strengthening Women's Citizenship in the Context of State-Building: Kosovo Security Sector and Decentralisation*, 2010.

¹⁹ European Partnership Action Plan.

²⁰ Ibid, pp. 52-53.

²¹ The Network has examined the Strategy for the Integration of Roma, Ashkali and Egyptian Communities in the Republic of Kosovo, 2009-2015, Kosovo Strategy for Youth (2013-2017), Human Rights Strategy and National Action Plan, 2009-2013, and National Strategy for European Integration "Kosovo 2020" 2014-2020 from a gender lense (UN Women, comments on draft *Kosovo Country Gender Profile*, 2014).

²² For example, the EULEX Rule of Law Mission has had one or two annual meetings with women's NGOs without any concrete follow-up on recommendations made during discussions.

²³ See Nicole Farnsworth and Elmaze Gashi for KWN and Alter Habitus, *Where's the Money for Women's Rights: A Kosovo Case Study*, Prishtina: KWN, 2013.

²⁴ Ibid.

²⁵ EC, *Feasibility Study for a Stabilisation and Association Agreement between Kosovo and the EU*, 2012, p. 7.

²⁶ Focus group, February 2014. See also Kosovar Gender Studies Centre (KGSC), *Gender Audit of European Union Projects in Kosovo*, Prishtina: KGSC, 2010.

²⁷ See USAID, *Kosovo 2014-2018: Country Development Cooperation Strategy*, 2013.

²⁸ F rnsveden, Ulf and Nicole Farnsworth for Orgut Consulting for Sida. *Gender Study in Kosovo: Review of the implementation of the Law and Program on Gender Equality in Kosovo*. Prishtina: Sida, December 2012.

Key Actors

¹ Law No. 2004/2 on Gender Equality in Kosovo.

² The President of the Republic of Kosovo organized the international summit for the empowerment of women in Prishtina in November 2012, which resulted in the "Pristina Principles." The Principles recalled all international conventions, affirmed the situation of women, and identified opportunities to involve them. Recommendations included that measures should be taken in all sectors; the importance of women's economic empowerment; women's security and access to justice; and increasing women's political participation.

³ In February 2014, AGE had 17 staff members. It had requested more in prior years, but requests were not granted.

⁴ In 2014, AGE received €185,770 in government grants (without other income reported), including €92,770 for wages and salaries, €60,000 for programs, €3,000 for utilities, and €30,000 for subsidies and transfers. It is among the least funded institutions. As a point of comparison, the Office of Communities with only seven staff members received €1,284,287 with €1,200,000 in subsidies and transfers (*Kosovo Budget for 2014*, p. 2).

⁵ At both ministerial and municipal levels Human Rights Units exist with officers responsible for furthering human rights, including women's rights. In some instances officers serve also as Human Rights Officers.

⁶ Currently there are proposals for reform towards energizing non-judicial human rights institutions in Kosovo. The new draft LGE can address these matters (EU Office comment on draft *Kosovo Country Gender Profile*).

⁷ Focus group with OGEs, February 2014.

⁸ The approach has been to situate gender officers often without terms of references in human resource sections (focus group with OGEs, February 2014). This was supported by DFID's FRIDOM project.

⁹ See Functional Review of Human Rights and Gender Equality System, 2010, FRIDOM Report.

¹⁰ Recent restructuring resulted in most OGEs moving to human resource departments within ministries, undermining their ability to contribute to decision-making. Most MGEOs also have been placed in human rights offices.

¹¹ Gender machinery has been critiqued for not being uninfluential or accountable as they rarely monitored laws and policies from a gender perspective (Cozzarelli, Cathy for USAID, *Country Gender Assessment for USAID/Kosovo, Version for External Audiences*, Prishtina: USAID, 2012).

¹² Summarized based on KWN, *1325 Facts & Fables*, pp. 66-67 and confirmed during interviews, February 2014.

¹³ Interview with Mayor of Gjilan, February 2014.

¹⁴ E-mail communication with MGEOs and interviews, February 2014. Generally, MGEOs have had minimal influence (See USAID, *Country Gender Assessment for USAID/Kosovo*).

¹⁵ Interview, February 2014.

¹⁶ AGE is mandated to implement and monitor LGE, draft gender equality policies, and propose amendments to laws from a gender perspective (LGE, Section 5). AOGG derives its mandate from an old UNMIK Regulation (2001/19) on the Executive Branches of the provisional institutions of self-government in Kosovo. It too should draft policies from a gender perspective, oversee ministries in their work including gender equality, and review draft legislation from a gender perspective (Annex C).

¹⁷ The EU allocated €700,000 through the EIDHR to support this and other efforts.

¹⁸ The Regional Women's Lobby, which brings together women in politics and civil society throughout the region, has organized meetings between women from Serbia and Kosovo (e-mail correspondence with Deputy Prime Minister Edita Tahiri who leads the Lobby, March, 2014). For more information, see www.rwlsee.org.

¹⁹ See KWN, *1325 Facts and Fables* and <http://www.womensnetwork.org/?PageID=1&n=144>.

²⁰ See Farnsworth, Nicole, Ariana Qosaj-Mustafa, Milva Ekonomi, Ada Shima and Dua Dauti-Kadriu for KWN, *At What Cost? Budgeting for the Implementation of the Legal Framework against Domestic Violence in Kosovo*, Prishtina: KWN, 2012.

²¹ Budget transparency and democratic review remain issues in general (interviews, February 2014).

²² Several donors have provided this training (see below for a list).

²³ Women's Caucus (*Grupi i Grave Deputete*), *Action Strategy Women's Caucus (GGD)*, Prishtina: GGD, 2012[?]. The timeframe and foreseen financing for the implementation of the Strategy are unclear. The Caucus has advocated successfully for more gender sensitive language to be used within the parliament, among other initiatives.

²⁴ Interviews, February 2014.

²⁵ Assembly of the Republic of Kosovo, Commission for Human Rights, Gender Equality, Missing Persons and Petitions, *Raport Mbikëqyrja e zbatimit të Ligjit për Barazi Gjinore nr. 2004/2 të Republikës së Kosovës [Report Monitoring the Implementation of the Law for Gender Equality nr. 2004/2 of the Republic of Kosovo]*, Prishtina: July 2013. This was undertaken based on the European Commission's recommendation made in Kosovo's 2011 Progress Report. It recently became one of the first committees conducting financial oversight over the government, including line ministries and agencies (OSCE Mission in Kosovo, *Monitoring Report of the Performance of the Assembly of Kosovo*, Prishtina: OSCE, July 2013, p. 7).

²⁶ However, MLSW just began an initiative in cooperation with GIZ and KWN on gender responsive budgeting, which aims to introduce an improved gender perspective into its budget, objective, and activities.

²⁷ They maintain a database of active job-seekers and assist with identifying local employment opportunities. They work in tandem, offering opportunities for requalification. Further gender analysis of their work is needed.

²⁸ Law on Family and Social Services, Art. 4.

²⁹ The KGSC published a *Gender Audit of European Union Project in Kosovo* in 2010. However, the Ministry of European Integration and EU as a donor can ensure that a gender perspective is included in all needs assessments, planning, budgeting, and impact evaluations. In March 2014, the EU began providing training to ministries towards including an improved gender perspective in their IPA proposals.

³⁰ This includes a package of five laws: the Law on Tobacco Control that contributes in particular to the health of pregnant women in public spaces; the Health Law; the Law on Medical Products and Equipment; the Health Insurance Law; and the National Program on Cervical, Breast, and Colon Cancer that will involve screening programs (prostate cancer is not included as it is not seen as a serious threat at present). According to the Minister, the OGE was involved in preparing strategic documents, including the Health Sector Strategy for 2014-2020 (to be released in March 2014). MH co-financed an initiative by the Women's Caucus to purchase a mobile mammography unit, providing €36,000 of the estimated €270,000. It will start by providing services in Mitrovica where women have limited access to such care. MH also is receiving investments of \$25.6 million from the World Bank over five years, 8 million Swiss Francs from the Swiss government, and €6 million from Luxembourg. It is also already partnering with UNFPA, UNICEF, and WHO on a family planning initiative supported by the Government of Luxembourg. MH believes that that Health Insurance Fund will bring €80 million into the healthcare system by 2015, whereas in 2014 the state budget was €14 million.

