



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

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AGENCY OF GENDER EQUALITY

# **Working Plan to implement Resolution 1325, “Women, Peace and Security” 2013-2015**

**March 2014**

The author's right is exclusively of the Agency for Gender Equality/ Office of Prime Minister.  
Working Plan to implement Resolution 1325, "Women, Peace and Security" 2013-2015  
English. For every interpretation of this document, Albanian version is dominant.

## List of abbreviations

AGE	Agency for Gender Equality
O	Ombudsperson
KSA	Kosovo Statistical Agency
DCSA	Department of Civil Service Administration
EULEX	European Union Rule of Law Mission
KSF	Kosovo Security Force
KJI	Kosovo Judicial Institute
SC	Security Council
WG	Working Group
CGSG	Coordination Group for Security and Gender
KCGS	Kosovar Center for Gender Studies
LGE	Law on Gender Equality
MESHT	Ministry of Education, Science and Technology
MLGA	Ministry of Local Government Administration
MPA	Ministry of Public Administration
MAFRD	Ministry of Agriculture, Forestry and Rural Development
MJ	Ministry of Justice
MIA	Ministry of Internal Affairs
MLSW	Ministry of Labor and Social Welfare
MEF	Ministry of Economy and Finance
MFA	Ministry of Foreign Affairs
MTI	Ministry of Trade and Industry
MED	Ministry of Economic Development
HRU	Human Rights Units
NGO	Non-governmental organizations
OSCE	Organization for Security and Cooperation in Europe
KP Kosovo	Police
NWP	(WP) National Working Plan (Working Plan)
RHDK	Report on Human Development in Kosovo
RAE	Roma, Ashkali, Egyptian
KWN	Kosovo Women's Network
RWL	Regional Women's Lobby for peace and security
HT	Human Trafficking
PMO	Prime Minister's Office
UNDP	United Nations Development Program
UNWOMEN	United Nations Entity for gender equality and women's empowerment
OHCHR	United Nations High Commissioner for Human Rights
NATO	North Atlantic Treaty Organization
OSCE	Organization for Security and Cooperation in Europe



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## Preface

On February 20, 2012, the Government of the Republic of Kosovo<sup>138</sup> took a decision to draft a Working Plan to implement United Nations Security Council Resolution 1325 “Women, Peace and Security”. The decision obliged the Agency on Gender Equality in the Office of the Prime Minister to coordinate and lead a working group to draft the Working Plan, comprising representatives of the institutions, civil society and international partners. The Agency for Gender Equality has a mandate to implement and monitor the implementation of the Law on Gender Equality and at the same time, to draft public policies that promote the values and equal opportunities regardless of gender. In the process of drafting the working plan, the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), and the Office of the High Commissioner for Human Rights (OHCHR) gave their assistance to ensuring the process was correct, as well as contributing their expertise as members of the working group.

### The Working Plan has three objectives:

- Objective 1      Increased participation of women in decision-making and in peace-building and preservation
- Objective 2      An integrated gender perspective and increased participation of women in security structures
- Objective 3      Victims of sexual violence and other forms of violence relating to conflict/war to have access to functional mechanisms for protection, access to justice, and their rehabilitation and reintegration

### The activities for the realization of these objectives will ensure:

- The promotion and implementation of UN Resolution 1325 in Kosovo
- Through the measures and actions foreseen in the WP, Kosovo will contribute to implementing Resolution 1325 at the local, regional and global level
- The creation of an opportunity for the coordination of joint actions among the state, civil society and interest groups to implement Resolution 1325 and other programs promoting gender issues in Kosovo
- The creation of a new premise for empowering and promoting women's human rights
- The integration of gender issues in security affairs
- The creation of opportunities to promote “transitional justice” in Kosovo

<sup>138</sup> Decision taken by – Deputy Prime Minister of Kosovo, Ms. Mimoza Kusari-Lila. Decision No.560 dated 20/02/2012 (See Annex 1.)

- The opening up of the path toward exchanging experiences of other countries in implementing the Resolution, for women's contribution to peace and security.
- The focusing of society's attention and institutional engagement in reducing and eliminating the effects of armed conflict in Kosovo
- Making possible through joint activities, such as public debate, awareness raising campaigns, round tables and other forms of public information, the promotion of Resolution 1325 in Kosovo.

This is a medium-term strategic plan, and the time period during which the objectives and activities set out in this Plan will be realized is three years.

## **The principles on which the WP draft is based**

The principles below are at the heart of the drafting of the Plan and will also shape its implementation.

### **The principle of transparency and inclusion**

The goal of drafting a policy document broadly accepted by all stakeholders requires the development of an open, transparent and all-inclusive process. Implementing this principle is sanctioned by the decision of the Government of the Republic of Kosovo to establish a structure with 28 members (Working Group) which is broadly representative.<sup>139</sup> A multi-sectoral and all-inclusive approach is ensured by the participation of the central institutions of the Republic of Kosovo with senior officials and representatives of the judicial institutions and civil society, which during the drafting process cooperated with and were supported by the international organizations, UN Women and OHCHR. Besides this, the process of drafting the Plan itself ensured transparency as it involved the media and different interest groups. The participants in the process have not just provided expertise from different sectors, but also expressed the voice of different interest groups.

### **Principle of local ownership**

The WP to implement Resolution 1325 has local ownership; this is apparent in the conceptualization of the objectives and activities foreseen in this plan, as well as in the material, financial and human resources<sup>140</sup> that will be used to achieve these objectives. During the costing of the measures and activities outlined, the domestic budget for 2013 was taken into consideration, the medium-term Kosovo budget and the donor assistance plan. The responsibility for implementing the WP R1325 lies with the Kosovo Government institutions.<sup>141</sup> This is permitted by the respective Decision, according to which AGE is designated the institution responsible for coordinating the work to implement this Plan. The Plan will be a mechanism for

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<sup>139</sup> The Working Group includes representatives of government institutions working on peace and security, civil society representatives working on this area, as well as representatives of international partners who have a contributing and supporting role in this process.

<sup>140</sup> During the costing of measures and activities the following were considered: the domestic budget for 2013, the medium-term budget of Kosovo and the Plan of Foreign Assistance (drafter's note)

<sup>141</sup> The AGE was designated the institution responsible for monitoring the implementation of the WP, by a Decision of the Deputy Prime Minister of Kosovo, Ms. Mimoza Kusari-Lila, no.560 dated 20/02/2012 (see Annex 1.)



fund raising and to increase the commitment of international donors and partners to promoting the issue of women, peace and security in Kosovo.

### **Principle of continuity**

The WP to implement Resolution 1325 will support the identification and analysis of current commitments and actions undertaken by the Kosovo Government, civil society and interested parties in regard to Resolution 1325. The analysis will help to focus attention on all critical issues relating to women, peace and security.

### **A dynamic and realistic document**

WP R1325, will be a living and dynamic document, which can be adapted in line with economic and social changes in the country. The changes will be a result of lessons learned and challenges that emerge during the implementation process, set out in evaluation and monitoring reports. The recommendations given in these reports will serve to initiate necessary changes to the document. The WP will be budgeted based on the annual and medium-term Kosovo budget and the assistance plan from donors in and outside Kosovo. The WP will take into consideration the priorities set out during discussions in the working group. The budgeting of this plan has occurred taking into consideration the Medium-term Expenditure Framework, the annual budget of Kosovo as well as the budget committed by donors from different programs.

### **Human Rights Approach**

WP R1325 will have a human rights based approach and it will particularly promote the protection of women's human rights, women in decision-making and the support that the Government will give Kosovo's citizens, especially women and men who are victims of the war.

### **Inter-sectoral approach**

The document will seek to coordinate actions and activities in the public and non-public sector, such as the police, prosecution and courts, the ministry of internal affairs, the minister of labor and social welfare, the ministry of health, the ministry of foreign affairs, the media, civil society etc, as well as coordinating actions with other strategic documents and interested parties working in this field.

## Background

### Kosovo

Up to 1999 in Kosovo, a communist and later a police state existed, which was the only institution governing political, economic and social life in the country, ignoring democratic decision-making institutions or those defending human rights. In this manner, the state remained the key dominant arbiter defining norms and values, including those of peace and security. Furthermore, women during and after the war, and during the transition, were in a social and economic environment in which the conditions of equality and security changed. On the one hand, we can say that the opportunities or women's progress improved, but on the other hand, insecurity and risk also increased for them.

