



*The Women's Initiative Association
in Bresane (Dragash Municipality)*

FINAL EVALUATION REPORT

External Evaluation of Kosovo Women's Fund

Consulting Team	Shevolution & Hieros International AB
Client:	Kosova Women's Network (KWN)
Activity Period:	7 February-15 April 2014
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1. Executive summary

1.1 Introduction

The Kosova Women's Network (KWN) has been working for the empowerment of women since 2000. It has grown into a sizeable network of 77 member organisations and become one of the leading and best-respected civil society actors in Kosovo.

In 2012 the KWN in consultation with its members and supported by the Kvinna till Kvinna Foundation (KtK) established the Kosovo Women's Fund (KWF). The Fund provides micro-grants and capacity building for women's grassroots organisations that lack access to other sources of funding and seek to further women's rights, particularly among rural and/or marginalized groups¹. The KWN have taken measures to minimise the distance between large-scale NGOs and grassroots.

Building on previous successes, the Austrian Development Agency (ADA) and KtK jointly supported the Fund further through a two-year project (2012-2014) 'Supporting, Protecting and Promoting the Rights and Interests of Women and Girls'.

It is in this context that KWN and its supporters KtK and ADA decided to carry out an external evaluation of the Fund to assess the progress to date and identify needs for the future. This external evaluation was financed by KtK.

1.2 Purpose and limitation

The focus and limitation of the evaluation were discussed and agreed upon with KWN, KtK and ADA at the start of the evaluation.

¹ Marginalised women such as rural women, female heads of households, uneducated, poor, disabled women and minorities like Roma, Ashkali, Egyptian, Gorani, Turkish and Serb women constitute the main beneficiaries and target group of the Kosovo Women's Fund.

The evaluation has taken place mid-project so that its findings can be used to inform on-going initiatives related to the Fund. It examines the extent to which results were achieved, bearing in mind that the present project is only half-completed.

This evaluation is intended ‘to assess the KWF’s impact (e.g. the impact of KWF at household, local, and Municipal levels, and the impact it might have, if continued, on promoting gender equality and women’s rights), effectiveness (how well the project attained its goals and the possibility of becoming sustainable) and efficiency to date and propose recommendations towards strengthening the Fund and KWN capacities to manage it in the future’. The Terms of Reference (TOR) for this evaluation are attached as *Appendix I*.

To a certain degree, this mid-term evaluation also looks at impact but it is not an impact evaluation. The Fund has existed for almost two years (2012-2014), which may not be enough time to observe long-term impact and wider societal change. Nor does the evaluation look at the Gender Equality Advocacy Groups² (GEAGs) or examine the KWF finances, which were independently audited. ADA will do a separate evaluation of the KWF including the GEAGs’ results and achievements.

1.3 Synopsis of methodology

In addition to the desk study, field visits and observation were undertaken by the Consultant Team between 8th and 14th March 2014. The detailed Methodology and list of persons and organisations met are attached in *Appendices II and III*.

The team had the opportunity to visit eight locations in Kosovo and meet with 36 organisations. This is not sufficient for any generalisations about KWF’s activities as a whole but may still give some understanding of the Fund’s initiatives, as well as concrete examples of different kinds of activities, achievements and challenges.

We would like to take the opportunity to thank everybody that has contributed to this report by providing information, opinions, ideas and practical support. In particular we would like to thank the KWN, KtK and ADA in Kosovo for the excellent reception they all gave us and their willingness to meet with us.

² Gender Equality Advocacy Groups bring together women in Politics and civil society in efforts to advocate for women’s rights and Gender equality at the municipal level. (KWN Annual Report 2012)

1.4 Effectiveness of the project

This section measures the extent to which the project achieves its purpose, or whether this can be expected to happen on the basis of the outputs. Implicit within the criterion of effectiveness is also timeliness.

Project Management

Significant improvements in proposal writing have been observed. The KWF grant recipients have said that prior to this intervention they had limited or no understanding of project management. Furthermore, they said that this Project had ‘opened their eyes’ about different documentation such as narrative and financial reports, and substantially broadened their understanding of project cycle management. The improved skills and knowledge of project management have led to improved planning and fundraising capabilities to the extent that some grant recipients have gone on to pursue further donor funding. This has given these women’s organisations greater confidence and control of their future direction.

Participation in Decision-making and Advocacy

The project’s defined objective to increase and improve women’s participation in advocacy primarily focused on Municipal decision-making processes and is timely. Recent decentralisation has meant the transfer of responsibilities from the national to the Municipal level. Municipalities are gradually gaining greater authority over the services provided to citizens.

The focus on involving more marginalised women in decision-making processes has proven effective. KWF grantees have participated in decision-making at KWN meetings, and lobbied and interacted with the following key stakeholders to secure and protect women’s rights in their communities: mayors, Municipal Assembly, Municipal Gender Equality Officers, public services department, health department, public schools and Media.

It is often impossible to estimate the full longer-term effectiveness of advocacy when advocacy campaigns have only been in action for a short period. The organisations supported by KWF are comprised of women with deep knowledge of issues that need to be addressed in their community but often with little or no previous experience of public policy advocacy. For many in the KWF target groups, citizen advocacy on public policy is a new concept. For some of the women it is the first time they have participated in meetings outside their home. However the Consultants observed from meetings and interviews that the KWF has enabled and empowered these women from marginalised groups to meet, to discuss issues affecting them, to learn to express their thoughts, to learn about their rights, and to

begin to gain skills in expressing their priorities verbally before groups of people. These are the important first steps towards public policy advocacy.

Based on the training and mentoring received from KWN staff, the advocacy initiatives undertaken have contributed to changes in local policies, including in Municipal budgets (reallocation of funds to benefit more women in communities), and a disability organisation representative becoming a member of the Municipal Council, among others.³

1.5 Impact and outcome of the project

This section looks at the wider effects of the project – social, economic, technical, environmental - on individuals, Gender, age-groups, communities and institutions. Impacts can be intended and unintended, positive and negative, macro (sector) and micro (household). This section assesses the intended and unintended impact of KWF grant recipients' initiatives on their beneficiaries at the household, local, and Municipal levels. This includes attention to the extent to which their initiatives contributed to furthering women's rights.

Marginalised, rural and minority groups are well represented among beneficiaries of the Project. The Consultants met KWF groups which included (among others) pensioners receiving osteoporosis screening and treatment, young rural women from the Goran community receiving economic skills training – designing and making fashionable clothes, women who were raped in the war, and a woman leader from a Serb enclave working with women experiencing domestic violence.

For grantee organisations, the impact is the improved capacity to manage grants and undertake advocacy initiatives with acquired knowledge of how to use a number of management tools such as RBM, M&E techniques, cashbooks, advocacy cycle and strategies.

At the individual level, respondents to interviews said the KWF Project changed their way of thinking and working. A process of development at individual and organisational level began and work processes were changed. The training and mentoring offered under the project opened new horizons for many and encouraged some of them to pursue other donor funds, starting their own business, earning respect from their surroundings thanks to skills development, and empowering those that never had been outside their houses/villages. The beneficiaries include women pensioners, unemployed, uneducated, single headed

³ Kosova Women's Network. "List of Advocacy Initiatives."

households, youth, rural, ethnic minorities, and the poor, and disabled persons.

The increased number of women in decision-making processes achieved as a result of the Project is having a positive impact on communities. In total 2,039 women from rural and marginalised groups have directly benefitted from initiatives of 34 KWF grant recipients to date. A further 1,500 people within their communities benefitted indirectly. The capacity development opportunities have reached out to 104 individuals of KWN member organisations. Thirteen (13) changes occurred as result of women's advocacy initiatives such as education about blindness to students and teachers, resulting in two schools being ready to accept blind children for education in their institution; a Municipality hired a sign language interpreter in public services delivery to assist deaf people at the Municipal Assembly and the Health Directorate; Municipal services included medical visits to be free of charge for ethnic minority women; young women were empowered to visit the Mayor and raise issues of importance to young women and the Mayor promised to address their concerns; empowered rural women to become more involved outside their homes and in their own businesses; and a group of women heads of households from Novobrdó were included in the municipal budget plan, etc.⁴

An unintended extra beneficial impact is that KWF grantees have participated in effective nation-wide KWN advocacy, partly by providing grassroots knowledge and support to help bring about policy developments such as the Law No. 04/L-054 on the status and rights of martyrs, invalids, veterans, members of Kosovo Liberation Army, *persons raped during the war*, civilian war victims and their families, and the Kosovo Government's official introduction of the Kosovo National Action Plan to implement UN Security Council Resolution 1325 on Women, Peace and Security.

It is also noted that the Project has had unintended but equally positive impact on KWN staff. As a result of KWN's supporting role, the Project has given KWN staff valuable experience in managing and monitoring a Fund. There have also been instances where KWN staff has benefitted indirectly through 6-month training in M&E techniques.

1.6 Relevance of the project

This section summarises whether the project is in line with local needs and priorities (as well as donor policy). There is a strong link between the project issues and the donors' key

⁴ Kosova Women's Network. (2014). "Project Progress Report." Annual Progress Report submitted to the Austrian Development Agency on 28 February 2014. / Kosova Women's Network. (2014). "Annual Report 2013".

areas. Both ADA and KtK prioritise ‘the support for active participation of women and marginalised and vulnerable groups in political and social decision-making processes’.⁵

The KWF is relevant to the international policy of reaching the Millennium Development Goals (MDGs). Increased attention to women’s rights among marginalised groups helps to work towards achieving MDGs. Some KWF groups reach women who have low decision-making power in households, economic dependence, inability to escape domestic violence, have had little or no access to political and civic participation. To achieve MDGs, greater efforts are needed to address hard-to-reach groups like the marginalised women’s groups. If these groups are left behind, inequality will increase and undermine the sustainability of the MDGs achievements.

The Fund is relevant to the Kosovo context in several ways: KWN’s training and mentoring with the aim of increasing women’s participation in decision-making and advocacy is highly relevant, because despite an increase in women elected in recent national and municipal elections, women remain under-represented in participation in all levels of Kosovo decision-making. Until now women in marginalised groups and rural areas have had very few opportunities to influence decision-making.

The choice of target beneficiary groups is also relevant. KWF addresses a neglected niche target group. KWN identified that although a few larger women’s NGOs with English language skills manage to access donor funding, women’s groups in rural areas and other marginalised women’s groups have difficulty in securing sufficient resources for initiatives towards gender equality and women’s rights and prior to the KWF had little or no voice.

To improve the chances for marginalised groups of women to access future funding, the KWF Project has focused on improving the capacity of grantees in development of proposals, project implementation, monitoring and reporting, including narrative and financial. It was assumed that the KWF grant recipients could retain income from other donors and undertake advocacy initiatives. This has happened to some extent. For example, the KWF grant recipient Rikotta felt confident to go on to apply for donor funding from USAID and the German Embassy.⁶ Other KWF grant recipients received a second grant through the Fund.

The KWN staff has worked closely with grant recipients throughout to ensure that all activities are relevant to grant recipients’ needs and context. As this has been a capacity building project there has been an emphasis on training and mentoring. To ensure the acquired skills are relevant to the Kosovo context the training and mentoring have been

⁵ Austrian Development Cooperation. (2013). “Kosovo Country Strategy 2013-2020”.

⁶ Interview with Pranvera Bullaku, CEO of Rikotta ‘Women’s Piazza’ on 11 March 2014 in Pristina.

carried out in a participatory manner, with good balance of ‘classroom theory’ and practice. The ‘learning-by-doing’ approach has resulted in a high level of ownership by grant recipients and other KWN members. The Grants Management System (GMS) software introduced is appropriate to the management of the Fund and has recently been tried and tested to give confidence in its suitability for the purpose.

1.7 Sustainability

This section analyses the sustainability and challenges to sustainability at various levels: individual (e.g. knowledge, relations with other organisations and institutions), organisational, institutional, financial, and cooperation with stakeholders for grant recipients and their projects (as short-term initiatives by definition), proposing potential solutions.

It is difficult to draw verifiable conclusions regarding the sustainability of the KWF Project, because the Fund is relatively new. However, the project results so far are assessed as having a good chance of being sustainable as they have involved and empowered marginalised women’s groups to engage in grant management and advocacy.

At the individual level, women who rarely have been outside their homes have through the Project established new friendships with other women, exchanged experiences and acquired knowledge that has benefited their households and earned respect in communities. Attitude change has occurred in family relations between spouses, family members, and community members.

It is assessed that grantee organisations will be able to continue to carry out advocacy addressed to Municipalities provided they can continue to obtain funding and retain staff, and provided that KWN increases its capacity building efforts in advocacy.

The improved capacity to write proposals, manage grants and implement projects is a sustainable result of the KWF Project. The donors state they have noticed a definite improvement in the quality of the applications submitted in the 4th Round compared to the previous three rounds of grant applications.

The overall impression of this mid-term evaluation is that the grantee organisations have strong field presence, close collaboration with community members, networking, and interacting with Municipalities.

1.8 Efficiency of the project implementation

This section measures the outputs – qualitative and quantitative – achieved as a result of inputs. This generally requires comparing alternative approaches to achieving an output, to see whether the most efficient approach has been used.

An in-depth analysis of efficiency, using any kind of economic evaluations, has not been possible within the scope of this mid-term evaluation. This section therefore builds on the experiences and opinions of the evaluators, and what they have read, seen, heard and observed. The efficiency has been assessed primarily from a technical point of view (technical and internal efficiency).

The participatory nature of the training ensured that learning took place. This approach was consolidated through follow-up and monitoring visits which built on the learning and increased prospects for sustainability.

The financial support afforded to KWF has been from multiple sources (two separate donor agreements) as shown below.