Particular categories of persons (e.g., the elderly, persons receiving social assistance) have access to free care, while others pay according to a price list. MH maintains a list of which services are available in which locations of Kosovo. With regard to complaints, they have not maintained gender-disaggregated data, and some men seemingly report on behalf of their wives. Although some services are free, persons have reported hospitals may not always offer services or medication. All emergency services are free. The National Institute of Public Health is responsible for maintaining statistics regarding treatment provided, but information is not disaggregated by disease or gender (interview and correspondence, April 2014).

³¹ She-Era, *Gender-budget Analysis and Impact of Fiscal Policies on the Poverty Level of the Women in Agriculture: The Ministry of Agriculture, Forestry, and Rural Development*, Prishtina: She-Era, 2007. The Ministry now

has allocated additional funds for women in agriculture (see section 7).

³² Ibid.

³³ This is the only state-run shelter. See also the section on gender-based violence.

³⁴ There are 43 women out of 121 prosecutors. For more information, see Annex 1. Statistics, Key Actors, Prosecution.

³⁵ Conclusion of research team, based on interview (February 2014).

³⁶ This was formerly the Victims Advocacy and Assistance Division. While there has been some concern regarding the legality of transferring this competence without a clearer legal basis, the prosecutors state that it is within their legal mandate to assist victims of all crimes. They prioritize cases of murder and trafficking. Based on a 2013 Administrative Instruction by the Chief Prosecutor they have unified, standard procedures, including Standard Operation Procedures. This resulted in better salaries, provided through the Prosecutorial Council. They have attended several trainings. As public servants, they have the same anti-sexual harassment policy. No case has been reported in three years.

³⁷ Prosecutors and courts now can refer some cases for mediation. See Assembly of Kosovo, Law No. 03/L-057 on Mediation (2008). The research team did not have sufficient time to request data regarding who had utilized mediation services to date, for which purpose, and what the gender implication may be.

³⁸ The Kosovo Chamber of Advocates aims to advance the Rule of Law, further access to justice, and uphold legal reforms.

³⁹ KSF has 183 women (8.1%), an increase compared to 2% five years ago, and 0% in the Yugoslav army (interview with Minister Ceku, Ministry of the Kosovo Security Force).

⁴⁰ The position is shared with the human rights position. Duties include ensuring all policies match international and local laws; promoting gender equality within police; and studying good practices elsewhere that can be employed at the police. Police have an anti-sexual harassment policy, but very few cases have been filed. They also have Standard Operating Procedures for responding to reports of crimes against LGBT persons. Police basic training covers LGBT related issues. The extent to which police respect and implement laws, however, depends on individual officers (interview with police, February 2014).

⁴¹ KWN, *1325 Facts & Fables*, p. 71.

⁴² However, police do not disaggregate crime statistics by age or relationships between victim and perpetrator, though the domestic violence unit tracks this information in domestic relationships.

⁴³ The police also provide five-day training twice per year for police officers, which they recently requested to increase to four times per year (UN Women, comment on draft *Kosovo Country Gender Profile*, 2014). UN Women supported the development of these modules and training of trainers between 2006 and 2011.

⁴⁴ The number has decreased as women comprised 14.7% in 2011 and 20.6% in 1999 (Kosovo Police, February 2014). For further information regarding their geographic location and position within the force, please see Annex 1. Statistics, Key Actors, Police. According to the now dated Strategy for the Integration of Roma, Ashkali and Egyptian Communities in the Republic of Kosovo (2009-2015), only one Roma and one Egyptian female work within the police force.

⁴⁵ For more information, see Government of the Republic of Kosovo, Ministry of Internal Affairs, General Police Directorate. *Report on the Position of Women in the Kosovo Police*. See also, KWN, *1325 Facts & Fables*, p. 71.

⁴⁶ This has inspired women working in correctional facilities to form an association as well.

⁴⁷ Several stations now have private rooms for interviewing women and children.

⁴⁸ Interview with police, February 2014.

⁴⁹ Support with regard to gender-disaggregated statistics has come primarily from the Embassy of Sweden.

⁵⁰ Interview. For gender-disaggregated statistics regarding employees and training, please see Annex 1. Statistics, Key Actors, Central Bank of Kosovo.

⁵¹ Focus group, February 2014. The lack of staff is due in part to recent changes in the Rectorate. The University recently opened five regional locations that have limited courses in Peja (tourism and hotel management), Prizren, Gjilan (information management and informatics), Ferizaj, Gjakova, and Mitrovica.

⁵² This includes gender studies in sociology, gender studies in anthropology, the sociology of feminism in sociology, gender in philosophy, gender in pedagogy and education, and women in English literature. They hope to establish a master's level course in sociology entitled gender, education, and power in society; as well as a gender studies program. Other courses contain information relating to gender equality, usually based on the will of the professor, including in urban studies; power and family; human rights and multiculturalism within the law department; health statistics; demography; French; and social work. The economics department does not seem to have any course that involves a gender perspective.

⁵³ Founded in 2013, the centre will finalize its strategy in 2014 in consultation with diverse stakeholders. It also is undertaking a gender mapping of the University of Prishtina in 2014, which will include assessing syllabi from

a gender perspective.

⁵⁴ University statistics for the 2013-2014 school year, March 2014. While some professors attribute women's under-representation within the university to women's inability to meet standards required to qualify for professorship, others argue that systematic social inequality (including unequal access to education for girls and boys; and the tendency of men professors to mentor men students more than women students) has contributed to the current inequality. Another factor perhaps is that women educated in the 1970s and 1980s tended to enter the health or law sectors, rather than the social sciences, also contributing to a lack of women professors in the social sciences. Some women professors in the social sciences today noted that they had reached their position through study outside Kosovo and not through the university system here. Despite attempts by newer professors, there evidently has been hesitation among more seasoned women professors to advocate for gender equality within the university. "They didn't want any favours," a professor said. "Older generations tend to think, 'I had it tough and you should, too'" (focus group, February, 2014). Yet, there has been some agreement that steps are needed to address gender-based discrimination within the university.

⁵⁵ An informal group of professors submitted comments on the university's Statute and Code of Ethics, towards making them more gender sensitive and in accordance with Kosovo law, but their input was not included. The university also is largely inaccessible to persons with special needs, and discrimination against persons with disabilities by some professors has been reported. A quota exists for the participation of Roma, Ashkali, and Egyptian students, who are automatically accepted to the university, but tend to be boys. No quotas exist for girls, and only survivors of war (which a professor noted ironically should include the vast majority of the population of Kosovo, but does not) and persons with high grade point averages receive scholarships. Gender equality does not seem to be a priority for the Students' Association, though they have dealt with issues related to the rights of LGBT persons. No psychological counselling services exist within the university, though some professors from the psychology department provide such services through a centre outside the university.

⁵⁶ Legally sexual harassment is a criminal offence, but seems not to have been prosecuted. "The problem has been insufficient evidence," a professor said. "It has been her word against his word" (focus group, February 2014).

⁵⁷ Focus group at the university, February 2014.

⁵⁸ This was an outcome of the *Prishtina Principles*, which came out of a conference organized by the President of Kosovo in 2012.

⁵⁹ For example, see KWN and Alter Habitus, *Where's the Money for Women's Rights*, Prishtina: KWN, 2013.

⁶⁰ For example, the Kosovar Institute for Policy Research and Development (KIPRED) conducted research on women and development and has been involved in advocacy related to the quota for women's and men's participation in decision-making (among others in the Reforma 2004 campaign). *Ec me ndryshe* cooperates with Handikos, as well as women's organizations in Prizren to ensure better access to public spaces in spatial planning, particularly for persons with disabilities. Caritas Kosova has collaborated with shelters and international actors in anti-trafficking efforts. The European Centre for Minority Issues in Kosovo (ECMI) is working on addressing gender-based violence within minority communities. Four LGBT organizations operate in Kosovo, and the Youth Initiative for Human Rights (YIHR) has conducted research on the rights of LGBT persons.

⁶¹ A rapid review of publications by think tanks including the Kosovar Stability Initiative (IKS), Riinvest Institute, the Kosovo Centre for Security Studies (KCSS), and GAP Institute suggests that they rarely mainstream a gender perspective within their reports.

⁶² In alphabetical order: Artpolis, Care International, Dora Does, Innovation Lab, KGSC, KRCT, KWN, Medica Kosova, Open Door, *Partia e Forte*, Peer Education Network, Ruka Ruci, UN Women, UNDP, UNICEF, UNFPA, and shelters.