Kosovo declared independence on February 17, 2008. The declaration of independence came after Kosovo secured the support of the European Union and the US for this declaration. Although independence was contested by Serbia, the International Court of Justice at The Hague ruled that the declaration was in line with international law. Talks between Kosovo and Serbia began on March 8, 2011, with the EU as the mediator. Since the declaration of independence and the creation of the Government, Kosovo has made successful efforts to build stability and consolidate democratic state institutions. It has successfully built and consolidated the Kosovo Security Force and Kosovo Police, which are the two best organized sectors in Kosovo. Even so, the country faces the challenge of economic and social development, oriented toward integration in the European family. There is a policy agenda demonstrating the Government's commitment to promoting human rights, strongly stimulated by civil society and supported by international organizations present in Kosovo.

### Women, Peace and Security

[United Nations Security Council Resolution 1325 on Women, Peace and Security and the Convention for the Elimination of all forms of Discrimination toward Women CEDAW.](#)

Women's groups played a decisive role in convincing the United Nations Security Council to adopt Resolution 1325 on Women, Peace and Security.

Resolution 1325 is the first Security Council Resolution specifically linking women's experience with conflict and the preservation of peace and international security. This Resolution emphasizes women's leadership and their role in conflict resolution during peace talks and reconstruction, it requires the strengthening of gender sensitive responses in peacekeeping operations as well as training on gender equality for all those involved in preserving peace and security.<sup>142</sup>

By Resolution 1325 "Women, Peace and Security," the Security Council focused the United Nations' attention on an integrated gender perspective to conflict prevention and resolution, peace building and preservation and the protection of women and girls from gender based violence. The Resolution also requires the commitment of states to end the impunity of those responsible for genocide, crimes against humanity and war crimes, including here those relating to sexual violence and other types of violence toward women and girls.

Resolution 1325 revokes and is based on a series of resolutions, documents and UN commitments to gender equality and the respect of women's rights. In 2008, the Security Council approved Resolution 1820, which addresses sexual violence in conflict and post-conflict situations. Resolution 1820 is the first Security Council resolution which recognizes conflict related sexual violence, as a war tactic and problematic issue for international peace and security.

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<sup>142</sup> [http://www.unwomen.org/wp-content/uploads/2011/10/UNSC-resolutions-on-women-peace-and-security\\_Poster\\_English.pdf](http://www.unwomen.org/wp-content/uploads/2011/10/UNSC-resolutions-on-women-peace-and-security_Poster_English.pdf)

In 2004, in a report on the implementation of the Resolution, the UN Secretary General called on countries to draft national working plans to implement Resolution 1325. Since then, the UN has drafted an agenda on Women, Peace and Security, which was followed by other resolutions, which are: 1820, 1888, 1889 and 1960.<sup>143</sup> In 2009, the Security Council concluded that the progress of implementing Resolutions 1325 and 1820 was slow and approved two other resolutions: 1888 and 1889. Resolution 1888 reinforced the manner/instruments for implementing Resolution 1820 by appointing a new high level leadership, building expertise in judicial responsibility, strengthening services and building reporting mechanisms.

Resolution 1889 deals with the non-inclusion of women in the initial phases of reconstruction and peace building and the lack of adequate planning and financing for their needs. It requires the drafting of a strategy to increase women's representation in decision-making in conflict resolution and requires the creation of instruments to improve implementation of: indicators and proposals for monitoring mechanisms. Resolution 1960 (2010), ensures a system of accountability to address conflict related sexual violence, including the manner of publishing the names of criminals and establishing mechanisms for monitoring, analysis and reporting.<sup>144</sup>

In this context the Government of the Republic of Kosovo, and various civil society organizations in Kosovo, have engaged in implementing Resolution 1325 by willingly drafting the Working Plan (WP)<sup>145</sup>. But before the WP enters into the discussion and drafting process, it is essential to bring to attention what has been done in Kosovo up to now, with regard to the integration of the gender perspective in decision-making, the role of women in conflict resolution and peace preservation and the punishment of those who caused crimes during the war. It is very important in the beginning that we recognize the situation we are in, that we recognize and analyze what is lacking and what has been achieved in the social, economic and political aspect, as well as the social will and resources to engage in implementing this resolution. This report is based on a considerable number of documents (about 30) among which are the relevant legislation and legal amendments made, human rights monitoring reports drafted by international institutions, research done by institutions and also by civil society (KWN in 2007 and 2009), as well as a series of other academic evaluation and monitoring documents for issues relating to this Resolution. The report analyzes administrative data and statistical information provided by Kosovo's institutions including, AGE, KSA, MEF, MIA, MJ, MPS/DCSA, on significant indicators regarding the political, economic and social situation of women and men in Kosovo. In addition, the analysis is based on two KWN monitoring reports of R 1325 of the years 2009 and 2007, as well as research done by domestic and international organizations.<sup>146</sup> The data for various indicators that we have selected for this analysis will be benchmarks for the drafting of the Working Plan to implement Security Council Resolution 1325 "Women, Peace and Security", during 2013-2015.

The second chapter of this report analyzes the position of the woman from the perspective of human development, weighing up economic development indicators and indicators for participation in the labor market and for social welfare. In addition, in this chapter the role of women as a factor of change is analyzed (participation in decision-making and policy-making). The third chapter is an analysis of the legal framework and institutional mechanisms within and outside the Government that work in Kosovo to implement Resolution 1325 or issues closely related to it, such as promoting equality and the war against gender based violence.

The second half of the chapter analyzes police and programs implemented in Kosovo, in the service of peace and security. In each of these fields, the report aims to respond to two questions: what is the status of women today? And, what are the key problems that require intervention in short and medium-term policies and programs? Based on an analysis of statistics, studies and research, it is clear that progress has been made in collecting statistics that are divided according to gender. Many Government institutions are preparing more data now by gender, especially with regard to population dynamics, education, employment and public representation in decision-making. Gradually, gender statistics are being made available in new fields, through analysis and research, such as the gender salary gap, gender budgeting etc. But, at the same time, in various sectors, gender based data and gender statistics have not been collected or have not been updated, such as those on poverty, infection by HIV AIDS, gender based violence, civilian war victims, persons with disabilities etc.

Despite all the progress made in research and studies analyzing gender indicators, the body of work used to support this data based analysis, from the viewpoint of Resolution 1325, is not sufficient. It is necessary to engage in deeper studies for special sectors, such as: an analysis on the low participation of women in the security forces, a quantitative and qualitative assessment of the situation of war victims and their needs for services; access to legal services, etc.

<sup>143</sup> UNSCR Resolution 1325 (2000), UNSCR 1820 (2008), UNSCR 1888 (2009), UNSCR 1889 (2009) and UNSCR 1960 (2010)

<http://www.un.org/documents/scres.htm>

<sup>144</sup> [http://www.unwomen.org/wp-content/uploads/2011/10/UNSC-resolutions-on-women-peace-and-security\\_Poster\\_English.pdf](http://www.unwomen.org/wp-content/uploads/2011/10/UNSC-resolutions-on-women-peace-and-security_Poster_English.pdf)

<sup>145</sup> Decision of the Kosovo Government to draft a working plan to implement R 1325 dated February 20, 2012.

<sup>146</sup> See Annex 1 "List of consulted documents"

## II. ANALYSIS OF THE SITUATION

### II.1 Kosovo and the human development perspective

#### II.1.1 Demographic characteristics and human development index in Kosovo

According to the Human Development index (HDI) created to measure the human development and welfare of a nation, not just from the economic perspective, Kosovo is ranked one of the countries with the lowest incomes, with a human development index of 0.700.<sup>147</sup> Gender division reveals a slight male majority with 50.4% of the population. The greater part of the population<sup>148</sup> lives in rural zones at an estimated ratio of 63:37. Kosovo's young population, assessed as one of its advantages, has about 33% of the population in the age group of 0-14 years and about 61% of the population is aged between 15 and 64. It is estimated that about 50% of the population is below 25 years of age.

#### II.1.2 Women as a factor of change

Economic changes in Kosovo have been apparent and represent a series of macroeconomic reforms and integration into the most important economic and financial institutions, such as the World Bank and International Monetary Fund. Economic growth in 2011 was assessed to be 5.5%<sup>149</sup>. But the economy is weak and poverty is a persistent phenomenon, with about 17% of the population estimated to live in extreme poverty<sup>150</sup> with under 0.93 Euro a day.

#### II.1.3 Political representation and women's participation in decision-making

In the context of domestic and international efforts aimed at all inclusive and democratic governance, ensuring women's access to all fields and at all levels, is fundamental. Kosovo is ranked among the top countries in the region for the highest level of women's participation in decision-making. It should be emphasized that the President of the Republic of Kosovo since 2011 has been a woman. Women in Kosovo hold 33.33% of seats in Parliament and 20-30% in municipal assemblies. This has been achieved thanks to electoral reforms and especially the 30% quota. Currently, 25% of the government cabinet is women. In this respect, we can say that we have a quantitative as well as qualitative improvement, since 2 of the 3 deputy prime ministers of the Government of the Republic of Kosovo, are women.