Support to the Kosovo Women's Fund in Euro (excluding in-kind contribution)

Donor/Agreements	Activity Period	Total Budget €	Total Grant Funds	Actual costs (Grant Funds)	Remaining (Grant Funds)
Kvinna till Kvinna*	July-Dec 2012	29,339	10,000	10,209	Closed
Kvinna till Kvinna/co-funding	Jan 2013-Dec 2014 (Co-fund)	67,937	40,000	19,136	20,864
Austrian Development Agency/co-funding	Dec 2012-Dec 2014 (Co-fund)	280,800	80,000	37,326	42,674
Total Grant Funds in Euro			130,000	66,671	63,538

**Donor Agreement finalised and closed*

Total Allocated Grants in Euro	130,000
Total Distributed Grants in Euro (all donor agreements)	66,671
Total Remaining Grants in Euro	63,538

About €66,671 of the total €130,000 allocated funds for micro-grants has been distributed to 34 KWF grant recipients. One donor agreement has been completed and closed. The co-

funded donor agreement (ADA/KtK) is still open. The time schedule for the grant rounds is in accordance with the signed donor contract. In the fourth round the quality of applications had markedly improved but the quantity of applications had dropped. By April 2014 54% of the micro-grants from the co-funded donor agreement remained to be distributed. Therefore there is a possibility that KWN will need to request a time extension after December 2014. KWN staff is monitoring the process closely, keeping the donors updated on the progress.

In the 2nd Grant Round, the Association of the Deaf in Prizren had difficulty continuing project implementation and they returned the micro-grant amount of €1,132 (ADA-contribution) due to a male superior not allowing female beneficiaries to participate in activities addressing screen-tests of breast and cervical cancer. KWN staff proactively mentored the female coordinator to find the best solution forward. As a result, the coordinator established a new association – the Association of Deaf Women in Prizren – by explaining: ‘I wanted [the deaf women] to have more space, since this space wasn’t provided in the other NGO’. The issue was raised in timely manner and avoided further consequences.⁷ The remaining funds will be dispersed during the next ADA-funded grant round.

Administrative costs, according to the ADA budget, make up to 8% of the total project cost. This refers to the overhead costs of KWN. The project management costs of KWN related staff⁸ according to the ADA budget is 21% of total project costs. Technical support was part of the responsibility of the KWN staff.

For a capacity-building project where the majority of beneficiaries (KWF grant recipients) are based outside Pristina, a reasonable supposition is that the Kosovo Women’s Fund Coordinator’s time spent outside Pristina is equally important as time spent in Pristina, to avoid disconnection with end-receivers of KWF initiatives. One of the key lessons learned and raised by KWN staff was the need to visit the organisations more often during project implementation in order to offer additional mentoring for all the documents involved for a proper project exit.⁹ The KWF Coordinator has spent 30% of her time outside Pristina and 70% in Pristina. The evaluators acknowledge that time in Pristina has been efficiently spent; the significant time spent in Pristina has been productive for interaction between the KWN staff and the regional beneficiaries (KWF grant recipients). KWN staff has mentored 36 KWN member organisations in advocacy, proposal writing and documentation, conducted 22 monitoring visits, and had 830 contacts with members via phone, e-mail, or meetings, as per

⁷ Kosova Women’s Network. (2013). “Little Grants, Big Changes.”

⁸ KWF related staff includes KWN Executive Director (39%), KWF Coordinator (85%), Programme Manager (10%+37% indirect cost), Public Outreach Officer (50%), Project Assistant (100%).

⁹ Kosova Women’s Network. (2014). “Project Progress Report.” Annual Progress Report submitted to the Austrian Development Agency on 28 February 2014.

members' requests. Additionally, 5 capacity-development workshops (more workshops were needed than expected, given grant recipients' weak capacities in project management and advocacy), individualised mentoring sessions have been essential for follow-up with KWN members to offer further support in their gained knowledge and skills.¹⁰ The KWN staff has made real advances in developing project management tools to build capacity within KWN members.

For database management, the KWN staff has used primarily Microsoft Excel for recording information and producing reports. This has been time-consuming. The newly developed Grants Management System (GMS) software will make the data management process of KWF more efficient and save staff time plus ensure that all data are consolidated and saved in a secure location. At the time of the Consultant field visit the transfer of data between the two software systems was being processed but not yet completed. The evaluators have not found any other instances of structural inefficiency in the project implementation.

The Project Assistant and the current KWF Coordinator started in March 2013. The KWN staff has received training in M&E techniques.¹¹

Summary

To summarise, the evidence shows that at this mid-term point the Fund is moving steadily in the right direction towards meeting its longer-term goals. The Evaluation Team recognises that if the KWF Project is to continue it will need reliable funding, continued training/mentoring in NGO and project cycle management, citizen advocacy and in the participation of women in politics.

The summary of findings and recommendations are collated in sections of their own – Section 3 and Section 5.

¹⁰ Kosova Women's Network. (2014). "Project Progress Report." Annual Progress Report submitted to the Austrian Development Agency on 28 February 2014.

¹¹ Key informant interviews with Igballe Rogova and Nicole Farnsworth on 9 March 2014.

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FINAL EVALUATION REPORT

2. Context

The reality is that Kosovo's decisions, budget allocations and political priorities across the board are mostly made by men.

Durable democracy requires participation of all members of society.

KWN has worked at all levels to educate and support women's participation in shaping the future of their society. The organisation has a high profile and widespread credibility across Kosovo society in advocating for women's rights, universal human rights, and for implementation of Gender Equality legislation. Awareness-raising initiatives towards transforming gender norms and informing citizens of their rights have been a key part of their activities. KWN programmes address the Government's obligations to its female citizens: women in politics and decision-making, women's access to quality healthcare, domestic violence and trafficking, women's economic empowerment. KWN advocacy efforts have contributed to progress in a number of policy changes including the following: the Government hired a Chief Executive Officer of the Agency for Gender Equality (AGE); the Office for Good Governance, Human Rights, Equal Opportunities, and Gender Issues started a consultative group involving leaders of the rights of the lesbian, gays, bisexuals, and transgender (LGBT) groups to discuss how to protect the rights of LGBT persons; AGE drafted the National Action Plan on the Implementation of UNSCR 1325.¹²

It is not only patriarchal customs and tradition which impact negatively on women's rights but also weak rule of law. Kosovo's legal framework ensures gender equality in both the

¹² Kosova Women's Network. (2012) "Annual Report 2012"

Constitution¹³ and the 2004 Gender Equality Law. The challenge is implementation. Women have less access to justice, property rights, and full realisation of legal remedies guaranteed by law, or compensation for crimes suffered.

The programmatic areas of KWN address shortcomings of the Government's obligation to its female citizens: women in politics and decision-making, women's access to quality healthcare, domestic violence and trafficking, and women's economic empowerment.

With 31.7% of female members of the Kosovo Assembly (38 of 120 seats), Kosovo is in the global top 30 in women's representation in legislatures.¹⁴ In 2011 Atifete Jahjaga became the first female President of the Republic of Kosovo. In the November 2013 Municipal elections women's participation in Municipal assemblies increased from 30% to 34%. A record number of women ran for mayor (in previous elections there were a maximum of two women Municipal mayoral candidates). In December 2013, Mimoza Kusari-Lila was elected the first woman mayor of a Municipality (Gjakova). Political parties still hold great power at the Municipal level as well as at the national level but despite an increase in the percentage of women elected to parliament and Municipalities few women hold leadership positions in parties. KWN has proactively worked to increase the number of women in politics and decision-making in Municipal and national levels through empowering and bolstering women's leadership capabilities, in particular at the Municipal level by improving communication between women politicians and women voters.¹⁵

Access to quality healthcare, including reproductive and gynaecological services, is limited. The public health system accounts for only 9.2% of government expenditures. The annual per capita government expenditure in health is only €35, the lowest in Europe. Women living in rural areas also cite travel costs as a barrier to receiving treatment. The under-funded healthcare sector has a profound negative impact on women's health, resulting in a lack of general awareness regarding gynaecological health, prenatal care, and breast cancer prevention.¹⁶

Most of the challenges in preventing domestic violence lie in societal norms and the need for implementation of the relevant legislation. Multiple agencies, organisations, and legislation exist towards promoting the reporting of domestic violence cases, preventing domestic violence, and assisting victims of domestic violence. In addition women's organisations,

¹³<http://www.kushtetutakosoves.info/?cid=2,247>http://www.iwrawap.org/resources/documents/GE_Kosovo.pdf

¹⁴ Inter Parliamentary Union Worldwide Women in Parliaments on 1 February 2014 shows 30 countries with over 31.6% women in parliament. <http://www.ipu.org/wmn-e/classif.htm>

¹⁵ Kosova Women's Network. (2012). "Annual Report 2012."

¹⁶http://www.womensnetwork.org/documents/kwn_strategic_plan_2011_2014_en.pdf

including KWN members, create public campaigns raising awareness and encourage reporting of domestic violence.

The recent adoption of the Law on Protection against Domestic Violence has paved the way for the 2010-2013 National Strategy and Action Plan against Domestic Violence. In addition, the Government of Kosovo has endorsed the National Strategy and Action Plan against Trafficking in Human Beings 2011-2014.

According to the World Bank the unemployment rate for women in Kosovo is over 60% (Kosovo's overall unemployment rate is 45%).¹⁷ Female entrepreneurs in Kosovo number the lowest in the Balkan region: women own only 6.5% of businesses. These women-owned businesses tend to be micro-businesses with lower profit margins, fewer employees and lower levels of capitalisation compared to business entities owned by men. Accessibility to credit is a major barrier for women due to lack of collateral.¹⁸

KWN identified that amongst its wide outreach of mainstream Member organisations, the NGOs/CSOs representing groups of marginalised women such as minority communities, women with disabilities, rural, poor, uneducated, single headed households have limited access to the decision-making processes in Kosovo through which to address these challenges. This category of marginalised women's groups faces extra difficulties obtaining funding for a variety of reasons, for example most have limited full-time human resources, little or no English language skills (most donor proposals need to be written in English) and hitherto little capacity for addressing the complicated application procedures. Some also lack experience and clout in lobbying local authorities and elected Municipal Assembly Members and Mayors in their Municipalities to deliver services and cooperation to which citizens are entitled.¹⁹

2.1 Kosova Women's Network

The vast majority of women's organisations in Kosovo are members of the KWN. KWN was established in 2000, and grew from an informal network of women's groups and organisations from across Kosovo to ***one of the key actors within the Civil Society sector*** in Kosovo. The network represents the interests of a wide and diverse range of women's

¹⁷ www-wds.worldbank.org/external/default/WDSContentServer/WDSP/IB/2012/03/02/000020953_20120302102437/Rendered/PDF/672380PGID0KOS0tainable0employment.pdf

¹⁸ USAID. (2014). "Kosovo: 2014-2018 Country Development Cooperation Strategy".

¹⁹ USAID. (2014). "Kosovo: 2014-2018 Country Development Cooperation Strategy".

¹⁹ Kosova Women's Network, and Alter Habitus. (2013). "Where's the Money for Women's Rights? A Kosovo Case Study".

organisations advocating at the Municipal, national, regional and international levels. KWN cooperates with many regional and international women's networks.

In 2006, the KWN became the first Kosovo network of not-for-profit, non-governmental organisations to adopt an ethical code of conduct. The KWN Ethical and Accountability Code is a document of principles and benchmarks adopted by NGOs who are members of the KWN. The code encompasses six basic principles. All KWN Members have pledged to fulfil the code. KWN members participate in an interview every two years providing information as to how they continue to make progress in fulfilling the code. This was agreed by KWN Members and sets a valuable example of good practice and financial probity.

2.1.1 KWN members and representation

The network maintains an inclusive diverse membership, representing persons of all ethnic groups, diverse urban and rural geographic areas, all ages and with disabilities. All members are part of the KWN General Assembly - the highest decision-making body of KWN. The KWN General Assembly mandate is to determine policy, strategies, and decisions through discussions and a democratic vote.

In 2012 the decision to introduce a Membership Fee of €20 paid annually was a step towards building the long-term sustainability of KWN as a network. The introduction of the membership fee was proposed by the KWN Board of Directors and adopted by Assembly members in accordance with the KWN Statute. The process of introducing the subscription also facilitated a review to ensure that all members registered with the network are indeed active. Largely due to the recent introduction of the Membership Fee the number of member organisations dropped from 100 in 2012 to 77 in 2014.

Two-thirds of KWN members are located outside Pristina. The network has member organisations located in urban and rural areas in 22 Municipalities of Kosovo.

KWN Communication

KWN keeps in contact with members through bi-monthly meetings, a regular on-line newsletter, Facebook, its website and an e-list.

KWN members work on the following issues:

Agriculture, Culture, Economic Empowerment, Education, Environment, Ethnic Groups, Gender-based Violence, Domestic Violence, Anti-Trafficking Gender Equality, Health, Human Rights, Women's Rights, Children's Rights, Humanitarian Aid, Legal Aid, People with Special Needs, Political Empowerment, Women in Decision-Making, Psychosocial Assistance, rehabilitation, reintegration, Research, Women's Empowerment.

The General Assembly elects the Board members of KWN, which oversees the day-to-day work of the KWN (e.g. advocacy statements, etc.). The KWN board has the following current composition.

The KWN Board of Directors

Name	Ethnicity	Organisation	Location
Ariana Qosaj-Mustafa, Chair	Albanian/ Bosnian	Women’s Rights Activist	Pristina
Belgjzare Muharremi	Albanian	Open Door (Dera e Hapur)	Pristina
Elmaze Gashi	Albanian	Alter Habitus	Pristina
Nermin Mahmuti	Albanian	Community Development Fund	Pristina
Ola Syla	Albanian/ Serbian	Women’s Association “Drita e Krushes (Light of Krusha)	Pristina
Sevdije Ahmeti	Albanian	Activist for Human Rights	Pristina
Zana Hoxha Krasniqi	Albanian	Artpolis	Pristina

In accordance with the policy set out in the KWN Statute, the Board rotates members annually. At present, members of the KWN board of directors represent Pristina-based NGOs. With two exceptions (Bosnian, Serbian) they are from the predominately Albanian ethnic group. In the past, the Board has included members from rural areas outside Pristina and men,²⁰ as well.