⁶³ It has 11 committees dealing with issues including public services, health, and social welfare, and European integration. See Association of Kosovo Municipalities website at <http://komunat-ks.net/kolegijumet/?lang=en>.

⁶⁴ Gender Equality Advocacy Groups (GEAGs) exist in Prizren, Gjiilan, Fushe Kosovo, Gjakova, Novobrd, Mamusha, Dragash, Podujevo, South Mitrovica, and Gllgovac municipalities. In total, GEAGs have involved approximately 250 diverse women and six men to date, including persons from politics, civil society, minority ethnic groups (Gorani, Turkish, Serb, Bosnian, Roma, and Ashkali), with special needs, urban/rural areas, and youth.

⁶⁵ Focus group with the Women's Caucus, February 2014.

⁶⁶ Focus group with the Women's Caucus, February 2014.

⁶⁷ Interview with party representative, February 2014. For statistics regarding the extent to which the party currently involves women and men, please see the table in Section 4.

⁶⁸ The generally securitized environment in Kosovo, focusing on negotiations, political stability, and the Kosovo north means that other issues receive less coverage (interview, February 2014). There is a lack of understanding that gender can be mainstreamed within discussions relating to these issues. At public broadcaster Radio Televi-

sion Kosovo (RTK), 221 of 653 regular employees are women (34%). Eight of 13 news editors are women. This includes Serb, Bosnian, and Turkish women editors. Ten of 14 journalists are women, which includes four currently on maternity leave (interview, February 2014).

⁶⁹ Women's rights activists expressed concern over the rise in fundamentalist Islam, which has contributed to women being more isolated within their homes and potentially impacted young women's access to education. They also expressed concern over the public harassment and violence perpetrated against vocal women's rights activists by Islamic extremists in 2013 (interviews, February 2014). See also: KWN, "KWN Condemns Attack against Human Rights Activist Nazlie Bala," 28 March 2013.

⁷⁰ Given that an entire report could be and has been written about their work, this paragraph summarizes in one sentence their *current* relevant work. Prior initiatives are not detailed here. For more information, see KWN and Alter Habitus, *Where's the Money for Women's Rights*.

⁷¹ Interview, February 2014. See also KGSC, *Gender Audit of European Union Projects in Kosovo*.

⁷² They "direct and oversee mechanisms in the Mission for monitoring, implementation and evaluation of relevant international instruments," including UNSCR 1325 (EULEX, comments on draft *Kosovo Country Gender Profile*, 2014).

⁷³ KWN, *1325 Facts & Fables*, p. 33. KFOR does not share information regarding the number of women and men (email correspondence, March 2014).

⁷⁴ A gender mainstreaming officer and committee reviews all proposals from a gender perspective. UNKT also has had specific programs focusing on gender equality, including the UNDP Women's Safety and Security Initiative, the UNKT Gender Based Violence program (2012-March 2015), and the Gender Justice Program, among others. The UNKT's Gender Based Violence program (2012-March 2015) involves UNDP, UN Women, UNFPA, and UNICEF in improving three target municipalities' response to gender-based violence (Gjilan, Gjakova, and Dragash). Here, UN Women has assisted with developing municipal Coordination Groups to address GBV, trained them in GRB, and will train MPs in and perhaps other municipalities in GRB.

⁷⁵ According to OSCE, "While all OSCE projects include a strong gender mainstreaming component, targeted activities of the OSCE Mission in Kosovo to promote gender equality include variety of projects to foster female participation in public decision making; programmes to support the fight against domestic violence; activities to combat early school drop-outs of girls; support to municipalities across Kosovo to effectively implement gender-responsive budgeting processes; or projects to promote specifically the property rights of women in Kosovo, to name just a few" (comment on draft *Kosovo Country Gender Profile*, 2014).

⁷⁶ See KWN, *1325 Facts & Fables*, pp. 34-36.

⁷⁷ World Bank, comments on draft *Kosovo Country Gender Profile*, 2014. They further stated, "The Bank has led analytical work on gender through gender diagnostics, labour market assessment with a gender lens and qualitative survey on barriers to employment. Further, with financial support from the SDC, we are working on a program for promoting women's access to economic opportunities in Kosovo. Activities under this work are covering, for example, a demand and supply assessment of child and elder care, to understand potential barriers to employment for women."

⁷⁸ Programs targeting gender inequalities will focus on property and inheritance rights; education; LGBT rights; and women's empowerment (USAID, *Kosovo: 2014-2018 Country Development Cooperation Strategy*, Prishtina: USAID, 2013). USAID supports the National Albanian American Council's Hope Fellowship Program that offers women opportunities to build their leadership capacities through visits to the U.S. USAID also supports the National Democratic Institute's capacity development support of women parliamentarians, particularly the Women's Caucus. It also supported the President's Women's Summit.

⁷⁹ Lukas Fischer, feedback on draft *Kosovo Country Gender Profile*, 2014. Its 2014 project on Public Finance Reform, for instance, pilots GRB at central and local levels (in cooperation with KWN).

⁸⁰ The follow-up program (2014-2018), in its inception phase, will continue work related to GRB. They also carried out a survey towards identifying women's needs related to education, health, and agriculture (information shared at a GIZ discussion on GRB, February 2014).

⁸¹ For more information, see KWN and Alter Habitus, *Where's the Money for Women's Rights*.

⁸² For more information, please see the Aid Management Platform and KWN and Alter Habitus, *Where's the Money for Women's Rights*. In 2013, Care International began an initiative focused on masculinities. The Danish Refugee Council supports literacy courses for Roma, Ashkali, and Egyptian women and youth as part of its sustainable returns program.

⁸³ Riinvest Institute, *To Pay or Not To Pay: A Business Perspective of Informality in Kosovo*, Prishtina: Riinvest Institute, 2013, p. 23.

⁸⁴ This can be observed in comparing earlier monitoring reports on gender equality to the situation today, as well as comparing the statements made by politicians and civil servants (see for example, the KWN reports on UN-

SCR 12325 implementation over time).

⁸⁵ Research team analysis, based on interviews (February 2014).

⁸⁶ For specific recommendations, see F rnsveden, Ulf and Nicole Farnsworth for Orgut Consulting for Sida, *Gender Study in Kosovo: Review of the implementation of the Law and Program on Gender Equality in Kosovo*, Prishtina: Sida, December 2012.

⁸⁷ For example, this could involve showing men in media caring for children, cooking, or ironing, and women involved in construction or work outside the home.

Rule of Law, Justice, and Human Rights

¹ Cadastre Office of Kosovo, 2014.

² Participation of women in these institutions is included within the Key Actors section.

³ Drawn from police data for 2006-2007 (UNICEF, *Justice for Children: Juvenile Crime and Juvenile Justice Practice in Kosovo*, UNICEF, 2008).

⁴ Kosovo Cadastre report on property ownership in Kosova, email communication, March 2014.

⁵ See, for example, Kosovo Statistical Office, *Women and Men in Kosovo*, 2010 and USAID, *Country Gender Assessment for USAID/Kosovo*, Version for External Audiences, 2012.

⁶ AGE, with financial support from GIZ, is conducting a quantitative and qualitative socio-economic research on women's rights to property and inheritance. The research is composed of a desk review of the legislation in force and the interviewing of 2,200 respondents.

⁷ Lawyer's Association Norma, *Research and Monitoring of Implementation of the Law on Gender Equality in Kosovo*, Prishtina: Norma, 2011, p. 25.

⁸ Focus Group with CSOs and interview with the President of the Basic Court, Gjilan, February 2014.

⁹ Interview with the President of the Basic Court in Gjilan, February 2014.

¹⁰ See Kosovo Criminal Code, Art. 335, Art. 398: punishable with imprisonment up to three years. For officials implicated, the imprisonment foreseen is higher.

¹¹ Norma, 2011, p. 25.

¹² Kosovo Law on Notary, 03/L-010, Art. 30.

¹³ U.S. Department of State, *2012 Investment Climate Statement on Kosovo*, 2012.

¹⁴ Initially an unwritten code of law, it was later compiled by Shtjefen Gjecovi in the late 19th century with rules that strictly govern the social behaviour of Albanians in North Albania and Kosovo. The rules were a form of resistance to various nations governing Kosovo. The Code covered rules of marriage and division of property. See Trnavci, Genc. "The Interaction of Customary Law with the Modern Rule of Law in Albania and Kosova" in Sellers, Mortimer and Tomaszewski, Tadeusz, *Rule of Law in Comparative Perspective*, Springer, 2010, pp. 201-215.