##### **Kosovo Assembly**

After political elections in 2012, of 120 members of the Kosovo Assembly, 40 are women, or 33.3%. Thus, 14% are elected by direct votes and the remainder by respect for the gender quota.

But women's representation in parliament has not been reflected in effective decision-making power since the Parliamentary Presidency and the majority of parliamentary committees are led by men. In the Assembly of the Republic of Kosovo there are 13 committees, 9 of which are functional committees. A good part of them directly affect the issues of women, peace and security. This includes the Committee on Internal Affairs; the Committee on Human Rights, Gender Equality, Missing Persons and Petitions. The Assembly can form "ad hoc" committees for special issues.

The Speaker and 5 deputy speakers of the Kosovo Assembly are all men. Of the leaders of parliamentary committees, just 2 or 15% are women and 11 or 85% are men.<sup>151</sup> Pro-gender policies approved in the Assembly are limited and do not respond to the real needs of women for services and participation, while a considerable amount of legislation approved requires amendments.<sup>152</sup>

<sup>147</sup> [http://en.wikipedia.org/wiki/List\\_of\\_countries\\_by\\_Human\\_Development\\_Index#Complete\\_list\\_of\\_countries](http://en.wikipedia.org/wiki/List_of_countries_by_Human_Development_Index#Complete_list_of_countries)

<sup>148</sup> The population of Kosovo is estimated at 1,733,872 residents according to preliminary results CENSUS 2011

<sup>149</sup> <http://www.gfmag.com/gdp-data-country-reports/240-kosovo-gdp-country-report.html#axzz1xlhtCoAa>

<sup>150</sup> UNDP Human development report 2009

<sup>151</sup> Committee on budget and finance and the Committee on human rights, gender equality, missing persons and petitions

<sup>152</sup> OSCE 2012 Implementation Measures for legislation affecting human rights in Kosovo

**Women in leading positions in the Kosovo Assembly**

**Parliamentary committee:** Women lead two of the 13 parliamentary committees, or 15% of them. These are the committees on budget and finance and the committee on human rights, gender equality, missing persons and petitions.

**Presidency:** The Speaker and 5 deputy speakers of the Kosovo Assembly are all men

**Municipal Assemblies**

Kosovo is divided into 37 municipalities. After local elections in November 2009 and June 2010, 358 out of 1,084 elected or **32.6%**<sup>153</sup> were women.

**II.1.4 Women's representation in the executive****Presidency**

The President of the Republic of Kosovo is the leader of the state and according to the Constitution she represents the unity of the people of the Republic of Kosovo. The President has a 5 year mandate with the right to re-election.<sup>154</sup> The first woman president of Kosovo was elected by the Assembly on April 7, 2011. The President has 9 advisors of which 5 are women and 4 are men.

**The Kosovo Government Cabinet**

The Government takes decisions in line with the Constitution and legislation; it proposes draft laws and amends existing legislation. In addition, it can issue opinions about draft laws proposed by actors other than the Government.

<sup>153</sup> See OSCE Municipal Profiles at <http://www.osce.org/kosovo/43753> and US State Department Background Note on Kosovo at <http://www.state.gov/r/pa/ei/bgn/100931.htm>.

<sup>154</sup> See more information at the State Portal of the Republic of Kosovo, available at <https://www.rks-gov.net>

**Leading women in the Government cabinet<sup>155</sup>**

**Prime Minister:** The first Prime Minister of Kosovo, and the leader of the Government, was elected on January 9, 2008.

**Deputy Prime Ministers:** 2 of the 6 deputy prime ministers are women, or 33.3 % of them. One of them led the Negotiation Group with Serbia and the other leads the Ministry of Trade and Industry.

**Ministers:** 2 of the 19 ministers of the Kosovo Government are women or 10.5%. Besides the Minister of Trade and Industry, the Ministry of European Integration is also led by a woman.

**Women in leading positions in municipalities**

In the 2009 and 2010 elections, for the first time the electorate voted to directly elect mayors of municipalities. In these elections all leaders were men and just 9.4% of deputy mayors were women.<sup>156</sup>

**II.1.5 Political parties**

Political parties contribute to the formation and expression of popular will and are fundamental instruments for political participation. Women in leading positions in political

**Women in leading positions in political parties**

There are 8 (parliamentary) political parties in Kosovo.<sup>157</sup> Women are represented at 10% in the presidencies of political parties, while only one woman leads a political party and one is a deputy leader. However, just one parliamentary group of parties in the Assembly is led by a woman.<sup>158</sup>

In general, women are in an inferior position in their political parties, compared with male members of political parties.

The visibility of women candidates in the media during political debates and electoral campaigns is much lower than that of men candidates. Public perception of women's participation in the media is low.<sup>159</sup>

Articles where women are protagonists take up just 10% of space, whereas articles in which the two genders are present constitute 25% of space.<sup>160</sup>

<sup>155</sup> Information from the official website of the Republic of Kosovo <https://www.rks-gov.net>

<sup>156</sup> See OSCE Profile of Municipalities at: <http://www.osce.org/kosovo/43753> and US Department "Background Note on Kosovo at <http://www.state.gov/r/pa/ei/bgn/100931.htm>.

<sup>157</sup> [http://www.kipred.org/advCms/documents/57591\\_Fuqizimi%20i%20shtet%C3%ABsis%C3%AB%20s%C3%AB%20Kosov%C3%ABs%20n%C3%ABp%C3%ABrmjet%20demokratizimit%20t%C3%AB%20partive%20politike%20-%20Alb.pdf](http://www.kipred.org/advCms/documents/57591_Fuqizimi%20i%20shtet%C3%ABsis%C3%AB%20s%C3%AB%20Kosov%C3%ABs%20n%C3%ABp%C3%ABrmjet%20demokratizimit%20t%C3%AB%20partive%20politike%20-%20Alb.pdf)

<sup>158</sup> In general, there is a lack of data on women's participation in political parties.

<sup>159</sup> Kosovo Country Program 2008-2011, p. 8.

<sup>160</sup> <http://abgj.rks-gov.net/Portals/0/ABGJ-Hulumtimi%20Gratë%20në%20Mediat%20e%20Shkruara%202011-2012.pdf>

## II.1.6 Public Administration

Mechanisms for achieving gender equality have been created at all levels of government. But although good quotas have been achieved in public administration, leadership positions are dominated by men. Based on official MSHP/DCSA statistics<sup>161</sup> it appears that women are at a disadvantage in levels of employment in public administration at the central and municipal level. In sectors with a high percentage of women personnel, they usually hold low positions and the difference between women and men in leadership and managerial positions is very highly to the advantage of men. If we compare the figures for the years 2009 to 2011, we see that even though there has been positive progress (a small rise in women's employment in public administration) there is still a gap between the legally set quota and what occurs in practice. According to the data, 2011 is the year with the highest representation of women in decision-making 13.1%<sup>162</sup>.

Women in public administration at the central and local level				
Women's employment in leadership positions in public administration				
	Year 2009	Year 2010	Year 2011	Progress/Regression
Men	88.10 %	87.57 %	86.90%	0.67%
Women	11.88 %	12.42 %	13.10%	
Women's employment in managerial positions				
	Year 2009	Year 2010	Year 2011	Progress/Regression
Men	77.93 %	77.39 %	74.33 %	3.9%
Women	22.06 %	22.61 %	25.70 %	

MSP/DCSA official statistics indicate that the trend of women's participation in leadership and managerial positions is rising. But despite this positive trend, women are visibly less active in public and private sector employment.<sup>163</sup> However, the legislation in force in Kosovo is not a barrier to the inclusion of women in employment.

In rural zones, there is a low level of representation and women's participation in decision-making structures because the role of women in the village is entirely conceived around the family and housework, and encouragement and support is lacking from their families and communities for being involved in decision-making.

## II.1.7 Women's participation in diplomacy

The role of the Diplomatic Service is to protect and promote national interests in the world in different ways and to contribute to maintaining peace between states. Of the total number of staff in the diplomatic service (altogether 84), 17.8% are women. About 20% of the total number of ambassadors and consuls (4 ambassadors and 3 consuls), are women.<sup>164</sup>

This unsatisfactory result derives firstly from the low self-confidence that women have about applying for such important positions. According to 2010 MFA data, 275 men and just 78 women applied for the positions of 18 ambassadors,<sup>165</sup> whereas 415 men and 78 women applied

<sup>161</sup> Data for the MA of Leposavic, Zubin Potok, Zvecan, Ranillug, Klokot and Gracanica are not included in this Report as they were not supplied by the municipalities in question

<sup>162</sup> Data for 2012 are still not ready from MSP/DCSA

<sup>163</sup> Kosovo Program for Gender Equality, [http://stopvaw.org/uploads/kosovo\\_program\\_for\\_gender\\_equality](http://stopvaw.org/uploads/kosovo_program_for_gender_equality)

<sup>164</sup> Ministry of Foreign Affairs/ Department for Legal Affairs, Treaties and Human Rights

<sup>165</sup> Islam - Kurti, Violeta; MA thesis, MFA data 2010

for consular positions. After completing the recruitment process, the staff of the diplomatic service recruited 52 persons, of which 9 were women.