The duties of the Board are to execute the decisions made by the KWN General Assembly.

2.1.2 Mission and strategy goals

The mission of KWN is to support, protect and promote *the rights and interests of women and girls* throughout Kosovo regardless of political beliefs, religion, age, level of education, sexual orientation and ability.

The mission is implemented through exchange of experience, information sharing, partnership and networking, research, advocacy and service delivery.

In recent elections KWN took an active role in compiling women’s input for political parties’ programmes and mobilising voters to advocate for the authorities to address their priorities at the Municipal and national levels. Based on these experiences, plus research, and conversations with stakeholders at the Municipal and national levels (women and men assembly members, NGOs and citizens), KWN identified the need to establish sustainable mechanisms through which women could become active participants in decision-making

²⁰ For example, previous Board members include the former head of police Behar Selimi and the current Legal Advisor within the Prime Minister’s Office, Besim Kajtazi.

processes. This was included as a priority in the KWN Strategic Plan for 2011-2014, which includes five programmatic areas: ¹

1. Building the capacity of KWN
2. Women in Politics and decision-making
3. Women's health
4. Domestic violence and trafficking, and
5. Women's economic empowerment.

The KWN members along with inputs from key partners and stakeholders identified the above programmatic areas as crucial and relevant to the Kosovo context.²¹ KWN is in the process of developing a new strategy for 2015-2018.

2.2 Kosovo Women's Fund

The purpose

With financial support from ADA and KtK, the purpose of the KWF is '*women's participation in Municipal decision-making processes, increased and improved through capacity development of GEAGs and women's organisations.*' According to the TOR the KWF should have the following expected results by the end of 2014:

1. KWN members better able to plan, fundraise for, and undertake effective advocacy initiatives, particularly at the Municipal level. This result will be achieved through a 'learning-by-doing' approach in implementing projects funded through KWF.
2. KWN members involve more women in decision-making processes, particularly in rural areas and from minority or marginalised groups.
3. Sustainable GEAGs established in five new Municipalities and capacity strengthened in all 13 GEAGs.

Additionally, the Fund shall contribute to the achievement of the Law of Gender Equality (LGE), MDGs, and KtK priorities toward furthering gender equality and empowering women.

Democratic participatory procedures

The KWN General Assembly decided upon the criteria and grant-giving procedures for the KWF through an inclusive discussion process. The overall goal was to capacity build the women's organisations in the network and team-up in joint advocacy initiatives at the

²¹ Kosova Women's Network. (2011). "KWN Strategic Plan 2011-2014."

Municipal and national levels.²²

In 2012 the Fund provided 12 diverse members with small grants. This included Bosnian, Serbian and Albanian organisations.²³

In 2013 the Fund transparently distributed micro-grants to 22 women’s organisations via three grant rounds.²⁴ The Fund plans to distribute more than €60,000 in grants via two grant rounds in 2014.

2.2.1 The Grant Review Committee and grant-giving procedures

The Grant Review Committee (GRC) selects KWF beneficiaries based on the section criteria agreed upon by all KWN members. The GRC is elected by KWN members based on a clear rotation policy. The GRC currently are represented by following members:

The Members of the Grant Review Committee²⁵

#	Representative	Name	Organisation
1	KWN staff	Besa Shehu	KWN
2	KWN member	Feride Rushiti	Kosovar Rehabilitation Center for Torture Victims
3	KWN member (Prizren)	Drita Vukshinaj	Association of Women with Disabilities “Women for Women”
4	Experts from CSO, women’s rights and/or grant giving	Vjollca Çavolli	Kosovo Association of Information and Communication technology (STIKK)
5	Experts from CSO, women’s rights and/or grant giving (KWN board member)	Nermin Mahmuti	Community Development Fund
6	Funding agency	Lina Andeer	Kvinna till Kvinna
7	Funding agency	Christian Geosits	Austrian Development Agency

²² The KWN applications submitted to Kvinna till Kvinna: “Establishing a Kosovo Women’s Fund” (July-December 2012) and “Supporting the Kosovo Women’s Fund” (January-December 2013).

²³ Kosova Women’s Network. (2013). “Narrative Annual Report.” Report submitted to the Kvinna till Kvinna Foundation on 1 February 2013 for the period 1 July-31 December 2012.

²⁴ Kosova Women’s Network. (2014). “Narrative Annual Report.” Report submitted to the Kvinna till Kvinna Foundation on 1 February 2014 for the period 1 January-31 December 2013.

²⁵ About the Kosovo Women’s Fund: Grant Review Committee: (<http://www.womensnetwork.org/?FaqlD=16>)

The members of the Grant Committee have a mandate for three years with the exception of the KWN members who serve on the GRC only one year. Since its inception, the term of two KWN members has ended. They were replaced by two new candidates nominated by the KWN members to join the GRC. The KWN Board approved the candidates.²⁶ Each GRC member has to sign a terms of reference defining the duties of the GRC.

The entire grant-making process, as originally developed by KWN members, is clearly spelled out in a grants management manual, which was created based on examples of such manuals used elsewhere in the world. It is treated as a living document, and has been updated regularly based on recommendations from GRC members and donors.

Eligibility Criteria for Grants from the Fund

In order to apply for small grants from the KWF, organisations must fulfil the following criteria:

- *Reach grassroots and/or marginalised persons and groups, and which*
- *Lack other opportunities to secure funds from donors*
- *Be a KWN member*
- *Plan and implement activities in accordance with their own organisational strategy*
- *Undertake activities that contribute to at least one strategic objective in KWN's Strategic Plan:*
 1. Building the capacity of KWN,
 2. Women in Politics and decision-making,
 3. Women's health,
 4. Domestic violence and trafficking, and
 5. Women's economic empowerment.
- *The Grant Review Committee prioritises funding for initiatives that involve advocacy, towards bringing about sustainable changes in supporting, protecting, or promoting women's rights and Gender equality at Municipal and/or national levels.²⁷*

The grants are limited to KWN members and should not exceed €3,000. The current grant period is short, between 3 to 6 months.

An extra provision for grant applications for Emergency Funds was later added and approved with the same above criteria but the timeframe for implementation is up to 3

²⁶ Kosova Women's Network. (2014). "Narrative Annual Report." Report submitted to the Kvinna to Kvinna Foundation on 1 February 2014 for the period 1 January-31 December 2013.

²⁷ <http://www.womensnetwork.org/?FaqlD=16>

months with budgets between €500 and €1,000.²⁸ What will be considered an emergency is also clearly defined. However, KWN has not yet raised funds for providing this specific type of grant.

Grant Scoring System

Applicants must score at least 50 points to be considered for funding. Through 2013, projects were evaluated based on the following score sheet. It was revised in 2014 based on lessons learned, discussions, and approval of KWN members and donors.

Description	Possible points	Score
Problem defined by the applicant is relevant	10	
Grant proposal clearly and convincingly describes how the proposed project is in line with the KWN strategy	10	
Objectives and expected results are specific and realistic to implement in the specified framework	20	
Geographical reach inside Kosovo	10	
The organisation's activities clearly define how the project will reach the vulnerable groups	10	
The application presents a clear understanding of the use of funds and the relationship of those funds to the overall budget of the organisation	20	
Inclusion of minorities and youth groups	10	
Social change – does the narrative answer how the project will effect lasting social change for women and girls in Kosovo?	10	
Total	100	

How the Fund Works

The GRC meets three times per year to decide whether grant proposals meet the aforementioned criteria and to award grants based on these criteria. The deadline for submitting proposals is published on the KWN website and KWN members are informed about upcoming deadlines via email and KWN meetings.

KWN in consultation with the GRC takes one month after the grant proposal submission deadline to examine proposals and to inform members which projects will receive grants. If the project is not approved, the GRC gives constructive feedback to help the organisation write better project proposals in the future. If an organisation does not receive a grant when it first applies, it can apply again in the next call for proposals with a revised application.

²⁸ KtK Narrative Final Report for the period 1 July – 31 December 2012

Organisations send only one application form when they apply for grants. If an organisation receives a grant, they may not apply for another grant during the same year.²⁹

Prior to allocating grants, the KWN performs risk assessments of each grantee’s organisation to determine the level of their capacity to undertake and implement such projects, given the fact some NGOs have no experience of donor-funded projects.³⁰

During 2013, the GRC held three GRC meetings, in March, July and November.³¹

KWN transparently displays who received a grant, their purpose and amount on the KWN website, Facebook, during KWN meetings, and in the KWN newsletter. The results are reported via newsletter, annual report, website, a booklet, short films, and testimonies during KWN members’ meetings. Transparency is crucial and fairly exemplary in Kosovo (few donors are so transparent with their funds). It allows beneficiaries and communities to participate in holding grant recipients accountable.

KWF Grant Rounds – Unsuccessful and Approved Applications

	No of Unsuccessful Applications	No of Approved Applications	Total No of Applications
1 st Grant Round	16	12	28
2 nd Grant Round	22	8	30
3 rd Grant Round	22	7	29
4 th Grant Round	6	7	13
Total	66	34	100

To date, the Fund has received a total of 100 applications out of which 57 are new applications, 42 reapplied and 1 withdrew.³²

2.2.2 Grant recipients of the Fund

As of the end of 2013, the Fund had distributed micro-grants to 34 KWN member recipients for a total amount of €66,671.

²⁹ <http://www.womensnetwork.org/?FaqeID=16>

³⁰ Kosova Women’s Network. (2014). “Narrative Annual Report.” Report submitted to the Kvinna to Kvinna Foundation on 1 February 2014 for the period 1 January-31 December 2013.

³¹ Kosova Women’s Network. (2014). “Project Progress Report.” Annual Progress Report submitted to the Austrian Development Agency on 28 February 2014.

³² KWN Kosovo Women’s Fund Grant Database Final 2013-10-25 for KWN Staff (exl.doc).

Overview of the KWF grant recipients' projects per the KWN's five programmatic areas

Five Programmatic Areas of KWN	No of Projects per Area
1. Building the capacity of KWN	6 / cross-cutting
2. Women in Politics and decision-making	cross-cutting
3. Women's health	15
4. Domestic violence and trafficking	3
5. Women's economic empowerment	10
Total	34

The majority of the KWF grant recipients have been engaged in the health sector. The goal of increasing 'women in decision-making processes' was primarily achieved through the advocacy initiatives of a number of grant recipients across the five programmatic areas and not as part of a single programme. The Fund began with broad criteria in order to revitalise and empower women in areas with which they were familiar (i.e. to start with what they knew); and thereafter, building on that and their enhanced capacities gained in prior years, further emphasising a rights-based approach. KWN sees this as a process in which women first needed support in empowerment. Starting in 2014, KWN will only support initiatives that involve advocacy.

None of the grantee organisations has so far specifically targeted 'women in politics' solely. The capacity building component of KWN has been mainstreamed in programmatic areas involving all grant recipients in training sessions provided by KWN staff. Two KWN members (grant recipients) managed to receive a 2nd grant. A full list of KWF grantees' initiatives is described in *Appendix IV*.

2.2.3 Management of the Fund

Three KWN staff employees are responsible for the day-to-day management and coordination of the Fund. Each were assigned specific duties: financial management, coordination & training, data collection and database management.

The following services were delivered to KWN members and grant recipients:

- **Orientation sessions** via workshops on project cycle management (e.g. understanding of the content of grant contract, documentation, M&E techniques, government tax requirements, best practices in financial management)

- **Mentoring sessions** via phone, e-mail, meetings, workshops, per request, to potential and selected grant recipients (e.g. proposal writing, RBM, M&E, budgeting, financial/narrative reporting)
- **Monitoring visits** via field visits to assess the project progress during the implementation phase (including assisting grant recipients in problem solving and project cycle management)

3. Findings and conclusions

3.1 Result review according to the objectives

To follow this section a result chain is provided illustrating the relation between outcomes (effects) and the outputs (results) produced by the activities during 2012 and 2013. The medium-term effect is based on a two-year plan 2012-2014 as in the Logframe Matrix of the Annual Progress Report to ADA (28 Feb 2014). The outcomes relate to the effects actually achieved from the activities so far, bearing in mind that the KWF Project is not yet finalised.

Expected Result 1

Expected Outputs	Activities	Achieved Outputs	Outcomes
	Activities	Result 1	Medium-term

<p>Women’s participation in Municipal decision-making processes increased and improved through capacity development of GEAGs and women’s organisations</p>	➔	<p>Announce Grants Hold GRC meetings Mentor and monitor grantees Ensure closeout of all grants Ensure visibility of grants through monthly newsletter, website, Facebook, annual report, success story booklet, and short films</p>	➔	<p>KWN members better able to plan, fundraise for, and undertake effective advocacy initiatives, particularly at the Municipal level.</p> <p>The achieved results:</p> <ul style="list-style-type: none"> - 3 Grants rounds announced - 3 GRC meetings - 22 monitoring visits - 830 contacts with NGOs incl. mentoring - 3 orientation sessions for grant recipients (work plans, reporting, M&E techniques, 	➔	<p>Women’s and girls’ rights and interests supported, protected and promoted throughout Kosovo</p>
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		<ul style="list-style-type: none"> - Government tax) - 1 Steering Committee meeting - Total of 34 micro-grants distributed since KWF's inception³³ - 2,039 marginalised women benefitted directly from KWF initiatives - 1,500 people within communities benefitted indirectly from KWF initiatives - 104 individuals of KWN member organisations enjoyed capacity building opportunities - 13 changes resulting from women's advocacy³⁴ 	
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The project addressed capacity building of those KWN members that lack other opportunities to secure funding and seek to further women's rights, particularly among marginalised women's groups of Kosovo society who never managed a grant.