¹⁵ See Code §88 and Code §91, respectively. Gjegov, Shtjefen, translated with an introduction by Leonard Fox, *Kanuni i Leke Dukagjinit* [The Code of Leke Dukagjini], New York: Gjonlekaj Publishing Company, 1989.

¹⁶ Kosovo Law on Labour, 2010.

¹⁷ Focus group with business women; and Riinvest, 2013, pp. 23-4.

¹⁸ Kosovo Law on Labour, 2010, Art. 50.

¹⁹ Regulation Nr. 02/2011 on the areas of administrative responsibility of the Prime Minister's Office and Ministries.

¹⁹ The Ministry of Communities and Returns has the legal mandate to develop policies, promote and implement legislation for the promotion and protection of the rights of communities and their members, including the right to return, in accordance with the Constitution (Appendix No. 15 on the mandate of the Ministry for Communities and Return).

²⁰ According to the Ministry of Internal Affairs this included 4,103 men and 1,095 women (cited in Verena Knaus, *No Place to Call Home - Repatriation from Germany to Kosovo as seen and experienced by Roma, Ashkali and Egyptian children*, UNICEF Kosovo and the German Committee for UNICEF, 2011, p. 16).

²¹ Knaus, *No Place to Call Home*, p. 31.

²² Verena Knaus, Peter Widmann, *Integration Subject to Conditions - A report on the situation of Kosovan Roma, Ashkali and Egyptian children in Germany and after their repatriation to Kosovo*, UNICEF Kosovo and the German Committee for UNICEF, 2010, p. 73.

²³ Interviews and Focus Groups with CSOs, February 2014. High level government representatives suggest that this is a priority towards stability (e-mail correspondence, March, 2014). Half of the Committee's ten members are Serbian.

²⁴ Focus groups with CSOs in Prishtina and Prizren, February 2014.

²⁵ See Network of Roma, Ashkali, and Egyptian Organizations in Kosovo (RROGRAEK), *Monitoring Report for the Implementation of the Gender Perspective within the Strategy and Action Plan for the Intergration of Roma,*

Ashkali and Egyptian communities in the Republic of Kosovo (2009-2015), Prishtina: RROGRAEK, November 2012. The report lacks citations for the studies and research it refers to and the statistics cited are now outdated.

²⁶ Focus group with CSOs, February 2014.

²⁷ The government has some housing projects for removing Roma, Ashkali, and Egyptians from encampments. However, these projects, often located far from city centres and isolated from other ethnic groups, have not considered strategies for integration or job opportunities that would allow families to survive after moving (interview, February 2014).

²⁸ See: United States Department of State, Bureau of Democracy, Human Rights and Labor, *Country Reports on Human Rights Practices for 2011*, pp. 24-25.

²⁹ Focus group with CSOs, February 2014.

³⁰ Youth Initiative for Human Rights with Centre for Social Group Development, Kosovo Report, *Freedom and Protection for Lesbians, Gays, Bisexuals and Transgender in Kosovo*, Prishtina: YIHR, 2013.

³¹ Ibid.

³² Constitution of the Republic of Kosovo, Art. 24.

³³ The law derives from two European directives: the Council Directive 2000/43/EC of June 2000 on Implementing the Principle of Equal Treatment between Persons Irrespective of Race or Ethnic origin, and Council Directive 2000/78/EC of November 2000, which sets out a general framework for equal treatment in Employment, Prohibiting discrimination based on religion, disability, age or sexual orientation. See YIHR for further analysis of the legal framework.

³⁴ Ibid.

³⁵ Ibid.

Political Situation

¹ Counted manually, taken from: Ministry of Foreign Affairs, "Diplomatic Missions of Kosovo," at: <http://www.mfa-ks.net/?page=1.49>, accessed 9 April 2014.

² Ministry of Public Administration, February 2014.

³ E-mail communication with KIPRED Research staff, February 2014.

⁴ Department of Civil Service Administration (DCSA), February 2014.

⁵ Interviews, February 2014.

⁶ Kosovar Gender Studies Centre (KGSC), *How Do Women Vote in Kosovo? II*, Prishtina: KGSC, 2013. Unfortunately this household survey only surveyed women, so it remains unclear what men think about women's participation in politics. Some questions also contained gender bias, such as focusing on whether Kosovo's female President worked for women without asking whether Kosovo's male Prime Minister does.

⁷ Twenty seats are guaranteed for minority groups, including 10 for Serbs, one for Roma, one for Ashkali, one for Egyptian, one to the Roma, Ashkali, or Egyptian "community" with the highest votes; three for Bosnians, two for Turkish and one for Gorani (Assembly of Kosovo, Law No. 03/L-073 on General Elections in the Republic of Kosovo, 2008, Art. 111.1b).

⁸ Shpresa Agushi, Director of RROGRAEK and Snezana Karadzic, Director of Women's Committee for Protection of Human Rights, interviews, cited in KWN, *1325 Facts & Fables*, p. 60-61.

⁹ Citizens have the right to review and provide input on new legislation, though the timeframe for consultations is often short and mechanisms unclear (interviews, February 2014).

¹⁰ KGSC, *How Do Women Vote in Kosovo? II*, pp. 18 and 21.

¹¹ KGSC, 2013, p. 36.

¹² Interviews, February 2014.

¹³ For details, see Annex 1. Statistics, Political Participation and Decision-making, National Assembly. As mentioned in Section 2, OGEs have been ostracized from processes of drafting policies, planning programs, budgeting, and conducting impact analyses to inform future programming and budgeting, despite their duties to provide input from a gender perspective. They also lack sufficient resources (focus group, February 2014).

¹⁴ Democracy for Development Institute (D4D), *Deconstructing Election Trends 2000-2010*, Prishtina: D4D, 2011. Compared to other countries Kosovo is approximately 28th out of 145 ranks regarding women's participation in national parliaments (see: <http://www.ipu.org/wmn-e/classif.htm>).

¹⁵ Commission for Human Rights, Gender Equality, Missing Persons and Petitions, 2013.

¹⁶ During the December 2010 national elections, Democracy in Action reported that it occurred in 72% of polling stations (2010 *Parliamentary Elections Monitoring Report*, Prishtina: Democracy in Action, 2011, p. 28). KGSC also reported it occurring (*How Do Women Vote in Kosovo? II*, Prishtina: KGSC, 2013).

¹⁷ Interviews with political party representatives.

¹⁸ Focus group with women caucus members.

¹⁹ KWN, *1325 Facts & Fables*, p. 57-58.

²⁰ KIPRED and Democracy in Action, *Analiz e Zgjedhjeve: Trendit dhe Msimet e Nxjerra*, Prishtina: KIPRED, 2008, p. 41.

²¹ Counted manually, based on: http://www.kqz-ks.org/Uploads/Documents/6%20-%20Uleset%20ne%20Kuvendin%20Komunal%20-%20MA%20-%20Candidates%20Seats%20Details%2020131210-2010_cfuipjdoj.pdf. To be confirmed.

²² E-mail communication with KIPRED Research staff, February 2014.

²³ Ministry of Public Administration, February 2014.

²⁴ AGE, comment on draft *Kosovo Country Gender Profile*.

²⁵ KIPRED estimate.

²⁶ Democracy in Action, *There Are No Free Elections Without Good Intentions: Observation Report of Local Elections 2013*, Prishtina: Democracy in Action, February 2014, p. 10.

²⁷ Ibid, pp. 22, 42. In Prishtina, women comprised 18% of polling station commissioners; and more than 32% chaired these commissions.

²⁸ Focus groups with civil society in Prishtina and Prizren.

²⁹ For example, in Prizren, the MGEO helped ensure that women knew about and took part in the 13 public discussions regarding the annual municipal budget; their recommendations influenced the budget, women said. In other municipalities, citizens reportedly knew nothing of these consultations; nor were women well-informed of mandatory public meetings.

³⁰ For example, in Prizren women CSOs, assembly members, and the MGEO have collaborated to create and advocate for the passage of the Municipal Gender Action Plan. It was accompanied by budget changes made to meet women's priorities in Prizren. In other municipalities they have advocated for free space from the municipality and budget allocations for initiatives towards gender equality. For more examples, see KWN, *Little Grants, Big Changes 2013*, Prishtina: KWN, 2013.

³¹ Several actors have financed and/or provided training, including USAID, GIZ, UN Women, UNDP, and Helevatas LOGOs.