### **Critical issues**

- Although the number of women in diplomacy is growing there are still barriers that must be overcome. In group discussions, the GP came to the conclusion that there are various factors that exclude women from the foreign policy arena and from diplomacy, which are:
  - The influence of traditional gender stereotypes
  - Cultural norms and discriminatory practices during the recruitment process. The lack of positive discrimination measures which support and promote women in their diplomatic careers, helping them with their family obligations.

### **Progress**

- Kosovo is ranked the first in the region with regard to women's representation at high-level decision-making with 33.33% of deputies being women. (OSCE member countries excluding Nordic countries), where women's participation is 21.5%, while the average of Balkan countries is 24.6% (Bosnia and Herzegovina 17.35, Croatia 21.4%, Macedonia 30.9%, Kosovo 33.3%, Montenegro 12.3% and Serbia 32.4%).<sup>166</sup>
- Kosovo is ranked 17 in the world for women's representation in decision-making.<sup>167</sup>

### **Spaces**

- A problem that should be emphasized is women's participation in the labor market, which is much lower than that of men.
- Women have a low level of participation in leadership of political parties. In addition, their decision-making in the Assembly is not affected by their high level of participation. The same occurs in public administration whereby decision-making belongs to men, despite the high level of women's participation and facilitating conditions created by the civil service law.
- With all the progress achieved, women's participation in leading and managerial positions remains much lower than that set out in Article 3 of the Law on Gender Equality
- Despite adequate education, women face bureaucratic problems, especially during recruitment procedures for employment. These procedures directly affect the securing of a job.<sup>168</sup>
- During electoral campaigns, media space and political debate is mainly the domain of men.

## **II.2.1 Women's participation in the judicial system**

Based on data from the Kosovo Judicial Council it can be seen that of 64 people employed in this institution, 39% are women, while in decision-making just 16% are women. As happened with

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<sup>166</sup> See database of the Inter-Parliamentary Union – Women in Parliament, available at <http://www.ipu.org/wmn-e/world.htm>

<sup>167</sup> AGE-Research: Women in Employment and Decision-making in Kosovo 2011, page 5 .

<sup>168</sup> AGE- Women in Employment and Decision-making in Kosovo - Conclusions-2011



other institutions at the higher levels of hierarchy, the number of women reduces. The gender report of the Kosovo Supreme Court should be noted, as in this Court of 11 judges, 64% are women. In the Economic Court of Prishtina a similar gender relation can be observed, as 67% of judges are women. In addition, in Kosovo's municipal courts 75% are women. The situation is quite different in municipal minor offences courts where the number of women judges is much lower, at just 29%.<sup>169</sup>

In various levels of the prosecution, women hold 29% of positions.<sup>170</sup> This presence has been consolidating over the years. In research for the year 2011, this figure has grown by 30%, compared to 2010.

	Year 2010	Year 2011	Progress/Regression
men	59.31 %	59.88 %	0.57 %
women	38.24 %	38.74 %	0.50 %

## II.2.2 Gender perspective in the security sector

A significant number of women are represented as employees in different security institutions in Kosovo. About 32.5% of civil servants at the Ministry of the KSF are women and 35% are in decision-making positions. But if we refer to data for uniformed personnel in the ministry, just 6.4% are women. The situation in the KSF is better, where the number of uniformed women is 8.1%. In the security sector slow, but positive changes are occurring with gender issues, and now, we have a strategy for promoting women. The KSF plans to have a number of 2,500 active members, and of this number, the goal is that women are about 15%, of which up to now, a level of 5% of the total KSF members has been reached. This percentage is currently represented in decision-making positions.

### Women in the Kosovo Police

12.53% of police officers are women, or 919 out of 7,331 police officers.<sup>iii</sup>

14.75% of the total Kosovo Police staff are women

About 10% of those serving in the Kosovo Police hold high military ranks (a general, a colonel, a brigade commander and an operational leader).

The gender structure in the KP, in the category of police officers, is 12.53% women and 87.47% men. As well as being unsatisfactory, women's employment in this institution encounters problems leading to the resignation of women from the KP. Thus, of the total number of women police, about 33.26% have left their jobs, compared to 14% of men.<sup>171</sup> Research has shown that there are various difficulties for women exercising this profession, which they describe. The 33% of women who left their jobs in the KP stated that the salaries women received in this institution are low. This indicates that the rank of positions occupied by women is also low. 20% of women who resigned said that the institution did not ensure suitable working conditions for women. Shift work often far from their residential home is the main reason why young women with small

<sup>169</sup> Norms, Research and Monitoring of the Implementation of Provisions of the Law on Gender Equality,

<sup>170</sup> SOK - Women and Men in Kosovo - 2010

<sup>171</sup> Data mentioned in this section is taken from: Research done by the KP

children resign from the KP. In addition, the lack of life security, in conditions where police work is considered high risk is another reason for resignation. 9% of women who left the KP said that in this institution the chance for promotion is small. In addition, 4% of women who left willingly from the KP said that the working environment was not friendly to women. There is a lack of respect between colleagues, delegation of duties and belittling of women's values. With regard to leadership positions, one of the deputy police directors is a woman. 11.9% of high ranking military staff are women.

## Critical issues

- The participation of women in the security forces (KSF) is relatively low in comparison with NATO standards of 10-20%
- There are good rates of women's participation in decision-making positions (35%) in the security forces
- The security sector continues to be perceived as the domain of men
- The number of uniformed women in the security forces (KSF) although low (8.1%) has a rising trend
- It is concerning that the trend of women's employment in the KP has declined as a result of resignations
- The number of women with high military ranks in the KP is 12.5%

## II.2.3 Gender based violence

In current conditions of urbanization, women and men are disoriented about their respective roles. The dismantling of the traditional structure of the family has exacerbated domestic conflicts, expressed with violence toward women and girls. The studies done by NGOs working in the community to address violence in the family report that gender based violence in Kosovo can be attributed to the tradition and culture of family relations, and also to poverty, unemployment, alcohol abuse and general discontent, all of which are factors that may influence a high level of domestic violence.

The lack of unified periodical data<sup>172</sup> on domestic violence obliges us to continue to refer to studies and results of research previously done, as the basis of measuring the gravity of the problem of domestic violence and gender based violence. Consultation with these studies and research brings us closer to domestic violence in Kosovo.

In April 2008, the Agency of Gender Equality undertook an initiative to research the question of family violence in Kosovo, done by the Network of the Women's Network of Kosovo (KWN) with UNDP support, research which resulted in the report, "Security starts at home". The findings of this research show that:

- In Kosovo, domestic violence is a form of gender based violence, which in most cases is committed by men or partners against women and girls.<sup>173</sup>

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<sup>172</sup> Data derived from Domestic Violence Units for cases reported to the police, MJ, or shelters, are insufficient to measure the phenomenon, since strong stigmas exist about reporting violence (according to research). We all agree that reporting of violence is very low.

<sup>173</sup> Security starts at home – AGE - 2008- page 8, 20

- Over one third of those surveyed believes that “it is natural for violence to occur when couples argue.”<sup>174</sup>
- Sexual violence is not recognized as domestic violence if it occurs between partners.<sup>175</sup>
- 82% of those surveyed admitted that they consider domestic violence shameful and so it should not be discussed outside the home.<sup>176</sup>
- 40% of those surveyed who have experienced violence, declared that they have not told anyone about it.<sup>177</sup>
- Women living in poor rural zones are likely to experience violence.
- The Kosovo Police is the institution most trusted by victims, and which receives the most reports of cases of violence.
- Although there are no exact figures, it is accepted that the program about domestic violence costs the Government of the Republic of Kosovo and tax payers some hundreds of thousands of Euros a year.

Based on data and the above perceptions, we understand that domestic violence in Kosovo is a phenomenon of relatively high proportions. This is supported by studies and assessments done by various organizations during the years 1995-2010<sup>178</sup>.

The comparison of data gathered by studies done in Kosovo with those of other countries in the region, shows clearly that domestic violence is under reported. It is not reported even by victims as it is considered shameful and an issue that should not be discussed outside the walls of the home.