The project used a 'learning-by-doing-approach' to implement the project activities funded

³³ The Kosovo Women's Fund distributed 22 micro-grants under the co-funded ADA/KtK-agreement and 12 micro-grants under the Kvinna till Kvinna Foundation agreement (July-Dec 2012).

³⁴ Kosova Women's Network. (2014). "Project Progress Report." Annual Progress Report submitted to the Austrian Development Agency on 28 February 2014.

by the KWF. The capacity building training provided by KWN staff to KWF grant recipients was carried out in/outside Pristina and used a combination of workshops, phone/e-mail communications, and meetings, per request and field visits (on-the-job-training and mentoring). The advantage of the field visits was that KWN staff could provide more in-depth mentoring sessions appropriate to the capacity level of the organisation as well as strengthening the empowerment of these organisations.

A key rationale/intended outcome of the project was that it should provide a sufficient level of competency to enable the trained KWN members (grant recipients) to continue using their acquired skills to:

- *Plan*
- *Fundraise*
- *Undertake effective advocacy initiatives particularly at the Municipal level*

Twenty seven (27) KWN grant recipients have managed to complete the projects while one did not. Two had initial problems with the financial reporting but received further assistance from KWN staff which enabled the grant recipients to complete the projects successfully. Six are still on-going. The donors ADA and KtK say they have noticed a definite improvement in the quality of the proposal applications

‘There has been a distinct improvement. In the 1st Grant Round the proposals were not to a satisfactory level, but since then the KWN has supported them with their financial planning and procedures. And as result in the latest round the grant applicants have now learned to follow procedures, initiating and contracting, indicators and reporting’.

Austrian Development Agency

submitted in the 4th Round compared to the previous three rounds of grant applications. This is a clear indicator that KWN members have increased their capacity level in proposal writing. The KWN staff have delivered sufficiently high standard of training and mentoring services to achieve results by which KWN members’ capacity to plan projects according to requirements set in project cycle management have materialised. The discussions with the GRC emphasised the importance of continuing to build a solid foundation for the marginalised women’s organisations. The KWF grant recipients know the local context well but lack management procedures in place. Problems with proposal writing are still an issue.³⁵ Skills in financial management remain basic.³⁶ The capacities vary among the staff members of KWF grant recipients. In some instances KWN staff have facilitated the younger

³⁵ Interview with the Grant Review Committee on 10 March 2014.

³⁶ Interview with KWN Administrative/Finance Manager Besa Shehu on 14 March 2014.

women who tend to have more advanced computer skills to assist the older generation of women. The capacity level of the KWF grant recipients has increased to a certain degree as some have submitted proposals to other donors. Eight organisations so far have received grants from other donors following KWN support via KWF. This demonstrates that KWF grantees have accelerated their skills and reach.

To what extent has KWN achieved the above result? The planned indicator given in the ADA Logframe Matrix for expected results illustrates high expectation rate ('124³⁷ projects completed') of KWN members' ability to put together qualitative project proposals. To date, only 34 project proposals have been approved, amounting to 27% as of 31 December 2013.³⁸ However, one of the key findings across the Fund's initiatives was the large number of beneficiaries – 2,039, and indirectly 1,500 community members – from these initiatives emerging from the 34 grant recipients' organisations. Although few KWF grant recipients' results are as yet evident, and the Fund has not yet fully achieved its objectives, it is moving steadily in the right direction towards meeting its goals.

In total, 13 advocacy initiatives out of planned 20 (indicator) were conducted which constitutes 65%. This is a good progress. Advocacy was carried out across KWN programmatic areas rather than a single programme. Sector-wise KWF projects targeting health and business/economic empowerment have higher number rates compared to citizen advocacy. The following factors may have contributed to the gaps between expectations and results.

1. ADA acknowledged that it had favoured selection of grant applicants focused on supporting women in business rather than advocacy initiatives, because this business and economic development was more in line with the ADA country strategy for Kosovo.
2. The Municipal elections in 2014 made advocacy to Municipal officials difficult due to changing positions among Municipal government officials.
3. In earlier grants, advocacy was not emphasised but rather the focus was more to align with the marginalised women's organisations' work on the ground and build their capacity level in project management. This was the approach and strategy of KWN. Only a few potential applicants felt comfortable submitting proposals that involved

³⁷ This is due in part to an estimate that grants would range between €1,000 and €3,000, but in reality almost all the grant applications (and those approved by GRC) have been closer to €3,000, which means fewer projects, but better funded projects.

³⁸ Kosova Women's Network. (2014). "Project Progress Report." Annual Progress Report submitted to the Austrian Development Agency on 28 February 2014.

advocacy solely. Many targeted women's groups have little to no advocacy experience. To tackle this challenge, KWN provided training and mentoring in advocacy to members, to encourage these women's groups to participate in advocacy processes, starting from awareness-raising, confidence-building, etc.

Discussions within GRC and with KWN members led to an amended scoring system aimed at encouraging applicants to conduct advocacy in order to address the imbalance in number of applicants' projects with few advocacy initiatives.³⁹

As would be expected the factors that drive success - positioning, organisational structure, reputation, financial sustainability, geographic coverage, influence in advocacy and the ability to develop synergies, good communication, - varies among KWN members. Each KWN member organisation combines the factors differently:

- A strong strategic vision can provide an organisation with the capacity to incorporate donor funding into its own strategy, which enables its independence and its ability to focus on local realities
- Strong management derived from charismatic, creative leaders
- The anchorage within the community through strong links with local population and citizen participation not only brings legitimacy and local knowledge but also lends itself to the relevance and the sustainability of initiatives
- The ability to coordinate and network with other NGOs and people of influence enables advocacy efforts
- Knowing whom to contact in the Municipality and how to contact them

The ability of a KWN member organisation to anchor itself within the community has proven to be a fundamental aspect of success, and to have strong influence on the very positive reputation of the organisation. This takes a number of forms, from linking with governance structures, to working with individuals from the communities within which projects are being implemented.

³⁹ Interview with the KWF Grant Review Committee on 10 March 2014.

Selected Case Examples from Field Visits

For example, the asset of the Women's Initiative Association in Bresane (Dragash Municipality) is its ability to mobilise community members through a strong local network on the ground. Supported by the Municipal Gender Equality Officer and the Mayor of Dragash, they have managed to gather young women from the surrounding communities/villages and provide vocational training in fashion/sewing (3-months training) using the community school facility provided by the school principal (major supporter of the initiative). The young women are able to access the latest fashions from the Internet either using their mobile phones or computers. The acquired knowledge has empowered the young women, and built their confidence for the future but also earned the respect of family and community members. The women were very articulate and confident enough to speak up. The NGO has approached the Municipality for further support and requested to extend the training in order to develop and improve the skills of the young women. The initiative also involved the now empowered young women in expressing their priorities and concerns directly to the Mayor, thereby involving them in decision-making processes.⁴⁰

'Our family relations have improved thanks to the knowledge we acquired. I can study at the university or open my own shop in the future!'

Focus group respondent-Bresane

Those grant recipients observed in/outside Pristina seem to rely on one strong leader, at least, those KWF grant recipient organisations which the Consultant team interviewed. For example, the director of the Centre for Promotion of Women's Rights in Drenas was ill, and therefore could not meet the team but prepared notes for the voluntary staff to present achievements, "needs and wants", and future plans of the Centre. The director seems to manage the project proposals, fundraising, connection with the KWN staff and government officials. When the Centre received micro-grants the KWN staff paid a field visit to their office. The voluntary staff have been successful in penetrating rural communities and discovered 37 additional cases of sexual violence during the war thanks to the KWF grant. They reached the women through the school children, inviting them to meetings. Regular meetings once a week bring the women to the Centre. They would like to be able to provide the women identified with health care and counselling and to continue their outreach to identifying more cases of women survivors of sexual violence in the war.

'We've been able to discover 37 cases of sexual violence thanks to the Fund. We know there are more!'

Syntyze Qorri, Coordinator of the Centre for Promotion of Women's Rights-Drenas

⁴⁰ Field observation and interview with the Women's Initiative Association in Bresane on 13 March 2014.

The Centre has approached the Municipality/Mayor for support but as yet with no response. It has even tried to involve the rich people of Drenas but failed. The level of interaction between the elected Municipal officials and the war victims remains nil. Collaboration, however, exists with other NGOs. At the local level the Centre for Promotion of Women's Rights in Drenas has cooperated with another NGO for sharing medical services. At the national level KWN's collaboration with the Centre led to a visit by the President of Kosovo. The President utilized the input provided by the women to inform the work of the high level council. Their input has also informed KWN's input and advocacy for the new law No. 04/L-054 on the status and rights of martyrs, invalids, veterans, members of Kosovo Liberation Army, *persons raped during the war*, civilian war victims and their families (also mentioned further down in this report.) There was a computer in the office, which was not in use. The Consultants were told there was no money to pay for the €20 per month Internet connection. The €2,570 grant did not fully cover costs of travelling to 16 villages and holding meetings.⁴¹

Some grantees find their own ways of keeping activities alive in-between projects, while other KWF grantees were completely inactive in between projects. Lepsa Buducnost in Prilluzha village, a Serb enclave, has not been able to secure other funding beside the KWF grant and therefore, is currently inactive in-between projects. During the project implementation, however, it mobilised 25 women. They held two workshops on domestic violence and identified that 20% out of 30% of the cases of domestic violence derived from 'sons beating up their mothers'.⁴² Alcohol and youth unemployment may have been triggering factors. The youth unemployment rate is estimated at 73%.⁴³ Lepsa Buducnost linked their 'Stop Violence against Women Advocacy Campaign' with 'Stop Violence' T-Shirts to the 15 Days against Violence against Women, which is a national level event. While it does not exactly involve advocacy targeting institutions, it plays an important role in educating citizens regarding their rights so that they can achieve them, thus laying a foundation for future advocacy.

⁴¹ Field visit and interview with Coordinator Syndyze Qorri and Shpetim Seferi, the Centre for Promotion of Women's Rights in Drenas on 12 March 2014.

⁴² Interview with Radosava Mirkovic, Lepsa Buducnost in South Mitrovica on 12 March 2014.

⁴³ Swiss Agency for Development and Cooperation. "SDC in Kosovo: Enhancing Youth Unemployment" (http://www.swiss-cooperation.admin.ch/kosovo/en/Home/Domains_of_Cooperation/Economy_and_Employment/Enhancing_Youth_Employability)

Some advocacy initiatives consisted of mainly lobbying the Municipal Gender Equality Officer responsible for mainstreaming gender within the Municipality as well as monitoring and reporting on the implementation of the Law of Gender Equality and related policies. The downside, however, is that the Gender Equality Officer has no budget but relies on the mayor to allocate means in favour of women. With no budget devoted to this office, it leads to limited chances to influence and make any profound changes.⁴⁴ The idea of KWN has therefore been to encourage collaboration and mainstreaming gender within other Municipal departments in order for raised issues to be prioritised.

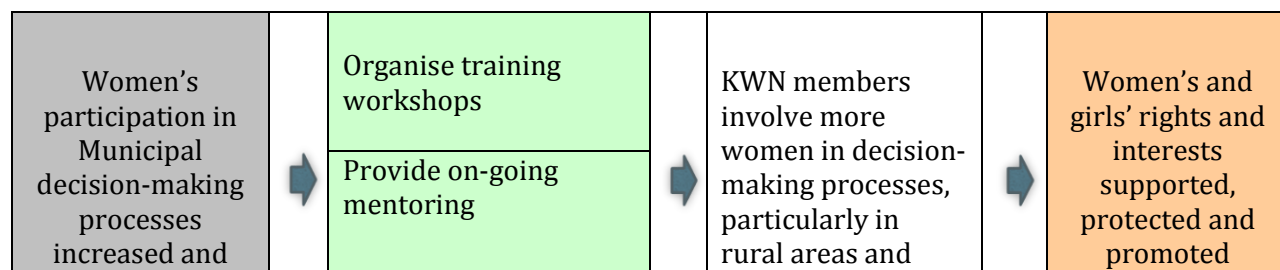
'We don't have our own budget. I have to request money from the mayor's office!'

Municipal Gender Equality Officer in Dragash

In their visits to Northern Mitrovica and to a Serb enclave the Consultants had the impression that external pressure from Belgrade may possibly be causing Serbian “members” to become more reluctant to participate with the KWN. In both places women we met had received financial resources from Belgrade. The situation in North Mitrovica is greatly affected by the political transition between Belgrade and Pristina. On the one hand the KWN said the Serb members have continued to be invited to meetings and been sent the KWN newsletter along with other KWN members. However, a Serbian organisation in Mitrovica said she would be happy to participate in KWN meetings but had not received any contact from KWN for some months.⁴⁵ This remains a difficult problem.

Expected Result 2

Expected Outputs	Activities	Achieved Outputs	Outcomes
	Activities	Result 2	Medium-term



⁴⁴ Interview with Lindita Kozmaqi-Piraj, the Municipal Gender Equality Officer of Dragash Municipality on 13 March 2014.