³² Note: PDK's Secretary General and the Political Issues Deputy Leader left the party and created a new party. Therefore both of them are not included in the table.

³³ This includes the Deputy Party Leader, Deputy Leader for Organizational Issues, and Deputy Leader for International Cooperation and Integrations.

³⁴ Parties have differing titles for secretaries, but they are together here to conserve space. For PDK, this includes Organizational Secretary, Secretary for Public Relations, and Secretary for Internal Communication. AAK's has a General Secretary and Organizational Secretary. AKR has secretaries and a woman Foreign Relations Secretary.

³⁵ Due to space and time restrictions, this analysis focused on Kosovo's main political parties.

³⁶ *Partia Demokratike e Kosovës* [Democratic Party of Kosovo, PDK], *The election program of the Democratic Party of Kosovo for the next mandate of four years*, Art. 41.2.

³⁷ *Lidhja Demokratike e Kosovës* [Democratic League of Kosova, LDK], *Political Program of the Democratic League of Kosova for a European Perspective*, Prishtina: LDK, March 2012.

³⁸ Their internal elections are held every four years. Therefore, the next ones should be in November 2014 (as their last elections were held on 7 November 2010). However, National Elections, planned for 2014, may delay LDK's internal elections.

³⁹ "This will be done through the creation of business incubators, funding schemes for businesses that are established by marginalized groups, providing consultancy and training for young entrepreneurs and women" (LDK, Art. Ib, II, X).

⁴⁰ Interview with party representative, February 2014.

⁴¹ Focus group, February 2014.

⁴² This includes "small and medium enterprises, stimulating projects for women in villages, special funds for development" and interest-free loans for women-led businesses (*Aleanca për Ardhmërinë e Kosovës* [Alliance for the Future of Kosovo, AAK], *Political Program of the Alliance for the Future of Kosovo*, Prishtina: AAK, 2010).

⁴³ *Aleanca Kosova e Re* [New Alliance of Kosova, AKR], *Electoral Program of New Alliance of Kosova*, Prishtina: AKR.

⁴⁴ Their manifest states: "equal engagement of women in social, political and economic life in the country. We also commit the state to regulating by law and finance, mechanisms to encourage equality between sexes and different social strata" (*Lëvizja VETËVENDOSJE* [Self-Determination Movement], *The manifesto principles and priorities of Lëvizja VETËVENDOSJE! 100 points joined together by the changes necessary for Kosova*, Prishtina: VV, 2013, Art. 16, 18, 79, and 85).

⁴⁵ Its "political school" educates new activists in various fields and has had more men than women. They seek to

use it to bring more women into the party (interview, 2014).

⁴⁶ Focus group, February 2014.

⁴⁷ Interview, February 2012.

⁴⁸ See IKS, *A Power Primer*, Prishtina: IKS, 2011. Media also have published several stories with regard to male political leaders negotiating deals or taking decisions in cafes in the evening or behind closed doors. Women seldom have access to these spaces, particularly when their stereotypical household care roles often mean that they are home in the evenings, caring for their families.

⁴⁹ KGSC, 2013, p. 20. When asked which party best represents women's interests, 23% responded PDK, 16% LDK, 8% AAK, 7% VV, 3% AKR, 1% PD, 4% other, and 38% did not answer.

⁵⁰ Interviews with women and men in political parties, February 2014. See also IKS, *A Power Primer*, 2011. Unfortunately, their publication does not have any information from a gender perspective or include any gender disaggregated data. The words "gender" and "women" do not appear in the report.

⁵¹ For example, Suzana Novoberdalio "distanced" herself from her party when voting for legal protection for women who suffered sexual violence during the war in 2012.

⁵² Information provided by the Women's Caucus.

⁵³ Interviews with political party representatives, February 2014.

⁵⁴ While the parties interviewed do not track this information officially, they had observed this trend (interviews, February 2014).

⁵⁵ Interviews with political party leaders, February 2014.

⁵⁶ Discussions tend to occur only when very obvious gender implications exist, such as with regard to maternity leave. Notably this discussion was partially gender blind in that paternity leave seems not to have been discussed.

⁵⁷ DCSA, February 2014.

⁵⁸ AGE, comment on draft *Kosovo Country Gender Profile*. AGE received this information from the Ministry of Public Administration. It does not include the University of Prishtina and University Clinical Center of Kosovo.

⁵⁹ Ibid.

⁶⁰ World Bank, *Labour Force Survey*, 2012

⁶¹ Few women have filed appeals compared to men (KCSG, *Research Studies: The Study on the Impact on Women from Cutbacks in the Kosovo Civil Service*. Prishtina: KCSG, 2004).

⁶² Interview with AGE.

⁶³ Focus group with CSO's, February 2014 and KWN, *At What Cost?*, 2012.

⁶⁴ For example, insufficient funding for rehabilitation and reintegration following gender-based violence impacts women disproportionately.

⁶⁵ KGSC, *Image of Women Politicians in the Kosovo Media*, Prishtina: KGSC, 2009. Methodologically, the sample size (21) was too small to make quantitative conclusions; these are potentially misleading. However, it provides useful qualitative data.

Socioeconomic Situation

¹ World Bank, *Gender at a Glance*, 2013.

² Ibid.

³ Ibid.

⁴ World Bank, *Labour Force Survey* 2012.

⁵ UNDP, Kosovo Human Development Report 2012: Private Sector and Employment, Prishtina: UNDP, 2012.

⁶ World Bank, *Labour Force Survey* 2012.

⁷ Ibid.

⁸ Ibid.

⁹ Riinvest Institute, *To Pay or Not To Pay: A Business Perspective of Informality in Kosovo*, Prishtina: Riinvest Institute, 2013, p. 14

¹⁰ Kosovo Statistics, Ministry of Education, Science and Technology, Riinvest, 2012

¹¹ World Bank, *Gender at a Glance*, 2013

¹² Kosovo Statistics and World Bank, *Labour Force Survey*, 2012

¹³ Ministry of Trade and Industry, cited by Abdixhiku, Lumir, "Roli e Gruas n Ekonomin Kosovar," [Role of Women in Kosovo's Economy], *Koha Ditore*, 8 March 2012 (cited in Hope Fellowships, Economy Committee, *Women in Kosovo's Economy*, Prishtina: Hope Fellowships, 2014, p. 5). Some have observed that some of these businesses are *de facto* run by men, registered under women's names only for financing (Hope Fellowships, 2014, p. 8 and focus group with businesswomen, February 2014).

¹⁴ Hope Fellowship, Ibid.

¹⁵ Persons in North Mitrovica also do not have access to loans due to debates over property rights and instability (interviews).