Monitoring reports and data from the State Prosecutor's Office<sup>179</sup> (for the period 01.01.2011-31.12.2011) indicate that: 888 new cases of domestic violence have been assisted. These were:

- 739 cases of domestic violence
- 22 cases of attempted rape
- 23 cases of violence against children
- 1 case of child abandonment
- 2 cases of child incest
- 25 cases of sexual abuse
- 38 cases of human trafficking (+10 alleged cases)

## Critical issues

- Domestic violence is gender based violence, that in most cases is done by men or partners against women and girls
- Comparison of data collected from studies indicates that cases of domestic violence are under reported.
- The response of existing mechanisms to address domestic violence is not adequate.

<sup>174</sup> Ibid., page 18

<sup>175</sup> Ibid., page 19

<sup>176</sup> Ibid., page 22

<sup>177</sup> Ibid., page 27

<sup>178</sup> “Explanatory research on the level of gender based violence in Kosovo and its influence on reproductive health” done by KWN in 2008

<sup>179</sup> Report for 2011 by the Coordinator of victim protection

## II.2.4 Women victims of sexual violence during the war

During the violent armed campaign against the Kosovar people, between March and June 1999, over 9,000 men, women and children, most of whom were ethnic Albanians, were killed by Serb military forces. Many of them were forcibly taken out of their homes and never returned. Women and girls were victims of kidnapping, rape and other forms of sexual violence. In May 1999, the High Commissioner for Refugees (UNHCHR) estimated that the number of persons expelled from their homes and lands was 677,000.<sup>180</sup>

Sexual violence is a taboo for Kosovar society and many victims have not documented their cases, and so as a result, the data are not exact regarding sexual violence during the war in Kosovo.<sup>181</sup> However, efforts have been made to collect and register a series of evidence of rapes committed during the war by the Council for the Protection of Human Rights and Freedoms, which operates at the central and local level, as well as by the War Crimes Institute, established in November 2011, under the umbrella of the Ministry of Justice. Some other data have been secured through organizations which offered various services to victims of sexual violence during the war.<sup>182</sup>

In addition, efforts were made to identify cases and to address psycho-social and health problems of victims, but there is no proper institutional platform which can identify vulnerable social groups and recognize the right to compensation and to adequate services for the problems that victims suffer as a result of the violence.

Besides the War Crimes Court in the former Yugoslavia (ICTY), the UNMIK Department of Justice, in partnership with the Kosovo judiciary, had in its mandate the prosecution of war crimes, crimes against humanity and genocide between 1999 and 2008. In 2007, a domestic prosecutor filed a criminal suit for war crimes including sexual violence, but the suspect was released from the charges.<sup>183</sup>

On June 4, 2012, the Inter-Ministerial Working Group on Confronting the Past and Reconciliation was established under the umbrella of the Office of the Prime Minister to address serious violations of human rights and of international law during the war. The mandate of this working group covers the revelation of the truth, reparations, justice and institutional reform and it aims to achieve an inclusive, comprehensive, gender sensitive approach to address the past in Kosovo, by approving a Strategy for Transitional Justice.

### Critical issues

7. The issue of the survivors of sexual violence during the conflict, and their access to their rights and to war compensation has been overlooked and must be addressed seriously, because only in this manner can this social group be assisted in overcoming the consequences of what happened to them.
8. Some efforts have been made to identify the number of victims of sexual violence during the war. Although the figures are confusing, this should not limit the measures taken and improvement of services for the rehabilitation of victims.
9. Up to now, the institutions have not managed to draft and implement effective programs assisting victims, and institutional support for the survivors continues to be minimal or totally inexistent.

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<sup>180</sup> Amnesty International April 2012

<sup>181</sup> Healing the spirit – compensating victims of sexual violence in the war in Kosovo, Draft Report for the OHCHR (2013)

<sup>182</sup> Ibid- Table 6.- Incidence of sexual violence in Kosovo

<sup>183</sup> 2008, Report by Amnesty International on Kosovo (Serbia): The challenges of improving the failed UN justice system, page 63.

### III. ASSESSMENT OF LEGAL AND INSTITUTIONAL MECHANISMS

#### III.1 Existing legal and policy framework

The analysis of legal mechanisms will respect the principle of the hierarchy of legal norms operating in the territory of the Republic of Kosovo. This analysis is based on a series of analyses and studies that have been done on the implementation of legislation in Kosovo.<sup>184</sup> The Government and the Assembly of the Republic of Kosovo have prepared a legal and institutional framework for human rights and especially women's rights, which is embodied in the Kosovo's highest legal act, the Constitution.

##### III.1.1 Domestic legal documents that regulate various aspects of Resolution 1325

The legislation and gender policies of the Government of the Republic of Kosovo reflect its integration into the European Union. In this context, Kosovo is involved in harmonizing its legislation with the *Acquis Communautaire* the legal heritage of the European Union. Gender equality is also one of its objectives and duties as well as being an integral part of the EC Treaty and the EU Charter of Fundamental Rights. Kosovo's progress in gender equality and human rights is monitored in the annual progress reports published by the EU.

**The Constitution of the Republic of Kosovo**<sup>185</sup> guarantees the protection of human rights and women's rights according to international and European standards. In Article 7.2 it states: "The Republic of Kosovo ensures gender equality as a fundamental value for the democratic development of the society, providing equal opportunities for both female and male participation in the political, economic, social, cultural and other areas of societal life." The direct implementation of the Convention on the Elimination of all forms of Discrimination toward Women is guaranteed by this Constitution and it takes precedence, in the event of a conflict, over other legal provisions and acts by public institutions.<sup>186</sup>

**The Law against Discrimination**<sup>187</sup> (LAD), entered into force in September 2004. "The goal of this law is preventing and combating discrimination, raising the level of real equality and the principle of equal treatment of Kosovo's citizens before the law." The Government is obliged to provide information about the Law against Discrimination and specific training is offered to judges and prosecutors with regard to the practical and consistent application of the LAD. The Law prohibits direct and indirect discrimination and it defines all forms of discrimination such as: harassment, victimization and segregation. It is important to emphasize that the implementation of this law affects public and private institutions, including individual actions or omissions by physical persons (Article 4). In the process of implementing the Law, the PMO issued AI no. 2006/04 on the implementation of the Law against Discrimination. This AI aims to

<sup>184</sup> KWN "Report on monitoring implementation of Resolution 1325"; (OSCE) "Monitoring the process of implementation of laws that affect human rights and communities in Kosovo" as well as Norms "Research and monitoring of the implementation of the provisions of the Law on Gender Equality".

<sup>185</sup> Constitution of the Republic of Kosovo, [http://assembly-kosova.org/common/docs/Kushtetuta\\_sh.pdf](http://assembly-kosova.org/common/docs/Kushtetuta_sh.pdf)

<sup>186</sup> Article 21, Constitution of the Republic of Kosovo. Chapter 2 (Fundamental Rights and Freedoms) defines:

1. Human rights and fundamental freedoms are indivisible, inalienable and inviolable and are the basis of the legal order of the Republic of Kosovo.
2. The Republic of Kosovo protects and guarantees human rights and fundamental freedoms as provided by this Constitution.
3. Everyone must respect the human rights and fundamental freedoms of others.
4. Fundamental rights and freedoms set forth in the Constitution are also valid for legal persons to the extent applicable.

<sup>187</sup> Law against Discrimination, No. 2004/3, [http://assembly-kosova.org/common/docs/ligjet/2004\\_3\\_al.pdf](http://assembly-kosova.org/common/docs/ligjet/2004_3_al.pdf)

establish practical regulations; to create important structural and physical facilities for implementing the law and promoting equal treatment.<sup>188</sup>

**The Law on Gender Equality**<sup>189</sup> entered into force on June 7, 2004. This Law will protect, address and establish equality between genders as a fundamental value for the democratic development of Kosovo's society, with equal opportunities for the participation of women and men and their contribution to political, economic, social and cultural development in all social fields of life". LAGE defines standards for the achievement of gender equality and allocates responsibilities for achieving this equality between institutions, the assembly, the government and ministries and municipalities, including civil society. The Law defines a series of legal measures for achieving real equality between women and men in society. It gives specific advantages to the gender which previously did not have equal rights with the other gender (Article 2.9). Furthermore, the Law sets out a level of 40 percent of participation of one gender in specific social fields, as a condition for achieving gender equality in public representation (Article 2.12).