⁴⁵ Interview with Blagica Radovanovic, NGO Santa Marija, in North Mitrovica on 12 March 2014.

improved through capacity development of GEAGs and women's organisations.	Planning meeting with Südwind	from minority or marginalised groups. The achieved results:	throughout Kosovo.
	Südwind organises experience exchanges		
		<ul style="list-style-type: none"> - Organised 5 workshops - 830 contacts with NGOs incl. mentoring - Held planning meeting with Südwind via Skype - Südwind organised exchange experience in Austria for 5 Kosovar women - Total of 262 women participated in decision-making processes supported by KWN members (64% rural, from 12 Municipalities, 13% disabled, 7% minority, 18% <30 yrs)⁴⁶ 	

Women's Participation in Decision-Making

A key rationale/intended outcome of the project was that it should provide a sufficient level of competency to enable the trained KWN members (grant recipients) to continue using their acquired skills to:

⁴⁶ Kosova Women's Network. (2014). "Project Progress Report." Annual Progress Report submitted to the Austrian Development Agency on 28 February 2014.

- *Involve more women in decision-making processes, particularly in rural areas and from minorities or marginalised groups*

The project addressed marginalised women's groups in decision-making processes using a series of targeted measures aimed at strengthening their involvement and increasing their participation. The project included empowering groups of women with limited experience in advocacy and overcoming restricted mobility (for some women it was the first time they came to meetings outside their home). The Fund's initiatives have achieved a good level of women's involvement in decision-making processes; 47% report having participated (262 out of the planned indicator 560), considering that the KWF Project is still continuing. The rural and ethnic minority rates are well represented, bearing in mind that in some Municipalities, targeted in particular, minorities have not comprised more than approx. 5% of the population.⁴⁷ Significant impacts have been achieved at household, local and national levels.

As an example, the KWF grant recipient VITA JETA plays an important role in coordinating the issues of female pensioners by having created an association with approximately 850 retired women that speaks out with one voice. This KWN member organisation is dedicated to improving the prevention, diagnosis and treatment of osteoporosis. They have organised lectures about osteoporosis and provided free of charge medical exams for diagnosing the disease. The cost to the organisation is €50 per person for use of the machine. As a result 243 retired women tested for osteoporosis, nearly 1/3 of the women learned that they suffered from the disease. This preventive care initiative is cost-effective and saves money for the government. The Municipality has provided an office space (Day Care centre), free of charge. The Day Care centre gathers women pensioners in Pristina and surrounding areas usually on Tuesdays and Thursdays. The Centre cannot afford to pay Internet rental. Some of the women stay in contact with each other from home by Viber and Facebook. Cooperation exists with the Association of Pensioners (including men and women), and the Independent Union.⁴⁸



Members of VITA JETA in Pristina

⁴⁷ Kosova Women's Network. (2014). "Project Progress Report." Annual Progress Report submitted to the Austrian Development Agency on 28 February 2014.

⁴⁸ Interview with Ajshe Nuhiu, Coordinator, and beneficiaries of VITA JETA in Pristina on 11 March 2014.

What started as a grassroots' advocacy over women who suffered sexual violence during the war in Kosovo has finally achieved recognition at the national level: on 7 March, the National Council for Survivors of Sexual Violence during the War was established by Kosovo President Atifete Jahjaga. KWN was instrumental in facilitating the discussions with the President by gathering the beneficiaries of the Centre for Promotion of Women's Rights in Drenas to deliver eight demands. Their priorities have informed the work of the President's Council. The British Foreign Secretary William Hague praised the initiative and considered it as 'significant progress' and 'essential in supporting survivors'. The 20th March 2014 Law No. 04/L-054 on the status and rights of martyrs, invalids, veterans, members of Kosovo Liberation Army, *persons raped during the war*, civilian war victims and their families was adopted and approved by the Assembly of the Republic of Kosovo. This is a milestone achievement resulted from two-year intensive advocacy by female civil society actors and politicians.⁴⁹

'The silence has been broken. We have worked with great willpower, and we appreciate the help and support that we have received from KWN'

Kadire Tahiraj, the Centre for Promotion of Women's Rights

The Committee of Blind Women has advocated for the rights of blind people to access the public school system. By involving youth, school directors and teachers the Committee managed to introduce Braille to two primary schools in Pristina. With awareness-raising the Committee hopes that increased understanding among citizens will change attitudes and perceptions and that blind people will be accepted socially. 'We have many blind people hidden in families,' informed Avni Sopi, Manager of the Committee. Through trust-building and empowerment efforts the Committee reaches out to these groups so they can participate in social changes and the society as a whole.⁵⁰

'We've discovered blind people in Malisheva: 15 members of a family in one village. No one can visit them. The family is not allowing anyone to enter their house. Trust building is crucial!'

Avni Sopi, Manager of the Committee of Blind Women

⁴⁹ Kosova Women's Network. (2014). "Kosovar Women's Voice: President Creates Council for Sexual Violence Survivors". E-Newsletter, issued March 2014.

⁵⁰ Interview with Manger Avni Sopi and Administrator Samire Gashi of the Committee of Blind Women in Pristina on 11 March 2014.

The focus group respondents pointed out a population segment neglected in particular, namely jobless women ages 35-64 some of whom feel desperate. Age discrimination in employment is widespread. The high unemployment rate makes this group of Kosovar women even more vulnerable.⁵¹ In today's recession, employers think 'productivity' is a character trait suited for young people, and therefore, fear that an employee over the age of 40 would not be able to be as productive as a 20- or 30-year-old employee. These women do not qualify for a pension until over 60. They explained that even their sons are unemployed and therefore cannot help them financially. Several of the KWF initiatives engaged in economic empowerment have reached out to this age group. For example, the KWN member Parajsa Jone ('Our Paradise') involved women aged up to 55 in the villages of Lipjan Municipality by organising training in horticulture. More than 120 women attended, many of them with limited freedom of movement. One of the participants said: 'when I first started this initiative, I didn't have support from my family. My husband didn't think I could do it. However, today he has seen the success and he is very supportive. Now I can provide some income for my family'.⁵²

'After 45, nobody employs you. I have no social protection, I am a single mother, my son is unemployed, I am living below the poverty line, the law does not protect us!'

Focus group respondent-Pristina

Overall, the interviews give an indication of results, both in relation to the empowerment of women in society and in relation to the development of sustainable organisations. Many KWF initiatives were often to create spaces for women to meet. Sewing courses, income-generating activities, awareness-raising, health education were started, partly as a pretext to make it possible for the women to leave their houses. These efforts have strengthened their self-esteem and provided important signals to younger women. Some organisations have developed their activities further and are involved in efforts to change the society they live in. Letting the organisations set their own agenda and develop their own activities raised their self-esteem and self-image as actors of change in their own society.

⁵¹ Focus group meeting with KWN members in Pristina on 10 March 2014.

⁵² Kosova Women's Network. (2013). "Little Grants, Big Changes."

4. Lessons identified

1. One of the KWF biggest assets is that the Fund provides a two-way conduit for donors to reach smaller marginalised women's groups which most international donors fail to reach. The KWF is proving a valuable two-way conduit between major donors who would find it cumbersome and time-consuming to individually seek out, service, and monitor a multiplicity of small grant applications, and marginalised women's groups facing extra difficulties obtaining funding and developing capacity and skills.
2. **Sida Results Strategy.** One aspect of the new Sida strategy is 'civil society's role as a force for change' which involves Civil Society dialogue with Government institutions. KWF (with KWN and GEAG support) is uniquely placed to undertake the role of civil society dialogue with Municipal Government on behalf of marginalised groups of women.
3. As a result of the KWF Project, the grant recipients' project cycle management has shown notable improvements in proposal writing and increased participation in decision-making by women in the target groups.
4. Progress has been achieved but the grant period set by the donors is short which makes it difficult to build sustainable management structure and system of organisations. The key challenges raised by KWN staff involves 'educating KWN members to complete all of the documentation required for reporting', bearing in mind that the target group of the Fund has little experience in managing grants.
5. **The primary funders for KWF to date have been KtK and ADA.** KtK is drawing out of Kosovo.
6. **The KWF Project has provided an effective learning methodology, based on practical training (mentoring and monitoring) and theory-based workshops** (orientation sessions), and using 'learning-by-doing' approach. This resulted in sustainable learning and ownership of the results of the training.
7. **KWN have rightly identified that women lack a voice in Municipalities.** KWN identified as a first stage to empower marginalised groups of women in the work they were doing already and make them comfortable with project management. KWN have been using a similar approach to Latin American pedagogue Paulo Freire to build up the rights-based approach through training and mentoring in advocacy. They have also changed the grant scoring system. KWN identified the low base-line experience in advocacy from which many applicants are starting. Meaningful participation can be achieved with marginalised groups by using the advocacy approach of the Freire process at family and community levels and in economic, political and cultural life as well as in seeking solutions to common problems such as health, food production etc.

It makes women feel sufficiently empowered to apply the same advocacy process to claim their rights. Women find strength from solidarity with others. This leads on to learning about their rights and where to direct their advocacy. Women meet regularly in local centres. They gain confidence through raising their concerns and by taking up leadership roles within their communities as agents of change. The Freire process has been used successfully by CARE Nepal with support from ADA.⁵³ Key elements for bringing about women's lasting empowerment in post-conflict situations by this advocacy approach are identified in the ADA Framework Programme *'Claiming Rights, Promoting Peace: women's empowerment in conflict-affected countries (Burundi, Uganda and Nepal)'*. 'Women from marginalised groups have gone on to take up influential decision-making roles in groups and in communities.'⁵⁴ Although some KWF organisations are more welfare and service delivery oriented and so far have lesser understanding regarding rights based advocacy other KWF NGOs/CSOs have had some influence over local policies and budgeting (e.g., the Municipal Gender Action Plan and budget changes made to meet women's priorities in Prizren). This presents, an opportunity for KWN members (grantee organisations) to share their experience and build it into an advocacy strategy, and thereby, more consistently give voice to Municipal populations.

- 8. Women's participation in Politics.** Although KWF grant recipients' initiatives have not yet explicitly targeted the advance of women in politics, the role of women in politics is widely discussed. Many women interviewees mentioned with pride the recent election of the first woman Mayor in Gjakova. There were mixed feelings about the ability/willingness of other women Municipal politicians to deliver on rights and priorities for women. It was pointed out that across Kosovo the loyalty to the political party supersedes all other interests for many elected women and men. One of the KWN members told the Consultant team about the struggle to empower women in Prizren due to fear among women of not being heard and the lack of encouragement from their surrounding.⁵⁵ The women voters have, however, an opportunity to use their power properly. If capabilities can be built in advocacy then there is hope that

⁵³ Abdela, Lesley. CARE Nepal/CARE Austria. ADA. [Women's Meaningful Participation - International ...](http://www.ideas-int.org/documents/document.cfm?docID=430)
www.ideas-int.org/documents/document.cfm?docID=430

⁵⁴ Women's Political Participation and Influence in Post Conflict Burundi and Nepal. Prio Paper 2010. The Freire process uses three elements for empowerment: *Agency, Structure and Relations*. *Agency* refers to the capacity of the individual to define, analyse, takes decisions and act on them. *Structure* refers to the institutions that establish agreed-upon meanings, forms of domination and agreed criteria for legitimising the social order. *Relations* refer to connecting with others, building relationships, and participating in joint efforts, coalitions and providing mutual to enact agency and alter structure.

⁵⁵ Focus Group Meeting in Prizren on 13 March 2014.

more KWN members could begin to hold the Municipalities to account. It was not clear whether there is a system for KWF grantees to feed into the GEAGs, though some grant recipients are GEAG members.

9. A number of KWF grantee projects are comfortable with providing health or livelihood support to beneficiaries but not as yet to scrutinise and demand accountability of the Municipality's commitment and actions - on women's rights to breast cancer screening, for example. Within the KWF grant recipients' initiatives it was apparent that the disability organisations were effective. They undertake advocacy initiatives, inclusion activities, introduction of Braille to mainstream schools and the use of self-help groups as a form of empowerment, advocacy and inclusion. There is a risk, however, that they become too focused on the charity approach instead of a rights-based approach.
10. **Mainstreaming** is an area that requires work within the disability sector. The Arts Centre at Prizren was renovated with EU money but lacks access for wheelchair users to the upper floors. Another issue is that funding cannot always be found for wheelchair users to have transport from outside Pristina to KWN meetings in Pristina.
11. **Building middle leadership and management capacity:** strong management not only derives from charismatic, creative leaders, but also from an inclusive managerial style that builds the capacity of staff and volunteers and empowers them to take ownership for their work and advocacy, thereby creating a decentralised and more resilient model. As strong leadership emerged as one of the factors of success for KWN members, the ancillary concern of over dependence on a strong manager also emerges. For many of the KWF grant recipients, the strong leader holds them together, so in absence of the said leader, the local organisation is at risk of collapsing.
12. **Capacity building KWN staff.** Training in LGE and other related policies/resolutions for new recruits may be useful. They could also learn from best practice in fund management (e.g. via study/exchange of experiences from existing Funds).
13. **Building on success - organize a Colloquium on Grant Funds.** The future direction for the Fund to develop will need to be decided by KWN Members in discussion with donors.
14. **Cross-fertilisation of skills and knowledge needed.** Within the KWN there is a treasure trove of knowledge, experience and skills.
15. **Better use of Internet technology needed.** Internet coverage in Kosovo is generally good. According to the STIKK study 'Internet Penetration and usage in Kosovo' the Internet in Kosovo is comparable to developed countries. Many factors contribute to these high levels: Kosovo's young Median age population (27.4), many families having relatives living abroad (Diaspora), overall culture, country's political orientation

(western values), Kosovo's geographical position, etc. But KWN mentioned that a number of women CSO leaders do not regularly look at their e-mails. The reasons for this were unclear. The Consultants were told that some groups cannot afford the €20 per month Internet connection cost. There was also an assumption that Kosovar women over 30 are less likely to use Internet than those under 30. According to the findings of the STIKK study on Information and Communication Technology in Kosovo, 'Social networking and Internet voice communication services are mostly used by women'. 'Facebook is especially appealing to women and adults aged 18-29.' The female user group is slightly ahead on usage of Twitter, as with other communication and socialising services. It is important to note that Kosovo politicians frequently use Twitter.⁵⁶

- 16. Women's Leadership training/mentoring.** There is a need to grow more women advocacy leaders. KWF grantee organisations seem mostly to depend on one leader. As an example, the director of Lulebora called to cancel our meeting at the time we expected to meet in Mitrovica, but offered no-one to replace her on behalf of the NGO. The meeting did not take place. This confirms the importance of investing in staff by building their capacity over time; and not dependent on the director. Other staff and volunteers should be encouraged to develop leadership ability.
- 17. Men.** Opportunities exist to work more with men in politics and in the relevant institutions in gaining their support for issues important to women. Men and women in Municipal Assembly and Parliament should be held equally accountable and responsible for attending to women and men constituents' priorities. In meetings with the Consultants, Sida and the EU urged that both women and men must be engaged in discussions about gender equality.⁵⁷ In 'Results Strategy for Sweden's Reform Cooperation with Eastern Europe, the Western Balkans (incl. Kosovo) and Turkey' it emphasises in relation to the Western Balkan context (Kosovo) that 'men and boys need to be involved to achieve a more gender-equal society'.⁵⁸ Whilst there is no doubt that men should be encouraged to support and promote women's rights and to mainstream gender, one caveat is the methods. In Ukraine there were some examples whereby the introduction of men's groups diverted funds from women's organisations to support men's groups. KWF grant recipients have welcomed the

⁵⁶ STIKK. (2013). "Internet Penetration And Usage in Kosovo"

http://www.stikk-ks.org/uploads/downloads/Internet_penetration_and_usage_in_Kosovo.pdf

⁵⁷ Interviews with Maria Melbing, Head of Development Cooperation, Embassy of Sweden and Gaby Hagmuller, Social Development Team Leader, EU Office in Kosovo on 14 March 2014.