-
- ¹⁶ UNDP, 2012.
- ¹⁷ UNDP, 2012.
- ¹⁸ In Kosovo's cafe culture, meetings in cafes with decision-makers can be important for getting information, and women are less likely to be invited to or take part in such meetings, businesswomen said.
- ¹⁹ Focus groups with businesswomen, February 2014.
- ²⁰ Interview with the tax authority.
- ²¹ Interviews, February 2014.
- ²² Riinvest, 2013, p. 7.
- ²³ According to Wiego (Women in informal Employment: Globalizing and Organizing) Wiego.org
- ²⁴ Glovackas, Sergejus, *The Informal Economy in Central and Eastern Europe*, 2005, at: Wiego.org.
- ²⁵ Interviews, February 2014.
- ²⁶ Kosovo Police, March 2014 (see Annex 1).
- ²⁷ Interview with Tax Administration.
- ²⁸ UNICEF, *Child Labour in Kosovo: A Study on Working Children*, Pristina: UNICEF, 2004, p. 9.
- ²⁹ KAS, *Consumption Poverty in the Republic of Kosovo in 2011*, Prishtina: KAS, March 2013.
- ³⁰ The sample size of women-led households was small (200) and should be "treated with caution"
- ³¹ Paul Stubbs and Danijel Nesti, Institute of Economics, Zagreb, Croatia, *Child Poverty in Kosovo: Policy Options Paper & Synthesis Report*, UNICEF, 2010, p. 25.
- ³² President Jim Yong Kim, World Bank Group, Press release, February 20th 2014.
- ³³ Nallari, Raj, and Breda Griffith, 'Gender and Macroeconomic Policy', The International Bank for Reconstruction and Development, Washington, D.C., 2011.
- ³⁴ Inactive People (in this case women) include those not working and not registered as unemployed.
- ³⁵ World Bank, *Labour Market Survey 2012*.
- ³⁶ Interview with disabled persons in Prizren.
- ³⁷ KAS, *Social Welfare Statistics*, 2011.
- ³⁸ If the 2011 poverty line of €1.72 per day is necessary for covering an adult's basic needs (totalling €1.60/month), then €40/month social assistance is insufficient. Researcher team calculation based on KAS, *Consumption Poverty in the Republic of Kosovo in 2011*, p. 3.
- ³⁹ Interview.
- ⁴⁰ Interview with AGE.
- ⁴¹ KAS, *Study on Remittance in Kosovo 2013*, Prishtina: KAS, 2013.
- ⁴² Interview with disabled person in Prizren.
- ⁴³ Interview with RROGRAEK, February, 2014.
- ⁴⁴ KAS, *Women and Men in Kosovo*, Prishtina: KAS, 2013.
- ⁴⁵ Farnsworth, Nicole and Ariana Qosaj-Mustafa for KWN for AGE, *Security Begins at Home: Research to Inform the First National Strategy and Action Plan against Domestic Violence in Kosovo*, Prishtina: AGE, 2008.
- ⁴⁶ World Bank, *Gender Gaps in Education, Health and Economic Opportunities*, 2012.
- ⁴⁷ Interviews, February 2014.
- ⁴⁸ KAS, *Women and Men in Kosovo*, Prishtina: KAS, 2013.
- ⁴⁹ KAS and Riinvest, *Education Indicators 2009-2012*.
- ⁵⁰ For upper secondary vocational school in all Kosovo, KAS, *Series 5: Social Statistics: Education Statistics 2010-2011*.
- ⁵¹ The the Kosovo Education Law calls for School and Municipal Parents' Committees. However, UNICEF-funded research has suggested that few women are involved (Moshe Landsman and Edona Maloku-Berdyna for Kosovo Center for Advancement of Children, *Justice Denied: The State of Education of Children with Special Needs in Post-Conflict Kosovo*, UNICEF, 2009.).
- ⁵² RROGRAEK, 2012. See also, KGSC and RROGRAEK, *Position of Roma, Ashkali and Egyptian Women in Kosovo*, Prishtina: KGSC, 2009. For more information related to early marriage, see: UNFPA, *Kosovo (UNSC 1244): Child Marriage*, Prishtina: UNFPA, 2012.
- ⁵³ Interview with women activists, February 2014.
- ⁵⁴ See Landsman and Maloku-Berdyna, *Justice Denied*, p. 46.
- ⁵⁵ Interview at the tax administration.
- ⁵⁶ Farnsveden and Farnsworth for Orgut for Sida, *Gender Study in Kosovo*, 2012.
- ⁵⁷ WHO, UNICEF, and UNFPA, *Psychoactive Substance Use in Kosovo: Rapid Assessment and Response with Youth, Injecting Drug Users, and Prisoners*, Prishtina: WHO, UNICEF, and UNFPA, 2009.
- ⁵⁸ UNFPA has published several reports relating to reproductive health. Some KWN reports have also discussed women's lack of access to healthcare, particularly in instances of domestic violence.

Gender-based Violence

¹ Farnsworth and Qosaj-Mustafa for KWN for AGE, *Security Begins at Home*, 2008.

² EULEX, comment on draft *Kosovo Country Gender Profile*, 2014.

³ Focus group with representatives of civil society, Prizren.

⁴ For several reasons, collecting this information so long after the war could not produce accurate data. For more see, Rames, Victoria S. for the Office of the United Nations High Commissioner for Human Rights - Stand-alone Office in Kosovo (OHCHR), *Healing the Spirit: Reparations for Survivors of Sexual Violence Related to the Armed Conflict in Kosovo*, Prishtina: OHCHR, 2013. The report provides specific recommendations for a reparations program.

⁵ See Jones, Adam (ed.), *Gendercide and Genocide*, Vanderbilt University Press, 2004.

⁶ Rames, 2013.

⁷ The 2005 United Nations Basic Principles and Guidelines on the Right to a Remedy and Reparation for Victims of Gross Violations of International Human Rights Law and Serious Violations of International Humanitarian Law call upon States to “establish national programmes for reparation and other assistance to victims in the event that the parties liable for the harm suffered are unable or unwilling to meet their obligations” (United Nations General Assembly, *Basic Principles and Guidelines on the Right to a Remedy and Reparation for Victims of Gross Violations of International Human Rights Law and Serious Violations of International Humanitarian Law*, adopted on 16 December 2005 (A/RES/ 60/147 21 March 2006), Principle 16).

⁸ Rames, 2013. The report provides specific recommendations for a reparations program.

⁹ Following more than a decade of silence on the issue at the institutional level, activists raised the issue during a demonstration organized by KWN on 8 March 2012 (see KWN, *Kosovar Women’s Voice*, March 2014). Afterwards institutions and elected officials collaborated with KWN and later international actors to revise the legal framework based on issues put forth by women survivors, assisted by KWN members.

¹⁰ For more information, see KWN, *Kosovar Women’s Voice*, March 2014. The NAP on UNSCR 1325 also includes Output 3.1: “Legal Framework on the treatment and rehabilitation and reintegration of the civil survivors of sexual violence, torture and other forms of violence during the war, is submitted to the Assembly of the republic of Kosovo.” Further information about the assembly debates surrounding the Law can be found in Centre for Research, Documentation and Publication (CRDP), *Report on Law: Monitoring of Law No. 4/L-054 “on the Status and the Rights of the Martyrs, Invalids, Veterans, Members of Kosovo Liberation Army, Civilian Victims of War and Their Families*, Prishtina: CRDP, March 2014.

¹¹ See KWN, *Kosovar Women’s Voice*, March 2014.

¹² See KGSC, *History is Herstory, too*, Prishtina: KGSC, 2008, chapter 15.

¹³ This is based on the experience of Motrat Qiriaz, which involved men psychologists in treating men in Has region after the war. Activists believe that this coupled with awareness-raising contributed to lower levels of domestic violence occurring in this region after the war.

¹⁴ A Kosovo-wide 2008 household survey found that “two-thirds of the respondents agreed with the statement ‘Sexual intercourse can never be violence if it happens between two adults who are married,’ and an additional 5.7 percent of respondents did not know” (Farnsworth and Qosaj-Mustafa for KWN for AGE, *Security Begins at Home*, 2008).

¹⁵ EULEX comment on draft *Kosovo Country Gender Profile*, 2014.

¹⁶ Interview with police, February 2014.

¹⁷ World Bank, *Gender Gaps in Education, Health and Economic Opportunities*, 2012.

¹⁸ See: KGSC, *Monitoring Security in Kosovo from a Gender Perspective*, 2007, pp. 55-59.

¹⁹ Correspondence with Kosovo Police, 2014.

²⁰ KWN for AGE, *Security Begins at Home*, 2008, p. 2.

²¹ KWN for AGE, *Security Begins at Home*, 2008, pp. 35-47. Differences exist in the ways that women/girls and men/boys may experience violence, as well. For further information, please consult this report.

²² Ibid.

²³ KWN for AGE, *Security Begins at Home*.

²⁴ UNFPA, *Kosovo (UNSC 1244): Child Marriage*, Prishtina: UNFPA, 2012.

²⁵ Ibid.

²⁶ For more detailed information, see KWN, *At What Cost?* Interviews and focus group discussions suggest that little has changed in this regard, largely due to insufficient government financing (February, 2014).

²⁷ MLSW, UDHËZIM ADMINISTRATIV NR. 12/2012 PËR PËRCAKTIMIN E VENDIT DHE MËNYRËS SË TRAJTIMIT PSIKOSOCIAL TË KRYESIT TË DHUNËS NË FAMILJE.

²⁸ Interviews with civil court judges, February 2014.

²⁹ Qosaj-Mustafa, Ariana and Nicole Farnsworth for KWN, *More Than “Words on Paper”? The Response of Justice Providers to Domestic Violence in Kosovo*, Prishtina: UNDP, 2009.

³⁰ Interview with municipal police, February 2014.

³¹ For example, in Gjakova police undertake daily observations regarding protection order enforcement. In 2013, police recorded 19 violations of protection orders.

³² Interviews, February 2014. For example, in Gjakova, among three judges, one judge and a prosecutor specialize in gender-based violence.

³³ Interviews with police and judges in Gjakova, February 2014.

³⁴ Interview with Anti-Trafficking National Coordinator, February 2014.

³⁵ MEST, MCYS, the Kosovo Police via Community Policing, and some donors have contributed resources to prevention.