**The Law on Protection from Domestic Violence** was approved by the Assembly on July 1, 2010. The Law emphasizes special measures for the protection of victims of domestic violence, the creation of appropriate protective conditions for victims, their support and rehabilitation, and on the other hand, measures for the prosecution of perpetrators. The Law was prepared after research done by the Agency on Gender Equality in cooperation with civil society identifying legal gaps in the UNMIK Regulation and the challenges and barriers existing that affect practical implementation. The Law also regulates the manner of interaction and coordination of all actors responsible for implementing the Law.<sup>190</sup>

**The Law on the status and rights of martyrs, invalids, veterans and members of the Kosovo Liberation Army, and families of war victims** This entered into force at the end of 2011. The goal for this law is "the definition of the status and financial support for categories deriving from the war, through pensions and special benefits." The categories that benefit from this law are "civilian victims, civilian persons disabled during the war and families of persons held hostage or civilian persons who went missing during the war." It does not specifically mention the survivors of sexual violence or torture during the war as a special category of civilian victims or prisoners of war (for cases when women were taken hostage during the war). As a result, the groups that benefit from the state are mostly male war veterans and political prisoners or the families of martyrs, while the rights of survivors of sexual violence or torture during the war, most of whom are women, are neglected.

**The law on General Elections in the Republic of Kosovo**<sup>191</sup> is one of the laws that stimulates and ensures gender representation in public institutions in Kosovo, by setting a quota of 20 per cent for gender representation in legislative bodies at the central and local level (Article 111.6).

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<sup>188</sup> See the section: Analysis of institutional mechanisms"

<sup>189</sup> The Law on Gender Equality, No. 2004/2, [http://assembly-kosova.org/common/docs/ligjet/2004\\_2\\_al.pdf](http://assembly-kosova.org/common/docs/ligjet/2004_2_al.pdf)

<sup>190</sup> Security Begins at Home.

<sup>191</sup> The Law on General Elections in the Republic of Kosovo, No. 03/L-073, [http://assembly-kosova.org/common/docs/ligjet/2008\\_03-L073\\_al.pdf](http://assembly-kosova.org/common/docs/ligjet/2008_03-L073_al.pdf)

**The Law on the Civil Service in the Republic of Kosovo**<sup>192</sup> promotes the principle of gender equality (Article 1.9), by providing equal conditions and opportunities for participation in the Civil Service in the central and local administration for both genders and it prohibits all forms of discrimination (Article 4). However, whereas the inclusion of communities in the Civil Service is ensured with a quota of 10 per cent (Article 11), such a quota is not foreseen for gender equality in this law.

**The Law on the Police**, approved by the Kosovo Assembly on February 20, 2008, is based on important principles which respect gender equality and anti-discrimination with regard to the inclusion of women in the police force. The Law also sets out measures for the protection of women in the KP in specific conditions as well as facilities relating to pregnancy or pregnancy leave. In addition, the law also contains references clarifying issues relating to harassment at work and it regulates procedures for reporting this and the responsibility of those in positions of command, in such cases.

**The Law on the Kosovo Security Force and the Law on Establishing a Security Council were approved by the Assembly on March 13, 2008.**

### III.1.2 Policies, strategies and working plans of the Government of the Republic of Kosovo

**The Kosovo Program for Gender Equality (KPGE) (2008-2013).** In 2008, the Kosovo Government by Decision No. 07/17, 24.04.2008, approved the Kosovo Program for Gender Equality (2008-2013). Pursuant to the Law on Gender Equality, UNMIK Regulation No. 2004/18, dated 7.06.2004, the Kosovo Government is responsible for drafting the KPGE, whereas the AGE is the coordinating secretariat leading the process.

By approving the KPGE, the Government will meet its obligation in Article 4.4 of the Law on Gender Equality, the obligations deriving from the EPAP, respectively point 39 (To define and adapt the government program for promoting women's rights in Kosovo) and point 116 (To implement the law on gender equality and to ensure women's rights in all existing policies and legislation).

In addition, it is worth emphasizing that by this act, the RKS Government has started to achieve the objectives set out in the Millennium Goals – MDG, and the resolution signed by the Kosovo Parliament, and namely action III of the MDG - “Promoting gender equality and empowering women and girls”.

KPGE is a strategic document that defines the goal, objectives, policies and key actors who are responsible for implementing gender equality in all fields of social and economic life for women and men in Kosovo over the period 2008 -2013. It is worth emphasizing that the KPGE constitutes a Working Plan with 8 strategic objectives and budgetary costs.

**Kosovo Program against Domestic Violence and Working Plan 2011-2014.** The Program was approved by Government decision No. 08/34, 25.08.2011. It is the program of the Kosovo Government to define the strategic and specific objectives against domestic violence and that

<sup>192</sup> Law on the Civil Service in the Republic of Kosovo, No. 03/L-149 <http://ks-gov.net/gazetazyrtare/Documents/Ligji%20per%20sherbimin%20civil%20%28shqip%29.pdf>

which is gender based. The Program defines a plan of measures divided into three pillars and it details the activities, duties and responsibilities of the Kosovo institutions to prevent and combat the phenomenon, and simultaneously to integrate and rehabilitate victims. The Government of the Republic of Kosovo approved the AGE proposal to appoint a National Coordinator and to establish a Coordinating Group for the monitoring and implementation of the Working Plan of the Kosovo Program against Domestic Violence 2011-2014. The Coordination Group was comprised of deputy ministers and the Deputy Minister of Justice was appointed National Coordinator for monitoring the implementation of the working plan.

**Objective 1 of the KPGE**, “Spreading the values and practices that promote gender equality, protection of women’s rights and empowering women”, in regard to:

7. **Objective 1 of the WP R 1325**, “Increased participation of women in decision-making and in processes of building and preserving peace –
8. **Result 1.2-** Affirmative policies and procedures have been drafted for increasing the number of women in the Foreign Service and in service of building and preserving peace in the RKS.”
9. **Result 2.3-** “Increased capacities in security structures to promote women as leaders and managers as well as maintaining the number of women in these structures.”
10. **Result 3.4-** “Programs have been created for the economic empowerment of victims of sexual violence in the conflict/war”.

**Strategic objective 3 KPGE**, “Improving the health of women and girls by increasing the responsiveness of the health system to their health requirements” in regard to:

3. **Result 3.3** – Access to justice for the victims of sexual crimes relating to the conflict/war has improved, as well as their psycho-social and medical rehabilitation.

**Strategic objective 4 KPGE**, “Economic empowerment of women and girls” in regard to:

3. **Result 3.4-** “Programs have been created for economic empowerment of victims of sexual violence relating to the conflict/war”.

**Strategic objective 5 KPGE**, “Improving the social situation of women at risk, by increasing their access to qualitative social services” in regard to:

3. **Result 3.3** – Access to justice for victims of sexual crimes relating to the conflict/war has improved, as well as their psycho-social and medical rehabilitation.

**Strategic objective 8 KPGE**, “To reach equal participation for both genders in decision-making on all important issues in society” in regard to:

3. **Objective 1 of the WP R 1325**, “Increased participation of women in decision-making and in processes of building and preserving peace –
4. **Result 1.2-** Affirmative policies have been drafted and procedures for increasing the number of women in the Foreign Service and in services relating to building and preserving peace in the RKS.”

**The Strategy and Anti-trafficking NWP (2011-2013)** In July 2008, the Government of the Republic of Kosovo approved the National Strategy and working plan for the war against human trafficking 2008-2011. The Deputy Minister of Internal Affairs is foreseen to be the National Coordinator implementing the strategy and in general, for anti-trafficking issues. In 2011, after assessments in monitoring reports for the Strategy 2010-2011, the Government of the Republic of Kosovo approved the Strategy 2011-2013.

Despite all the progress achieved, the Police and MIA face a number of challenges, especially with regard to further improving the KP capacities to fight organized crime, based on the concept of ‘intelligence-led policing’, as well as playing a more proactive role against crime. In addition, a number of challenges remain for internal administrative capacities as well as the direction of management of a difficult restructuring process. An additional problem for the KP remains the



political circumstances which make impossible direct cooperation with international agencies without the support of EULEX.<sup>193</sup>

**Working Plan for the Economic Empowerment of Women**, guides the further implementation of development policies, conventions, laws and programs relating to gender and women. Within the context of the Kosovo Program on Gender Equality, the Working Plan is specifically designed to lead interested parties to:

- Speed up the implementation of progress in policies for gender and women's development;
- Speed up the implementation of national, regional and international commitments for gender equality and women's empowerment;
- Integrate gender issues in macro and sectoral policies;
- Relate to cooperative partners and civil organizations;
- Expand coordination, accountability, monitoring, assessment and research.

**Working Plan for Anti-Discrimination In October 2005**, the Kosovo Government approved a Comprehensive Working Plan to implement the Law against Discrimination 2005–2007. In December 2008, the Government approved the Strategy and Working Plan on Human Rights in Kosovo 2009–2011, which among others foresees the drafting of a new working plan to implement the Law against Discrimination.

### III.1.2 International legal documents

A series of international documents and conventions,<sup>194</sup> constitute the legal basis for the drafting of adequate legislation.