⁵⁸ Government Offices of Sweden (2014). "Results Strategy for Sweden's Reform Cooperation with Eastern Europe, the Western Balkans and Turkey, 2014-2020".

involvement of men, such as the Women's Initiative Association in Dragash Municipality collaborating with the mayor and school principal in the process of furthering women's rights. Others have employed male staff like the manager of the Committee of Blind Women.

- 18. Growing threats on women.** At least two Kosovar women's rights leaders have received death-threats related to raising the issue of women raped in the war. Others related to the rise in radical Islam. Kosovo is experiencing a radical Islamic movement; Politicians have publicly denounced any support to such groups.
- 19. Future of the Fund.** KWN and others have been discussing the best route for the Fund to build on its initial successes in a way that allows it to develop steadily. The following are some of the suggestions made to the Consultants by KWN Members and other interviewees: increase grants up to €4,000 for 6 months, have three tiers of grants: a) small project grants b) medium project grants c) larger grants for big NGOs' bigger impact. Open the Fund to non-members as well as members of KWN. Let the Fund be a 'stand-alone grant fund'.

5. Recommendations

The following areas of opportunity combine findings from the mid-term evaluation with the perspectives on the future of the Fund and represent areas that could be explored to better prepare KWN members' capacities for future changes:

FOR KOSOVO WOMEN'S NETWORK

- 1. Train and mentor women to conduct advocacy and dialogue with Municipal Governments.** The lack of previous experience by the marginalised women's groups in public policy advocacy has highlighted the need for continued support, mentoring and training in advocacy to enable KWF grantees to develop stronger, more targeted relations with the Municipal governments. Training and mentoring and learning-by-doing approach should continue and be developed further. Awareness-raising combined with advocacy campaigns needs to be sustained and repeated during a long period of time to be able to change knowledge, attitudes and behaviour of people.
- 2. Train and mentor women to monitor Municipal Government.** The aim of the KWN and the KWF is to have 'women's and girls' rights and interests supported, protected and promoted throughout Kosovo'. This will require their capacity and confidence to scrutinise and demand accountability of the Municipality's commitments and actions. Women and men are affected by the actions of Municipal governments but they experience them differently. Women and men, as well as residents in different areas and with different social and economic profiles, differ in their roles, needs, perceptions and preferences regarding infrastructure and communal services. In the past 15 years across the world an increasing number of programmes, projects, legal and policy changes have broadened women's participation in urban and rural civic life. Examples of initiatives around the world demonstrate how Gender and socially inclusive Municipal services support more efficient resource use and more financially sustainable communal services. KWN can make KWF grantees aware of initiatives from elsewhere in the world that demonstrate how Gender and socially inclusive Municipal services support more efficient resource use and more financially sustainable communal services, as well as being friendlier and safer places to live.

Suggested Activities towards Civil Society Dialogue with Municipality

- 3. Next stage would be to conduct advocacy which puts pressure on public institutions to deliver on rights and services to citizens.** This can entail the following suggested activities: provide capacity-building to KWF grantees on how to approach people of influence to get them engaged in order to help achieve longer-term more sustainable changes on behalf of citizens. Women's organisations could build on what they have begun by increasing pressure on Kosovo institutions in implementing laws, policies and strategies. Ingredients in good advocacy include good networking and credibility-building.

Suggested Topics for Advocacy Training and Mentoring

- Defining a clear message about what is needed. Defining advocacy goals and objectives precisely. Decide – exactly what the group wants to achieve – agreeing clear goals with colleagues and supporters.
- Deciding who is the right decision-maker person to contact
- Dialogues with lawmakers and other policy makers and decision-makers
- How is the best way to approach them and to build a constructive on-going dialogue with them **and how best to interact effectively with relevant contacts.**
- **Mapping Who is Who in each Municipality.** KWN can mentor KWF in preparing a guide which maps Who is Who in each Municipality in terms of who is responsible for diverse topics - mayors, elected Municipal assembly representatives, directorates, finance officers, and civil servants.
- Arrange familiarisation visits for several members of the grantee project – not just the leader – ‘getting to know your local council and how it works’ visits plus monitoring their websites
- **Door-opening.** KWN Leaders are well known and well respected across Kosovo. KWN can continue to play a valuable role as door-openers facilitating two-way dialogues between marginalised groups and institutions. This could be further extended by making KWF grant applicants aware of potential entry points for dialogue with institutions on their specific issues and to strengthen their understanding of how to engage with them. The following are examples of opportunities for entry-points:
 - a) KWF grantees could ask to send representatives to the Community Council Meetings.
 - b) KWF grantees working on issues related to violence against women could make contact with the Kosovo Judicial Council and engage with them.

- c) Implementation of UNSCR 1325 on Women, Peace and Security – CARE Nepal/CARE Austria funded by ADA can share good examples of participation in 1325 by marginalised and rural groups.
- Building effective coalitions of shared interests – making linkages in addition to those already existing within KWN locally, e.g. GEAGs, regionally and internationally with other rural organisations – e.g. Associated Country Women of the World. (This can be done using Internet.)
- Use of Media and Social Media in advocacy.
- PREPARATION ahead of meetings with officials/local councillors/the Mayor and for how to follow up on a meeting:
 - a) WHAT information is needed?
 - b) WHERE are you going to find the information?
 - c) WHAT do citizens think about the issue?
 - d) WHO else is already conducting an advocacy campaign on this issue?
 - e) WHO are likely male and female allies for a coalition?
 - f) WHO are likely opposition and what are their likely arguments against you?
 - g) WHAT is the state of existing legislation on this issue?
 - h) WHAT International agreements exist that may affect your issue?

Encourage KWF Grantee Organisations to Ask the Following Questions from Municipal Officials:

- a) Were women consulted about a convenient time and location for the meeting?
- b) Was the meeting held in a location that meant walking through a dark unlit street or other off-putting geography?
- c) How and where was the meeting publicised?
- d) Was an invitation sent only to the ‘male’ in the household?
- e) What are the implications if so few women participated in the meeting compared to men?
- f) What was the gender balance of the speakers on the panel?

(A useful advocacy tool might be the *Kosovo NGO Advocacy Programme GUIDE TO ADVOCACY CAMPAIGNING*⁵⁹)

4. Cross-fertilisation of skills within the network: KWN members have skills and resources that could be better tapped into and utilised to improve KWF grant

⁵⁹ Published by EWMI. Authors Tim Symonds and Lesley Abdela. (It is possibly already in Albanian and Serb language as well as English – contact - Delina Fico.)

recipients' capacity level and performances. The following are just a few examples – there are many other talents, skills and knowledge within the network of KWN:

- STIKK might offer ICT training to KWN members. STIKK provide training in various levels and have the facilities. Among other topics this might include training on use of tools such as Survey Money and on-line petitions and using the Internet to researching the topic on which they are working – e.g. comparators from other countries.
 - A number of KWF grantees are working on health issues such as breast cancer awareness and screening for Osteoporosis. These could be linked to advocacy for provisions of these services by local and national government.
 - Women in Prizren could share their experiences with women in other districts: They have had some influence over local policies and budgeting (e.g. the Municipal Gender Action Plan and budget changes made to meet women's priorities in Prizren).
 - There could be more efficient sharing and cooperation between organisations of premises and resources. For example in Prizren Art Centre the Consultants saw a room full of around 10 computers for the Organisation of Persons with Muscular Dystrophy. We were told the room was not in use because funds for the Internet connections rent had run out. (Incidentally the building had been expensively renovated with EU funds but there was no access to the first floor for wheel-chair users). There are, however, good examples to build on, such as the centre in Prizren shared by multiple women's organisations, which has decreased their operational costs.
- 5. Business skills development:** given the number of grant recipients involved in women-led business, training in market research that teaches KWN members how to find the market and know what the market wants, cost management system and ICT skills.
- 6. Strengthen women's platforms and partnerships (Coalitions/GEAGs).** Women's organisations have more political leverage when they unite and lobby jointly for issues of concern to women. This has worked effectively at the national level in Kosovo. At local level too women's organisations should aim at strengthening joint platforms and partnerships. They should also encourage men and women in political office to develop cross-party cooperation and policies to galvanise support for implementing gender-friendly policies and legal or constitutional reform.

1. The Evaluation team concludes the Kosovo Women's Fund is very appropriate to the needs arising from a post-conflict society in process of recovery and development. The KWF fills a neglected and important niche. It is relevant to the Kosovo context in a number of important ways. Women remain under-represented at all levels of Kosovo decision-making. To achieve MDGs, greater efforts are needed to increase women's participation. The Fund is unique in addressing mainly hard-to-reach groups such as marginalised women. If women's advocacy groups are left behind, inequality will increase and undermine the sustainability of the MDGs' achievements. The KWN deserves and should receive donor support. The Network is led by people of proven long-term commitment and integrity. They have gained a well-deserved reputation for their high standards of ethics and accountability.
2. All the indications are that some of the KWF beneficiaries have reached a stage where they are ready to accelerate to the next level of advocacy: e.g. making Municipal politicians and officials more accountable to citizens for implementing policies and regulations and provision of services that meet the priorities and the needs of women. This would require clearer guidelines for applicants and the GRC, which can be used to guide the process further into the next stage of advocacy. This cannot happen without the external environment stakeholders (ADA and other donors) being supportive.
3. **Information and Communication Technology.** There are opportunities to support the improved use of technology as a tool. For example for tele-conferencing between NGOs and KWN office and NGOs and use of Social Media for advocacy, mobilising, research, and citizen surveys and petitions. This would require developing the capacity of KWF grantees for communication and advocacy. This cannot happen without the external environment stakeholders (ADA and other donors) being supportive.
4. To fund translation into Albanian for a year of **International Knowledge Network of Women in Politics**: <http://iknowpolitics.org> interactive network of women in politics. This interactive international newsletter shares experiences, resources, advice and collaboration. (It already appears in English, French, Arabic and Spanish.)

Acronyms

ADA	Austrian Development Agency
AGE	Agency for Gender Equality
CSO	Civil Society Organisation
GEAGs	Gender Equality Advocacy Groups
GRC	Grant Review Committee
GSM	Grants Management System
EU	European Union
ICT	Information communication technology
KTK	Kvinna till Kvinna Foundation
KWF	Kosovo Women's Fund
KWN	Kosova Women's Network
LGBT	Lesbian, Gays, bisexuals, and trans-Gender persons
LGE	Law on Gender Equality
MDGs	Millennium Development Goals
M&E	Monitoring and evaluation
NGO	Non-Governmental Organisation
STIKK	Kosovo Association of Information and Communication Technology
RBM	Results-based management
TOR	Terms of reference
USAID	US Agency for International Development

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Appendices

Terms of Reference

Appendix I

List of Persons / Institutions Met

Appendix II

Methodology

Appendix III

List of KWF's Grantees

Appendix IV

Appendix I. Terms of Reference

External Evaluation of Kosovo Women's Fund

Background

The Kosovo Women's Network (KWN) is a network of 71 organizations that supports, protects and promotes the rights and the interests of women and girls throughout Kosovo, regardless of their political beliefs, religion, age, level of education, sexual orientation, and ability.

In fall 2012, with support from Kvinna till Kvinna (KtK), KWN established the Kosovo Women's Fund (KWF), following a consultative process with its member organizations. KWN members assisted with identifying the eligibility criteria and procedures, as well as electing the Grant Review Committee.

The KWF provides small grants to women's organizations that lack access to other sources of funding and that seek to further women's rights, particularly among rural and/or marginalized groups. Through the Fund, KWN aims to achieve its five strategic goals, identified by its membership: strengthening the capacities of KWN and its members; furthering women's participation in politics and decision-making; improving women's access to quality healthcare, combatting domestic violence and trafficking; and empowering women economically. For more information about KWN or KWF, please visit KWN's website: www.womensnetwork.org. The KWF is unique compared to many foundations and donor organizations in that beyond grant-giving it seeks to build the capacities of individual women's rights activists and their organizations. Therefore, grant-giving is coupled with intensive mentoring and several workshops, towards a "learning by doing" approach.