³⁶ This is funded through the existing responsibilities and relevant budget lines of the courts, prosecution, and police.

³⁷ MLSW provides services relating to victim protection, though it does not have sufficient finances for these services; MLSW is generally under-funded. Victim Advocates, within the prosecution, also should seek to protect the wellbeing of trafficked persons. Shelters (see next note) offer temporary housing, hygienic supplies, and food.

³⁸ The state-funded ISF has a capacity for up to 25 trafficked persons, serving men, women, and children. CSO shelters also receive some state funding, though it is insufficient for their needs. Protection Victims, Preventing Trafficking (PVPT) and Hope and Homes for Children provided shelter for trafficked persons only, whereas Kosovo's other six shelters also offer shelter to trafficked persons, along with persons who have suffered other forms of GBV. Concerns have been raised whether they should reside together with other GBV survivors considering their unique needs (interviews). A few programs have involved start-up grants for reintegration, but their success rate is unknown and long-term unemployment opportunities remain scarce.

³⁹ This includes representatives of the Department of Social Welfare, the Victim Advocacy and Assistance Office, and three representatives of shelter providers for victims of trafficking.

⁴⁰ European Commission, *Visa Liberalisation with Kosovo Roadmap*, 2012, pp. 8, 10-12. More specifically, this includes: "Adopt and implement legislation on the prevention, investigation and prosecution of trafficking in human beings, including the sexual exploitation of children, in accordance with the EU *acquis*; ensure proactive investigations and prosecutions of trafficking in human beings, including dissuasive sentences for individuals found guilty of this serious crime; enhance the effectiveness of victim identification;" and implement the strategy to combat trafficking (p. 11). With reference to the *acquis*, this includes the Directive on preventing and combating trafficking in human beings (Directive 2001/36/EC), the Brussels Declaration on preventing and combating trafficking in human beings (Council conclusions of 8 May 2003) and the Directive on combating the sexual abuse and sexual exploitation of children (Directive 2011/93/EU).

⁴¹ For example, the Central Bank and Prishtina Regional Water Company (interviews, February 2014).

⁴² Interviews with diverse stakeholders, February 2014. See also: Norma, *Research and Monitoring the Implementation of the Law on Gender Equality*, Prishtina: Norma, p. 18.

⁴³ Demolli, Luljeta for KGSC, *Perceptions of Civil Servants regarding Sexual Harassment in the Workplace*, Prishtina: KGSC, 2010, p. 10.

⁴⁴ *Ibid* and Norma, *Research and Monitoring the Implementation of the Law on Gender Equality*, p. 18.

⁴⁵ Focus group, University of Prishtina, February 2014.

⁴⁶ The concept of human security, first introduced by UNDP in 1994, attempts to redefine the historically state-centric notion of security to consider the security of *people* rather than *nation-states*. Due to space restrictions, several of these security issues are discussed only in other sections of this document. Also, see: KGSC, *Monitoring Security in Kosovo from a Gender Perspective*, Prishtina: KGSC, 2007.

⁴⁷ Interviews, February 2014.

⁴⁸ Constitution of the Republic of Kosovo, Art. 22, 24, 37, and Assembly of Kosovo, Anti-Discrimination Law No. 2004/3, Ch. I, Art. 2(a). Several other laws contain relevant anti-discrimination provisions, including the Criminal Code (Art. 147) Labour Law, Law on Health, and Law on Education.

⁴⁹ Interviews, 2014.

⁵⁰ See: KWN for AGE, *Security Begins at Home*, p. 47. Human rights activists confirmed that such abuse continues during the focus group with civil society representatives in Prishtina (February 2014).

⁵¹ Focus group, February 2014. Several recent reports detail discrimination against LGBT persons in Kosovo. See: YIHR and Center for Social Group Development, *Freedom and Protection for Lesbians, Gays, Bisexuals and Transgender in Kosovo*, Prishtina: YIHR, 2013; Savi, Marija for the Heartefact Fund, *Invisible LGBT: Report on the position of LGBT community in Kosovo*, Belgrade: Heartefact Fund, January 2013; Huygens, Pierre, Eva Marn, and Nenad Maksimovi, *Situation and Response Analysis: LGBT Vulnerability in Kosovo in 2012: In the name of "Tradition"*, 2013; Libertas, *Survey on the attitudes of the Kosovar society towards homo-*

sexuality: quantitative and qualitative research on the opinions of Kosovar citizens, Prishtina: Libertas, December 2012; Civil Rights Defenders, *Country Report: Human Rights in Kosovo*, October 2012; International Lesbian, Gay, Bisexual, Trans & Intersex Association - Europe Region (ILGA-Europe), *ILGA-Europe's submission to the European Commission's 2011 Progress Report on Kosovo*, Brussels: ILGA Europe, 2011; *ILGA-Europe's submission to the European Commission's 2012 Progress Report on Kosovo*, Brussels: ILGA Europe, 2012; *ILGA-Europe Annual Review of the Human Rights Situation of Lesbian, Gay, Bisexual, Trans and Intersex People in Europe 2011*, Brussels: ILGA-Europe, 2012, pp. 93-94; European Commission, *Kosovo Progress Report 2011*, p. 15. The European Parliament also expressed its concern with regard to discrimination based on sexual orientation in its Resolution of 29 March 2012 on the European Integration Process of Kosovo (2011/2885(RSP) para. 38).

⁵² See Libertas, 2012. Their Kosovo-wide survey of 755 respondents suggests that homophobia is widespread in Kosovo. Half the respondents believed "LGBT should be prohibited by law and punishable" and 57.3% that "marriages between two persons of the same sex should not be allowed under any circumstances" (p. 14).

⁵³ This has been observed by organizations such as Handikos. See also: KWN for AGE, *Security Begins at Home*, p. 20, 45-46.

⁵⁴ See: Burkeman, Oliver, "UN 'ignored' abuse at Kosovo mental homes," *The Guardian*, 8 August 2002 and Mental Disability Rights International (MDRI), *Not on the Agenda: Human Rights of People with Mental Disabilities in Kosovo*, Washington D.C.: MDRI, 2002. While this report is dated, human rights activists said that it continues to occur (focus group, February 2014).

⁵⁵ Activists have referred to this and other failures of institutions to carry out their responsibilities as "**institutional violence**." While much could be written about this, due to space limitations within this report, relevant information pertaining to institutional shortcomings is presented in other sections of this report.

⁵⁶ IKS, *Education or Subjugation? A report on violence against children in schools*, Prishtina: IKS, 2013. For somewhat dated reports, see: UNICEF, *Research into Violence against Children at Schools in Kosovo*, Prishtina: UNICEF, 2005; and KGSC, *Monitoring Security in Kosovo from a Gender Perspective*, 2007. Activists and school administrators raised concerns that violence continues within schools (interviews and focus groups, February 2014).

⁵⁷ IKS, p. 29. Relating to peer to peer violence, IKS reported that "having one's property vandalised such as phone smashing, tearing pages of books, or stepping on ones bag, is more likely to be experienced by females than males. All other types of peer violence occur more frequently among males" (p. 27).

⁵⁸ Focus groups with civil society in Prizren and Prishtina, February 2014. For example, in the recent Duda case, a girl physically assaulted her friend (another girl). The incident was posted on the internet. Police and the CSW subsequently took her for questioning. The sensational news received extensive media attention, boosting discussion about violence in schools (though the incident occurred outside of school). Stabbings among boys are often reported in schools, but seemingly less criminalized.

⁵⁹ KGSC, *Monitoring Security in Kosovo from a Gender Perspective*, 2007, p. 74.

⁶⁰ Monitoring by KRCT revealed a case of abuse within the Lipjan Correctional Facility in 2009, but with few exceptions found the correctional facilities had "no major problems regarding inmates contact with the outside world, access to information, or right to practice religion" and that material conditions were "generally good" (cited in United States Department of State, Bureau of Democracy, Human Rights, and Labour, *2009 Human Rights Report: Kosovo*, 2010, pp. 5-7). In 2009, 35 of the 1,450 convicted prisoners and pre-trial detainees (then problematically mixed within correctional facilities) were women/girls (2.4%). Men/boys thus are over-represented among persons in correctional facilities. Further research on cultural norms and masculinities perhaps could shed light on causal factors, towards prevention.

⁶¹ KWN for AGE, *Security Begins at Home*, 2008, pp. 1-2.