- The Convention of the United Nations on the Elimination of all Forms of Discrimination against Women CEDAW, and especially General Recommendation 19, explicitly requires that the state, in accordance with the country's legislation take responsibility for preventing, investigating and condemning acts of violence against women, regardless of whether these acts were committed by the state or citizens (Article 9).
- Another international act which is applicable for Kosovo's legislation is the European Convention on Human Rights (ECHR), which requires that states undertake effective measures to combat domestic violence.
- The Beijing Platform for Action regarding domestic violence recommends the review of legislation and taking of necessary measures to create suitable mechanisms to ensure the protection of all women from domestic violence, which should be treated as a legally punishable crime (Article 69).

Although Kosovo is not a European Union member state, very soon a series of duties will be required of it, with regard to recognition, harmonizing of its laws and judicial system structures in line with EU standards, such as:

- Documents on human rights which refer to the principles of United Nations treaties and other documents according to which violence against women is a violation of fundamental human rights. This includes ECHR<sup>195</sup>, the European Social Charter, the European Convention on Prevention of Torture and Inhuman or Degrading Treatment or Punishment.
- European Union instruments – the signing of an MSA produces a series of obligations with regard to recognition, the harmonization of the legal framework and judicial system structures with these standards. The EU has addressed gender equality through a series of directives, resolutions, recommendations and acts, issued by the European Union Council, the European Commission and the European Parliament.

<sup>193</sup> European Partnership Working Plan 2012

<sup>194</sup> Taken from preparatory work done in March 2008, lessons learned from the Plan 2005-2007.

<sup>195</sup> See Annex "Legal Acts"

## Critical issues

- Kosovo has a relatively good legal framework to promote the participation of women in public life and the protection and prevention of violence against them.
- Regardless of the presence of these legal mechanisms, progress in their implementation has been irregular and slow
- Often (financial, material and human) resources are lacking for the implementation of these laws and sub-legal acts
- The ratification of international conventions is not accompanied by other measures supplementing domestic legislation.
- There are various laws that are missing in the national legislative framework, such as the “Law on Labor” and the Law on Health Insurance etc.
- Like programs and inter-sectoral strategies, all strategies, programs and working plans have consequences for a series of institutions. The challenge for their realization lies in the coordination and co operation of institutions. Analyses indicate that often these plans are not achieved because of the lack of inter-institutional coordination.
- Monitoring of the Working Plan often remains on paper. There is little reflection and reaction to monitoring reports regarding the measures and activities not achieved.

## III.2 Institutional mechanisms

In Kosovo, there are a series of public, private and civil society institutions, the mission of which is to promote gender issues, protect human rights and to empower women. In this analysis, we will concentrate on central institutions, since the duties and responsibilities of dependent institutions derive from the central institutions obligations.

### III.2.1 Domestic institutions

**Assembly of the Republic of Kosovo** According to constitutional provisions, the Assembly is the lawmaking institution of the Republic of Kosovo, directly elected by the people.<sup>196</sup> Article 71.2 of the Constitution specifies that “The composition of the Assembly of Kosovo shall respect internationally recognized principles of gender equality.”<sup>197</sup> The Assembly can assign committees for special issues. There are two Committees of the Assembly of the Republic of Kosovo which are meant to promote and assist in the implementation of Resolution 1325: The Committee on Human Rights, Gender Equality, Missing Persons and Petition and the Committee on Internal Affairs and Security. The Committee on Internal Affairs and Security has the responsibility to engage, develop and oversee internal security policies and strategies. In addition, this Committee is responsible for the development and oversight of implementing security standards, initiating bilateral and multi-lateral agreements, oversight of the management and issuing of personal documentation and travel documentation as well as the monitoring of regional cooperation in the field of security and protection from organized crime and terrorism.

**Security Council of the Republic of Kosovo** According to Constitutional provisions, the Security Council of the Republic of Kosovo in cooperation with the President of the Republic of Kosovo and the Government, prepares a security strategy for the Republic of Kosovo. The Law defines the “establishment of the Security Council of Kosovo” and its mission.<sup>198</sup>

**The Government of the Republic of Kosovo** is responsible for implementing state laws and policies and it is subject to parliamentary oversight. The Law on Gender Equality states in Article 4.7 that “the duty and responsibility of the government and ministries in the field of gender equality is promoting and guaranteeing equal gender rights.”

**Agency for Gender Equality** – The Government of the Republic of Kosovo by Decision No. 5/131 dated February 1, 2005 established the Office for Gender Equality as a special entity in the Kosovo Government, pursuant to Article 5.1 of UNMIK Regulation No. 2004/18, dated 7 June 2004, on the declaration of the Law on Gender Equality approved by the Kosovo Assembly (Law No. 2004/2). By Decision of the Kosovo Government No. 03/2006 dated 12.07.06, the Office for Gender Equality from September 1, 2006 transformed into the Agency for Gender Equality, within the Office of the Prime Minister. The Agency for Gender Equality has a mandate to execute and

<sup>196</sup> The operation of the Assembly is regulated by Chapter IV (Assembly of the Republic of Kosovo) of the Constitution of the Republic of Kosovo.

<sup>197</sup> Article 71 (Qualifications and Gender Equality) – the Constitution of the Republic of Kosovo

<sup>198</sup> Article 127 (Kosovo Security Council), Constitution of the Republic of Kosovo, KSC has an advisory role in all issues relating to Kosovo's security and it contributes to regional stability, it recommends policies and strategies for security and it has to provide information and assessments about the security situation in Kosovo, enabling the Government of the Republic of Kosovo to take respective decisions about security issues<sup>192</sup> Law on the Civil Service in the Republic of Kosovo, No. 03/L-149 <http://ks-gov.net/gazetazyrtare/Documents/Ligji%20per%20sherbimin%20civil%20%28shqip%29.pdf>

monitor the implementation of the Law on Gender Equality, promoting values and equal opportunities, regardless of gender. The Working Platform: Kosovo Program for gender equality was approved by the RK Government in Decision No. 7/17 dated 24.04.2008. The Decision obliges the institutions of the Republic of Kosovo to implement it. The Agency is responsible for promoting the equal participation of women and men in all fields of political, economic and social and cultural life as an important factor for the operation of democratic institutions. As set out in the Law on Gender Equality, the AGE during the completion of its duties relating to gender issues coordinates its activities with Gender Equality Officials in the Ministry and municipalities.

**Gender equality officials** They have been appointed to all ministries and municipalities. They are responsible for the drafting and implementation of policies and activities promoting gender equality and oversight of the implementation of the Law on Gender Equality and strategic policies for gender equality, such as the KPGE, the Program against domestic violence, the Working Plan for economic empowerment etc.

**Inter-ministerial council on gender equality** In article 4.9 of the LGE it states that the Government forms an inter-ministerial council the members of which are Gender Equality Officials in ministries. By Decision No.05/157 of the Kosovo Government Regulation No. 01/2006 was approved for the Establishment of Competences and Duties of the Inter-Ministerial Council on Gender Equality. This regulation defines the competences and duties of the Inter-Ministerial Council for Gender Equality. The Chief Executive of the Agency for Gender Equality directs the Council for the purposes of coordinating activities and gender equality issues.

**Kosovo Security Force (KSF).** According to the constitutional provisions, the Kosovo Security Force is a national security force for the Republic of Kosovo and can send its members outside the country, in accordance with its international responsibilities.<sup>199</sup> As Resolution 1325 emphasizes the importance of including a gender perspective in peacekeeping operations and in peace building, and the requirement that military and civilian personnel sent in these missions must be trained in these issues by the member states, this must be taken into consideration.

**Kosovo Police** was established by Law No. 03/I-035, approved by the Assembly of the Republic of Kosovo, as a public service within the field of activities of the Ministry of Internal Affairs (MIA) and under the control and oversight of the Police Director General, who is appointed by the Prime Minister. The Police of the Republic of Kosovo are responsible for maintaining law and order and public security in the entire territory of the Republic of Kosovo.

**The Ombudsperson** The Constitution of the Republic of Kosovo in Article 132, states that the Ombudsperson is an independent institution at the constitutional level and with the following competences:

5. The Ombudsperson supervises and protects individual rights and freedoms from illegal and irregular actions or omissions of public authorities.
6. Everybody, institution or other authority exercising legitimate power in Kosovo is obliged to respond to the Ombudsman's requests and present him/her with all documents and information required in accordance with the law.

<sup>199</sup> Article 126 (Kosovo Security Force)- Constitution of the Republic of Kosovo.

**Kosovo Judicial Institute**, was established with Law No. 02/L-25, as an independent professional body, which enjoys the status of a legal entity, and which acts in cooperation with the Judicial and Prosecutorial Council or its successor institutions, which inherit its responsibilities for coordinating the needs for professional training of judges and prosecutors in Kosovo, for the training of candidates for judges and prosecutors, as well as other issues related to Kosovo's judicial system.