In 2012-2014, KWF has received support from KtK and the Austrian Development Agency (ADA), as part of a two-year project entitled "Supporting, protecting and promoting the rights and interests of women and girls." This project has the overall goal that "Women's and girls' rights and interests supported, protected and promoted throughout Kosovo." The project purpose is "Women's participation in municipal decision-making processes increased and improved through capacity development of GEAGs and women's organizations." The project should have the following expected results by the end of 2014:

1. KWN members better able to plan, fundraise for, and undertake effective advocacy initiatives, particularly at the municipal level. This result will be achieved through a "learning by doing approach" in implementing projects funded through the Kosovo

Women's Fund.

2. KWN members involve more women in decision-making processes, particularly in rural areas and from minority or marginalized groups.
3. Sustainable GEAGs established in five new municipalities and capacity strengthened of all 13 GEAGs.

As part of evaluating this project (expected results 1 and 2) and following the support it has received from KtK and ADA in establishing the KWF to date (since its inception in 2012), KWN seeks an independent external evaluation of the KWF.¹ The evaluation will examine past performance and the impact of the Fund so far, as well as inform the growth and potential expansion of the KWF in the future.

Purpose

The evaluation is intended to assess the KWN Kosovo Women's Fund's impact, effectiveness and efficiency to date, as well as propose concrete recommendations towards strengthening the Fund and KWN capacities to manage it in the future.

Objective

The evaluation is being carried out for KWN and its supporters Kvinna till Kvinna and the Austrian Development Agency to assess progress to date and identify needs for the future. The evaluation shall take place between January and March 2014 so that resulting recommendations can inform any needed modifications to the Fund in 2014 and beyond. It should represent results as well as make conclusions and recommendations with regard to the continuation of the Fund.

Responsibilities

The consultant (or consulting team) will report to the KWN Executive Director and will cooperate closely with the KWN Program Manager, Administrative and Finance Manager, and Kosovo Women's Fund Coordinator. The Consultant(s) shall also meet with Grant Review Committee members, grant recipients, their beneficiaries, their target groups, and external stakeholders (e.g., KWN members, non-grant recipients, and potential donors). More specifically, the evaluation shall:

1. Assess the extent to which KWN has achieved the expected results, project purpose, and overall objective set forth in its original proposal to ADA and KtK.
2. Assess the intended and unintended impact of KWF grant recipients' initiatives on their beneficiaries at the household, local, and municipal levels. This includes attention to the extent to which their initiatives contributed to furthering women's rights.

3. Assess the impact of the KWF on KWN grant recipients as organizations, including attention to the extent to which they have improved their capacities as organizations and/or enhanced their organizational sustainability.
4. Assess KWF criteria, grant amounts, grant period, grant goals, structure, systems, and procedures, based on some more specific questions that will be provided by KWN and the Grant Review Committee (which includes KtK and ADA as members). Provide recommendations where applicable for modification and/or strengthening of these.
5. Analyze the sustainability and challenges to sustainability at various levels: individual (e.g., knowledge, relations with other organizations and institutions), organizational, institutional, financial, and cooperation with stakeholders for grant recipients and their projects (as short-term initiatives by definition), proposing potential solutions
6. Assess the greatest needs of grant recipients for the future in terms of services to be provided by the KWF.
7. Evaluate the performance of KWN staff members, including especially the trainings and mentoring that they have provided towards strengthening institutional capacities of KWN members / grant recipients and their staffs.
8. Assess the capacity development needs for KWN staff with roles related to the KWF. Provide recommendations for developing their capacities for administering the Fund.

Methodology

The consultant (or consulting team) shall be responsible for developing the specific methodology for carrying out the Evaluation. They will be requested to further specify their methodology within their Inception Report. The proposed methodology should include at least:

- Start-up meeting via Skype with KWN representatives, KtK, and ADA
- Produce Inception Report with detailed explanation of the methodology, on which they will receive input/feedback from KWN, KtK, and ADA
- Review project documents and files
- Interviews with relevant KWN staff to evaluate job performance, knowledge, capacity development needs
- Focus Group with members of the Grant Review Committee
- Interviews with grant recipients
- Interviews with grant recipients' beneficiaries and target groups
- Interviews with local institutions and other stakeholders with which grant recipients have worked

- Interviews with non-KWF recipients and other key external stakeholders (e.g., potential donors), including a focus group with KWN member organizations.

Deliverables

- An Inception Report with a detailed methodology and work plan
- A presentation on the preliminary findings of the evaluation, following the field visit
- A draft report inclusive of recommendations for improving KWF
- Final Evaluation report

Location of assignment

Home based with a field trip to the Republic of Kosovo (Prishtina-based with day travel throughout Kosovo)

Minimum Qualifications

The selected bidder shall have at minimum:

- At least 10 years' experience conducting external evaluations of non-governmental, non-profit organizations.
- Personal and/or professional experience working with and/or evaluating women's funds. The evaluator is expected to draw from her/his experience working with women's funds internationally in order to share best practices, lessons learned, and ideas for developing the Kosovo Women's Fund further.
- Track record in feminist approach to women's rights organizing.

Bidders may apply individually or as a team. Team members must either speak the local languages (Albanian and Serbian) or have a concrete plan to ensure all of their translation needs are met. KWN will provide some assistance with arranging interviews, though the Consultant shall bear final responsibility with regard to logistics, including sampling procedures (towards validity). Interviews with GRC and KWN members can be conducted in English. Bidders are requested to provide contact information for at least three references.

Duration and timing of the assignment

The assignment shall take place between and 1 February and 28 March 2014 and should involve a maximum of 26 person days (with one consultant or shared among multiple consultants within a team).

Evaluation

Proposals shall be evaluated by a Commission comprised of KWN, and ADA representatives as follows:

- 40% Experience of consultant(s), including with women’s funds and evaluating women’s funds
- 30% Proposed methodology
- 30% Lowest cost (please bear in mind in cost proposals that KWN is a local non-for-profit organisation in Kosovo).

Submission

Please submit narrative and cost proposals by 24 January 2014 to info@womensnetwork.org with the subject "KWF External Evaluation".

Appendix II. List of Persons / Institutions Met

Agency for Gender Equality, Municipality of Dragash	Lindita Kozmaqi-Piraj, Gender Equality Officer
Austrian Embassy, Technical Cooperation	Mag. Christian Geosits, Attaché
Austrian Embassy, Technical Cooperation	Arsim Aziri, Program Officer/Head of Admin
The Center for Promotion of Women's Rights	Syndyze Qorri, Coordinator
The Center for Promotion of Women's Rights	Shpetim Seferi
The Committee of Blind Women of Kosovo	Avni Sopi, Manager/Driver
The Committee of Blind Women of Kosovo	Samire Gashi, Administrator
Community Development Fund	Nermin Mahmuti, Executive Director
Embassy of Sweden/Sida	Maria Melbing, Counsellor/Head of Development Cooperation
European Union Office in Kosovo	Gaby Hagmuller, Social Development Team Leader
Kosovar Association of Information and Communication Technology STIKK	Vjollca Çavolli, Executive Director
Kosovar Gender Studies Center	Luljeta Vuniqi, Executive Director
Kosova Women's Network	Igballe Rogova, Executive Director
Kosova Women's Network	Nicole Farnsworth, Program Manager/Lead Researcher
Kosova Women's Network	Mimoza Pachuku, Project Coordinator for Kosovo Women's Fund
Kosova Women's Network	Anita Prapashtica, Project Assistant
Kosova Women's Network	Besa Shehu, Administrative/Finance Manager
Kvinna till Kvinna	Lina Andéer, Field Representative

Kvinna till Kvinna
Kvinna till Kvinna
Lepsa Buducnost
NGO “Santa Marija”
Rikotta
Shoqate e Femrave FFAK
UN Women
Vita Jeta Association of Retired Women
People in Need

Anna Sundén, Coordinator Albania & Kosovo
Yllka Soba
Radosava Mirkovic
Blagica Radovanovic, Executive Director
Pranvera Bullaku
Drita Vukshinaj, Director Executive
Flora Macula
Ajshe Nuhiu, President/Coordinator
Natyra Zhjeqi, Head of Mission

Focus Group on 10 March (Pristina)

Ajshe Nuhiu, President/Coordinator
Drita Vukshinaj, Director Executive
Fetije Smakaj

Gjejrane Lokaj
Hafije Qyqalla
Lulzime Zeneli
Melihate Osmani
Nazife Jonuzi
Sevdie Ahmeti
Stanica Kovacevic
Valire Buza
Violeta Dema

Vita Jeta Association of Retired Women
Shoqate e Femrave FFAK Prizren
Okarina e Runikut.
Jkarima e Runikut Skenderaj
Shopata Iniciativa e Grave
ARTA
OJQ “Qendra e Gruas ATO”
Legjenda
Qendra e Gruas “Liria”
KWN Board Member
LUNA
LIRA
Top Radio

Focus Group on 13 March (Prizren)

Drita Vukshinaj, Director Executive
Dile Prekpalaj

Shoqate e Femrave FFAK Prizren
“Krusha e Vogel”

Fetije Mehmeti
Krenare Hajredini
Marte Prekpalaj
Nafije Gashi
Resmija Rahmani

Gruaja Bashkëkohore Prizren
Shoqata e Femrave të Shurdhëra
Femra Vizionare e Shekullit XXI
K.B.K Marsi
Organisation of Persons with Muscular
Dystrophy

Appendix III. Methodology

Overall Evaluation Procedure

The mid-term evaluation has proceeded through three phases:

- *Desk review and inception phase* (February), the main purpose of which was to identify the logic behind the KWF intervention in Kosovo, the main topics for the evaluation, and the Evaluation Questions with their corresponding judgement criteria and indicators.
- *Field phase* (March), the team undertook a one-week field study in Kosovo in order to test the validity of the findings of the desk study and supplement them.
- In the *finalisation phase* (March-April), the findings from earlier phases are combined, leading to Conclusions and Recommendations presented to major stakeholders (KWN, KtK and ADA) in a debriefing in Pristina, Kosovo, on the 14th of March 2014. This final evaluation report integrates the results of the KWN comments.

During all phases, there has been close dialogue with the KWN Executive Director, KWN Programme Manager, Administrative/Finance Manager, Kosovo Women's Fund Coordinator as well as with a Grant Review Committee composed of KWN members and KtK and ADA; and the grant recipients, end-beneficiaries and target groups plus other stakeholders.

After the KWN meeting in Pristina and the finalisation of the Draft Evaluation Report, the report was presented by the team on 26 March. The subsequent comments were taken into account during the finalisation of this Report, and the Final Evaluation Report to be submitted on 15 April.

Methodology of the desk study

In the time allowed, as many documents as possible were reviewed to identify the information needed. As a first step, information was searched to verify (or otherwise) the indicators formulated for each judgement criterion. At the end of the information collection process for the indicators, preliminary answers to the judgement criterion were formulated. Finally, the preliminary answers to each of the questions were formulated.

The scope of the analysis included documents related to KWF support as a whole.

The analysis of available documents was complemented by semi-structured interviews with KWN staff in Pristina, KtK and ADA conducted on 9-10 March 2014, in addition to Skype and mail communication.

Observation and conclusions from the desk phase were provisional since they were subject to subsequent critical reflection and validation during the course of the subsequent field phase.

Field study methodology

The objective of the field study was to complete missing information and to verify, modify or correct the findings and conclusions. The main tools for these tasks were interviews, focus group meetings, field visits and direct observation. The categories of stakeholders addressed were:

- Programme staff (relevant KWN staff)
- NGOs and Civil Society (KWN members & Grant Review Committee plus other CSOs)
- End-beneficiaries (VITA JETA, Women’s Initiative Association)
- Representatives of other donors (UN Women, EU & Sida)
- Municipal officials (Municipal Gender Equality Officer of Dragash)
- Local Media (TV Opinion)

Data collection and tools

Below are listed the various means by which the Team verified the findings from the desk review and inception phase and gathered supplementary information. In order to provide a quick impression of the nature of the team’s work, the focus group meetings and the field observations are briefly mentioned here, while the complete list of interviews and meetings is found in Appendix VI.

Collection of information entailed **triangulation** methods as much as possible including cross-checking with different sources, and when possible, confronting stakeholders with differing answers from the other interviewees.

Interviews

Interviews were flexible combining structured, semi-structured and open-ended questions. The open-ended questions were important; the “listening” methodology⁶⁰ as a point of departure allowed the interviewed individuals to develop their thoughts, with just minor coaching, and thereby revealed issues that the researcher might have been unaware of, that is, an indicative approach. An overview of the issues to be discussed during the meetings was

⁶⁰ The “listening” methodology was invented by CDA Collaborative Learning project and has been applied in more than 20 country studies. For more information, please visit <http://www.cdainc.com>

as far as possible made available to the interview partners ahead of the mission. The interviewees included the above-mentioned categories relating to the KWF in focus for the Evaluation.

Focus Group Meetings

Such meetings were arranged during the mission in Pristina on 10 March and Prizren on 13 March.

Field visit and observations

Field visits and observation were undertaken by the Team that covered the main operational areas of KWF and represented locations of Kosovo, namely:

- Pristina,
- Drenas,
- Prilluzhe,
- Mitrovica South / North,
- Prizren,
- Dragash,
- Bresane village

Additional documents and statistics

Certain new documents were collected under guidance from interviewees and integrated into the evaluation database. Available relevant Kosovo statistics were used as much as possible.

Analysis

Once the data had been collected and checked, it was used for the possible identification both of overall patterns relevant to answering the Evaluation Questions, and of findings of a more general nature. By logical juxtaposition of the findings with the objectives of the intervention under evaluation, the Team arrived at descriptive conclusions, subsequently transformed into normative recommendations in those cases judged sufficiently important and operational.