⁶² KGSC, *Monitoring Security in Kosovo from a Gender Perspective*, 2007, p. 58. This draws from a focus group. Unfortunately no known quantitative perception studies have been conducted.

⁶³ KWN for AGE, *Security Begins at Home*, 2008, p. 67 and Heise, Lori, "Violence against Women: An Integrated, Ecological Framework," *Violence against Women* 4, 1998, p. 262.

⁶⁴ UNFPA and Caritas Kosovo involved religious leaders in delivering messages against GBV.

⁶⁵ Several campaigns have been organized at both municipal and national levels by diverse actors. For a summary of recent efforts, see: Ministry of Justice, National Coordinator's Office against Domestic Violence, *Activities against Domestic Violence Annual Progress Report 2012*, Prishtina: Ministry of Justice, May 2013.

⁶⁶ The following organizations and initiatives have worked specifically with men, particularly young men, in transforming gender norms: Peer Education Network, Artpolis' community theatre, *Partia e Forte's* satire, Care International's men and masculinities program, Dora Does' counselling for men, KRCT's trauma counselling, UNFPA's work with religious leaders and youth, UNICEF's work with youth, UNDP's employment programs, Innovation Lab, *Bohu Burre*, and the KGSC "Be Cool, Don't Hit" campaign. Kosovo's shelters provide counsel-

ling to women and men, potentially preventing recidivism.

⁶⁷ NTFF of the “Public debate on Human Trafficking,” 17 October 2013. According to OSCE, “A representative of the Centre for the Prevention and Assistance to Victims of Domestic Violence talked about the newly started project of construction of a shelter in Gra anica/Graçanice municipality. Land for building the shelter for domestic violence cases was allocated by the Mayor of Gra anica municipality. On the other hand, the Minister of the MLSW promised them that they will allocate budget in order to build the shelter” (comment on draft *Kosovo Country Gender Profile*, 2014).

⁶⁸ MLSW contracts shelters to provide services (approximately €2,000 per month); the Ministry of Health has signed a MoU with shelters, providing free medication for survivors; police cover transportation costs (AGE, comments on draft *Kosovo Country Gender Profile*, 2014). For further information, see KWN, *At What Cost?*.

⁶⁹ As of February 2014, the Commission within the MLSW General Council of Social and Family Services had licensed 206 senior level service providers of social and family services, including 160 from CSWs, five from the Kosovo Correctional Service, two from the Centre of Mental Health Care, seven from PVPT, three from the Centre for the Protection and Rehabilitation of Women and Children, five from Handikos, seven from the Safe House in Gjakova, four from SOS Village (orphanage for children), two from the Shelter for Women and Children, three from Hope and Homes for Children and one from each of the following: Humanitarian Association, Women’s Welfare Centre in Peja, Association of the Blind, Terre des Hommes, Municipal Directorate for Health and Social Welfare, Kosovo Probation Service, Elderly House for those without Family Care, and the Forensic Psychiatric Institute.

⁷⁰ Clients can only stay for a period of six months. Some can stay longer, including by moving from shelter to shelter. However, no long-term reintegration and rehabilitation services exist.

⁷¹ Farnsworth et al. for KWN. *At What Cost? Budgeting for the Implementation of the Legal Framework against Domestic Violence in Kosovo*, 2012.

⁷² See KWN reports relating to domestic violence.

⁷³ UNFPA has collaborated with the Ministry of Health to develop procedures for assisting persons who suffered GBV and train healthcare workers in their application. While it is not particularly detailed in relation to sexual violence, it could be expanded upon.

⁷⁴ CSWs in rural areas in particular struggle to recruit psychologists who seek higher pay in Prishtina.

Sectors

¹ The number of men working in agriculture is much higher than that of women. The labour participation rate for women is 18% and for men 55%. So for women, 5% of the 18% of women work in agriculture, while 4% of the 55% of men work in agriculture. There are more than twice as many men as women in the agricultural sector, at least when it comes to formal jobs. Informally many women work on family farms without any formal salary or no salary at all.

² This is heard from all developed countries and all financing agencies and development organisations in the World: European Commission, United Nations, World Bank, IMF, etc.

³ One of the first studies of gender equality in the work place was “gender equality and return on equity” NUTEK, a study of 14,000 companies in Sweden (NUTEK, “Jämställdhet och Lönsamhet, Nutek, Alfa Print Sundbyberg, 1999).

⁴ The Catalyst Corporation found that companies with the highest representation of women on their top management teams experienced better financial performance than companies with the lowest women’s representation’. The investigation was made in 2007 with over 30,000 companies. This finding holds for two key financial measures: return on equity was 35.1% higher and the total return to shareholders was 34% higher (Catalyst “The Bottom Line- Connecting Corporate performance and Gender Diversity”, Catalyst, NYC, 2007). Further, Goldman Sachs, a US investment bank, one of the leaders in the financial market announced (Oct. 2013) that gender balances on boards in Europe could increase the GNP by 13%. On 24 September 2013, Credit Suisse, an important Swiss bank, revealed that male dominated firms had recovered more slowly than gender balanced firms since the 2008 financial downturn.

⁵ Human Rights Watch (HRW), *Kosovo: Poisoned by Lead*, USA: HRW, 2009, pp. 20, 34, and 53.

⁶ IKS, *Thinking Green*, Prishtina: IKS, 2009.

⁷ According to many sources, including Finca (interview).

⁸ Interviews, February 2014.

⁹ For example, the 180-member Krusha e Vogel Women Farmers Association has two collection points in Krusha e Vogel village and Has village.

¹⁰ She-Era, *Gender-budget Analysis and Impact of Fiscal Policies on the Poverty Level of the Women in Agriculture: The Ministry of Agriculture, Forestry, and Rural Development*. Prishtina: She-Era, 2007.

¹¹ Correspondence with MAFRD, April 2014.

-
- ¹² Ibid.
- ¹³ KWN, *Voters' Voice*.
- ¹⁴ According to the Water Company, three donors are involved.
- ¹⁵ FAO food programme.
- ¹⁶ Ibid.
- ¹⁷ UNICEF, *Nutritional Survey of pregnant women and school children of Kosovo*, 2010.
- ¹⁸ Interview.
- ¹⁹ EBRD 2013, A guide to integrating social and gender interests into the Municipal Service Provision of Transport Services.
- ²⁰ Ibid
- ²¹ Regional Cooperation Council, *South East Europe 2020: Jobs and Prosperity in a European Perspective (first draft of the Strategy)*, Regional Cooperation Council, August 2013. Women/females are only mentioned three times in this strategy and appear within 2020 targets (albeit unclearly) only in terms of programs towards employment and inclusive growth (p. 69).
- ²² Kosovo ICT Market Analysis, STIKK, Kosovo Association of Information and Communication Technology, November 2013
- ²³ Ibid
- ²⁴ Ibid.
- ²⁵ Representatives estimated that in Prishtina approximately 25% of bills were paid by women, whereas outside Prishtina only roughly 1% of bills were paid by women. This estimate was based on observations as no data existed. Older persons may be more likely to pay bills, except in Prishtina where young professionals and more affluent persons pay bills.
- ²⁶ Renewable & Appropriate Energy Laboratory. Energy & Resources Group University of California, Berkeley January 2012.
- ²⁷ Sustainable Energy for all: The gender dimensions, UNIDO and UN Women 2013.
- ²⁸ KAS, Statistics of Sports, 2009
- ²⁹ KAS, Statistics of Sports 2009
- ³⁰ In 2013, a young woman from Peja, Majlinda Kelmendi, became one of the first Kosovo nationals ever recognized to win an international sports award, as Judo World Champion.
- ³¹ Observation. See also, Government of the Republic of Kosovo, Office of the Prime Minister, Agency for Gender Equality, *Prezantimi i Grave në Mediat e Shkruara 2010-2011 [Presentation of Women in Written Media]*, Prishtina: AGE, 2012.
- ³² For example, the launching event for the *Kosovo 2.0 Sex* issue received very poor media coverage, which activists argue contributed to violence against activists for LGBT rights (see Section 6). Social media such as Facebook, Twitter, YouTube, and Instagram can support work towards gender equality (e.g., by spreading information quickly or facilitating organization of activists' street advocacy events) or undermine it (e.g., via demeaning pictures of women or viral spread of hate speech by religious extremists).
- ³³ See AGE, *Presentation of Women in Written Media*, 2012.
- ³⁴ USAID, *Kosovo Country Report*, 2012.
- ³⁵ Four are presently on maternity leave.