Annex IV. List of KWF Grant Recipients Initiatives per Programmatic Area of KWN

1. Building the capacity of KWN (cross-cutting)

Organisation	Ethnicity Targeted	Location	Project & Advocacy Initiative	Result
The Committee of Blind Women of Kosovo	Albanian	Pristina	<p>Project title: “Bring Braille Alphabet to Schools”</p> <p>Lobbied to 2 primary schools to include:</p> <ul style="list-style-type: none"> - Advocacy on acceptance of blind people being mainstreamed into the community by teaching pupils and students in mainstream schools about how blind people use the braille alphabet to read. - Blind pupils. 	<ul style="list-style-type: none"> – 2 primary schools in Pristina introduced Braille alphabet and education about blindness to students and teachers.⁶¹ – Children from 2 primary schools became aware about the Braille alphabet – 2 schools ready to accept blind children to receive education in their institution – The Committee of Blind Women of Kosovo positioned to advocate to other schools and to the Ministry of Education, Science and Technology based on best practices in two pilot schools
NGO Venera	Albanian	Peja	<p>Project title: Free legal aid</p> <p>Lobbied to courts, Municipalities for:</p> <ul style="list-style-type: none"> - The rights of 20 persons (most women). 	<ul style="list-style-type: none"> – Secured the rights of 20 persons. Further, continued even after the implementation of the project ended. – Aware and positioned to advocate to municipal institutions for a solution for a permanent legal aid office.
Gruaja Hyjnore	Albanian/ Turkish	Gjilan	<p>Project title: “Women’s Empowerment in Gjilan Region”</p>	<ul style="list-style-type: none"> – Free office space. – 10 workshops – (gender equality, women’s rights to property inheritance, and advanced

⁶¹ Kosova Women’s Network [2014]. “Little Grants, Big Changes 2013”, pg. 15

Organisation	Ethnicity Targeted	Location	Project & Advocacy Initiative	Result
			Lobbied to the Mayor of Gjilan Municipality to provide: <ul style="list-style-type: none"> - Office space, free of charge. 	techniques in the art of handmade crafts for 40 women ages 25 to 40). <ul style="list-style-type: none"> - 36 women sold their products at fairs. - The NGO has developed its advocacy skills and mediation techniques with local institutions
The Organisation of Persons with Muscular Dystrophy (OPDMK)	Albanian & Bosnian	Prizren	Project title: “We have rights too” <p>Lobbied to Municipal Assembly for:</p> <ul style="list-style-type: none"> - Law enforcement for people with disabilities, including campaigning for rights and respecting the administrative regulations for their access to public institutions. - Access to education as a vital human right. - Support people with disabilities through social assistance schemes. 	<ul style="list-style-type: none"> - Raised awareness of municipal institutions the needs of persons with disabilities. - Identified locations where the Municipal Assembly needs to modify public spaces to make them accessible for persons in wheelchairs. - Representatives of the Municipal Assembly agreed verbally to work on a regulation that would make public spaces accessible. - Advocated successfully for an OPDMK member to become a member of the Municipal Council
The Society for Blind People	Albanian	Prizren	Project title: “Let’s learn how to cook” <p>Empowering disabled women.</p>	<ul style="list-style-type: none"> - Brought marginalized blind women together, empowered them to live independently & enabled them to create new friendships.⁶²
Visionary Women of the XXI Century	Albanian	Prizren	Project title: “Presentation of NGO work in local media” <p>Public awareness raising of Prizren citizens:</p> <ul style="list-style-type: none"> - Media campaign, - Broadcast on local TV women’s stories (TV Opinion) - Roundtable discussions about GBV 	<ul style="list-style-type: none"> - Impacted by the broadcast, Municipal officials in Prizren offered women’s organisations two offices in Prizren, free of charge, for carrying out their initiatives.

⁶² Kosova Women’s Network [2014]. “Little Grants, Big Changes 2012”, pg. 10

The capacity building component of KWN has been mainstreamed in programmatic areas involving all grant recipients in training sessions provided by KWN staff.

2. Women in politics and decision-making (cross-cutting)

The goal of increasing ‘women in decision-making processes’ was primarily achieved through the advocacy initiatives of a number of grant recipients across the five programmatic areas and not as part of a single programme. None of the selected grantees have so far specifically targeted ‘women in politics’ solely.

3. Women’s health

Organisation	Ethnicity Targeted	Location	Advocacy initiative	Result
The Organisation of Persons with Muscular Dystrophy (OPDMK) (2nd grant)	Albanian/ Bosnian	Prizren	Project: Organise various activities for people with special needs from Pristina, Gjilan, Ferizaj, Mitrovica, and Prizren, including from rural areas	On-going project
Contemporary Women	Albanian, Turkish, Bosnian	Prizren	Lobbied to director of department for physical therapy to: - Improve the public services delivery to disabled people	On-going project
The Association for Education and Family Care	Albanian Roma, Ashkali, Egyptian	Gjakova (3 villages)	Project title: “Protection from STD” Awareness raising among rural women regarding their reproductive rights	– 91 girls and women of diverse ethnicities learned about their reproductive rights
Hendifer	Albania, Roma, Ashkali, Egyptian	Ferizaj (project targeted 6 villages)	Advocated together with the Municipal Department of Health to the Ministry of Health to provide the already planned to be allocated funds to purchase a mammography unit.	On-going project

Organisation	Ethnicity Targeted	Location	Advocacy initiative	Result
Foleja	Roma, Ashkali and Egyptian	Prizren	<p>Project title: To educate Roma, Ashkali and Egyptian women & girls about health and human rights</p> <p>Lobbied to the director of the centre for family medicine in the Prizren Municipality to:</p> <ul style="list-style-type: none"> - Organise visits to the hospital, as planned within the Strategy of Health Education and Action Plan for Roma, Ashkali and Egyptian communities. 	– Information reached to 400 minority women.
Bliri	Albanian	Drenas	<p>Project title: To raise awareness about reproductive health among girls</p> <p>Awareness raising regarding reproductive health.</p>	– 740 women participated in the discussions
Association of the Deaf in Prizren	Albanian	Prizren	<p>Project title: “Healthy Women: Healthy Family”</p> <p>Lobbied to the Municipal Gender Equality Officer to:</p> <ul style="list-style-type: none"> – Provide interpretation services for deaf people 	<ul style="list-style-type: none"> – Municipality hired sign language interpreter in public services delivery to assist deaf people at the Municipal assembly and the Health Directorate, twice per week. – New Association of Deaf Women founded in Prizren in July 2013. – 25 young women learned techniques for overcoming the challenges they face in their everyday lives.
Women’s Centre “Repose”	Albanian	Skenderaj	<p>Project title: “Lets protect our health”</p> <p>Advocated to the women’s organization Mundesia to get transportation to enable rural women to receive gynaecological check-ups in Pristina.</p>	– Increased awareness and empowered women to travel to Pristina for check-ups.
Lulebora	Albanian (targeting Roma,	Pristina	Project title: “I want to be healthy”	– Municipal services included the 75 medical visits to be free of charge for these women.

Organisation	Ethnicity Targeted	Location	Advocacy initiative	Result
	Ashkali, Egyptian)		Lobbied to the Municipal Gender Equality Officer in Mitrovica to: <ul style="list-style-type: none"> – Provide medical visits for Roma, Ashkali, and Egyptian women from Mitrovica. 	
The Association for the Education and Family Care (2 nd grant)	Albanian Roma, Ashkali, Egyptian	Gjakova	Project title: “Reproductive health” Raised awareness in schools regarding STDs and created advocacy strategy for including information about STDs in the curricula at the municipal level.	On-going project
The Initiative of Women Association	Albanian	Dragash	Project title: “Breast cancer takes lives” Lobbied to the Municipal Gender Equality Officer and the mayor to: <ul style="list-style-type: none"> – Radio broadcast on Radio Sharr & Radio Gora (awareness raising). 	– 182 Albanian, Gorani and Bosnian women in eight isolated villages received free-of-charge health exams.
ATO	Albanian	Vushtrri	Project title: “Campaign for women’s health education” Raised awareness about women’s health.	– 94 women from three villages received information.
The Pensioners’ Association VITA-JETA	Albanian Serbian, Bosnian, Turkish	Pristina	Project title: “Protecting women’s health during the third period of life” Lobbied to the Municipality to provide: <ul style="list-style-type: none"> – Office space, free of charge. – Provide medicine included in the ‘List of Essential Drugs’ to pensioners, free of charge 	<ul style="list-style-type: none"> – Free office space: “Day-Center” for pensioners. – 243 retired women tested for osteoporosis by VITA-JETA, free exams. Approx. 1/3 of women suffered from osteoporosis. – Assists its members with doctor-prescribed therapies.

Organisation	Ethnicity Targeted	Location	Advocacy initiative	Result
			– Provide free transportation to pensioners ⁶³	
Active Women of Gjakova	Albanian Roma, Ashkali and Egyptian	Gjakova	Project title: “Educating Roma, Ashkali and Egyptian Women of Gjakova”	– Around 170 women with poor education and economic conditions have basic information about pregnancy, etc.
Women for Women with Disabilities	Albanian	Prizren	Project title: “I love life as I am”	– Free Pap test to 10 women with disabilities due poor economic situation. – Placed the names of individuals with catheters on the “List of Essential Drugs” of the Health Department. Promise made to offer people catheters and installation services, free of charge in 2013.

4. Domestic violence and trafficking

Organisation	Ethnicity Targeted	Location	Advocacy initiative	Result
The Centre for Promotion of Women’s Rights	Albanian	Drenas	Organized a meeting with the President of Kosovo who promised to create a Fund dedicated to women who suffered violence during the war.	– Identified 69 total cases of sexual violence committed during the war. – President used input from women to inform the work of the high level Council on Sexual Violence Survivors – (contributor to) Law No. 04/L-054 on the status and rights of martyrs, invalids, veterans, members of the Kosovo Liberation Army, persons raped during the war, civilian war victims and their families.
The Centre for Protection of Women and Children (CPWC)	Albanian	Drenas	Project title: “Identification of rape cases in Drenas region” Delivered 8 demands on behalf of women survivors	– Reported 37 survivors (ages 25-50), in thirteen villages.
Lepsa Buducnost	Serbian	Prilluzhe	Project title: “Stop violence”	– 25 Serb & Roma women shared information about domestic violence.

⁶³ Field visit and interview with Ajshe Nuhiu, President of VITA-JETA on 11 March 2014.

Organisation	Ethnicity Targeted	Location	Advocacy initiative	Result
			Public awareness raising through: <ul style="list-style-type: none"> – Pamphlets & T-shirts with the motto: “Stop violence”. 	

None of the selected projects have so far specifically targeted ‘trafficking’ solely. This sector is widely funded generally and trafficking seems to have decreased substantially in Kosovo in recent years (according to police reports), which may be a reason why no KWN members have requested funding to work on this issue.

5. Women’s economic empowerment

Organisation	Ethnicity Targeted	Location	Advocacy initiative	Result
Women’s Initiative Association	Albanian	Bresane	Project title: Vocational training in fashion (sewing) Lobbied to the mayor and Municipal Gender Equality Officer in Dragash plus the Principal of the school to: <ul style="list-style-type: none"> – Provide facility for vocational training for young women. 	<ul style="list-style-type: none"> – Facility made available for vocational training in sewing. – Young women empowered to visit Mayor and raise issues of importance to young women; Mayor promised to address their concerns
GORA	Gorani	Pristina		On-going project
Alma	Albanian	Peja		On-going project
RONA	Albanian	Pristina	Project: Access to new market for handmade products	– Empowered women from Dragash to market their products in Pristina
RIKOTTA	Albanian	Pristina	Project title: “Women’s Piazza” Lobbied to the Head of Department of Public Services and the Mayor to: <ul style="list-style-type: none"> – Secure a venue in Mother Teresa Square in Pristina for the “Women’s Piazza,” which sells women’s products and hosts 	<ul style="list-style-type: none"> – The Pristina Municipality provided a free space in 2013 and promised a space available, free of charge in 2014. – Three street campaigns on topics including: women who suffered domestic violence and trafficking; children with Down syndrome; and children with Autism. – Publicity and media coverage of the Women’s Piazza; attracted the attention of other women who are interested in joining this initiative.

Organisation	Ethnicity Targeted	Location	Advocacy initiative	Result
			public events towards furthering gender equality and women's rights.	
IKEBANA	Albanian & Serbian	Shterpce	Project title: "Processing & production of medical herbs"	Empowered rural women to become more involved outside their homes and in their own businesses.
Foundation for Education and Development (FED)	Albanian	Novo Brdo	Project title: "Women's economic empowerment in the Municipality of Novo Brdo" Lobbied to Municipal gender equality officer to: – Include their planned activities in the Municipal budget.	– The Municipality has ensured approx. €3,000-3,500 for activities they want to implement in 2014.
Parajsa Jone	Albanian	Lipjan	Project title: "Development of training activities & promotion in horticulture & entrepreneurship for rural women of the Municipality of Lipjan" Lobbied to the Lipjan Mayor to: – Allocate budget for women	– Empowered rural women to become more involved outside their homes and in their own businesses
The Association of Women Farmers "Krusha e Vogel"	Albanian	Prizren (2 rural areas)	Project title: "Women's economic empowerment in rural areas (Krusha e Vogel & Has in Prizren)"	– Increased and improved quality of milk production among women, increasing their income.
ARTA	Albanian	Pristina	Project title: "Increase organisational capacity" Advocated to the President of Kosovo and the Mayor of Prishtina to exhibit women's traditional handmade products in public offices and embassies, enhancing women's economic empowerment and	– Women's products displayed in Mayor's and President's offices.

Organisation	Ethnicity Targeted	Location	Advocacy initiative	Result
			showcasing Kosovo culture	