Given the legal responsibilities set forth in the Law on the Establishment of the Kosovo Judicial Institute, the KJI is the main institution responsible for:

- a) Training of judges and prosecutors and potential office holders;
- b) Special training courses for promotion of judges and prosecutors;
- c) Basic training courses for judges; and
- d) Training courses for other professionals in the field of judiciary as identified by KJI.

**Legal Aid Agency** is the first in the Balkans for legal assistance, funded by the state. Legal aid is the provision of free legal advice and information by qualified persons to those in financial need, regarding their legal rights and remedies. It also includes free representation in courts and administrative bodies of the parties, as well as legal assistance in the preparation of documents and submissions, including mediation and alternative dispute resolution. This service is funded by the Kosovo Government to facilitate access to justice for citizens of the Republic of Kosovo when they lack financial means and so this ensures that their lack of means does not prevent the protection of their rights.<sup>200</sup>

### III.2.2 International institutions

**Organization for Security and Cooperation in Europe (OSCE)** The OSCE Mission in Kosovo has a special duty to ensure that all communities have equal access to "all provisions guaranteed by different institutions" in Kosovo. This means that the Mission must assist in transferring responsibilities to the Kosovar institutions in a way that guarantees the full respect of human rights, and to this end, it is also obliged to work in accordance with the provisions of Resolution 1325/201.

**United Nations Development Program (UNDP)**. UNDP has been present in Kosovo since 1999. UNDP's mandate includes building capacities in the community of experts and local institutions, in order to help institutions of the Republic of Kosovo in the preparation and drafting of policies and their implementation. In particular, UNDP is focusing on the establishment of partnership between decision-makers, media, civil society and public opinion on issues relating to human development in Kosovo

**UNWOMEN** provides technical assistance and financial support for programs and strategies that promote women's empowerment and gender equality. UNWOMEN has been present in Kosovo since August 1999. In the framework of United Nations organizations, UNWOMEN works as an inter-governmental organization, associated and cooperating with governments and civil society. Since 2005, it has promoted and supported UNSCR 1325 and it has supported the implementation of this resolution in Kosovo and the region. It has contributed to the inclusion of gender equality in the security sector and the judiciary, in particular in the Kosovo Police, it has

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<sup>200</sup> <http://gazetazyrtare.rks-gov.net/Documents/Ligji%20per%20ndihme%20juridike%20falas%20%28shqip%29.pdf>

supported women's organizations in their advocacy efforts and it has developed their capabilities in the field of women's human rights and peace building and security.

In 2008, after a series of consultations with key stakeholders engaged in the security sector in Kosovo and recognizing the importance of viewing security through a gender lens and the need to coordinate actions in order to respond to security threats against women, UN Women established the Coordination Group for Security and Gender Issues (CGSG). Due to its multi-party composition and the different mandates of each organization, the Group is an informal network. Since the beginning in 2008, CGSG has implemented a range of activities aimed at advancing the principles of Security Council Resolution 1325, and recently in furthering women's rights in Kosovo, with special focus on gender and security.<sup>202</sup> Chaired by UN Women,<sup>203</sup> the Group includes representatives of Kosovo institutions (Agency for Gender Equality, the Kosovo Police, Adviser on Gender Equality in the Security Forces, Ministry of Justice), women's organizations<sup>204</sup> and international organizations (UNMIK, UNDP, UNICEF, UN-HABITAT, OHCHR, UNFPA, OSH, UNOPS, UNHCR, UN Women, EU Office, EULEX, NATO/KFOR and OSCE).

**OHCHR**, the office of the UN High Commissioner for Human Rights (OHCHR), part of the United Nations Secretariat, has a unique mandate promoting and protecting all human rights. The OHCHR is present in Kosovo since 1998.

### III.2.3 Civil society advocacy for Resolution 1325

Civil society organizations have a strong commitment to promoting and monitoring the implementation of Resolution 1325 in Kosovo. They have prepared a number of reports concerning the promotion of women's issues and specifically on the implementation of Resolution 1325 in Kosovo. They also have actively lobbied for the inclusion of women's voices in many other institutions such as the security sector and decision-making and they have collaborated well with Kosovo institutions for gender mainstreaming in development policies and programs.

A distinguishing characteristic of civil society in Kosovo is the networking of organizations and women's NGOs, which work in a coordinated manner, providing their human and lobbying capacities for raising women's awareness of their role in the development of society. In addition, it is worth mentioning their emancipating role with regard to institutions at the central and local level, by making gender issues a priority issue in government policies and programs.

One of the most representative organizations is the Kosovo Women's Network (KWN), formed in 2000. The network brings together 87 organizations representing women of all ethnic groups and different communities in Kosovo. Network member groups come from a wide range of social sectors, including education, economic development, psycho-social services, special needs, capacity building, research and gender studies, and groups working on gender-based violence and providing advocacy groups and legal support.

## MONITORING AND ASSESSMENT – MONITORING BODIES

The intricacy of the results and measures addressed by the Working Plan defines this strategic document as a complex and interdisciplinary working plan, the implementation of which requires the coordination of many institutions, governmental and non-governmental bodies. At the same time, as with the preparation and processing of the National Working Plan, its implementation will require the engagement of the Government of the Republic of Kosovo, civil society and the support of international partners.

On the other hand, the participation of many actors in implementation requires the establishment of the coordination and monitoring unit for the implementation of the Working Plan. This was foreseen in the very beginning with the decision of the Deputy Prime Minister of Kosovo, Ms. Mimoza Kusari-Lila, No. 560 dated 20/02/2012 by which the AGE is defined as the institution responsible for monitoring the implementation of the WP.

<sup>202</sup> <http://www.womensnetwork.org/documents/20130204172508113.pdf>

<sup>203</sup> UN Women also provides a secretary for the CGSG

<sup>204</sup> Member organizations of the CGSG are KCSG, Kvina till Kvina.

## Critical issues

- Institutional mechanisms should be participating in the drafting of the NWP in order to be involved in the organization of activities that will deal with challenges
- BUILDING monitoring capacities
- Develop a set of indicators that will enable the measurement of the impact and performance of institutions in achieving WP outcomes
- The institutional budget is particularly critical, without an allocated budget no real plan can be achieved. Hence the need for institutions to be aware of their annual and medium-term budgets
- The involvement of stakeholders (women) is important in the process.
- The capacities of responsible organizations and institutions are limited, and their human and material capacities must be supported by international organizations.
- International organizations should make known their plans and priorities, in order to coordinate work with local organizations
- In some cases, the working plans of gender equality officials in institutions (especially local ones) are not covered by budgets, which makes difficult the achievement of the specific tasks of these units, and also the implementation of the activities envisaged under strategic plans and programs

### **1 Kosovo police report on the position of women in the Kosovo Police, 2010.**

## VI. ACTION PLAN ON UNSCR RESOLUTION 1325 “WOMEN PEACE AND SECURITY”

Total costs 1,667,260 Euros  
Uncommitted costs 830,327 Euros

### Outcome 1: Increased participation of women in decision-making and peacekeeping and building processes.

#### Indicator 1.a

Percentage of women and girls in leadership and managerial positions at central and local level.

Baseline: 13.1%

Target : 20%

#### Indicator 1.b

Percentage of women participating in peacekeeping missions and foreign service.

Baseline: 20% in peace-keeping missions and foreign service

Target: 30% in peace-keeping missions and foreign service

Results and Activities	Indicators, Baseline, Target	Lead Agency <sup>1</sup> and Partners	Year of Realization	Costs and Commitment	Sources
<b>Output 1.1. National and local institutions have enhanced capacities to implement UNSCR 1325, mainstream gender in policy development and implementation and budgeting processes.</b> <b>Activity 1.1.1</b> Carrying out research	<b>Indicator 1.1</b> Number of draft policy documents with specific gender objectives and indicators Baseline: 7 strategic documents have gender objectives <sup>2</sup> Target: All new drafts for government strategies and action plans have gender objectives and indicators	<b>AGE</b> MoF, MoALG, Municipalities	2013 - 2015	Costs: <b>22,980 E</b>  Committed: 9,607 E Uncommitted: 13,373	<ul style="list-style-type: none"> <li>Analysis of new policies, strategy documents and action plans</li> </ul>
	<b>Indicator 1.1.1</b> Research document on the role of women in central and local	<b>AGE Partners:</b>	2013	<b>9,607 E</b> committed	<ul style="list-style-type: none"> <li>Research document</li> <li>Dissemination list of research</li> </ul>

<sup>1</sup> **Lead agency** written in bold letters.

<sup>2</sup> Kosovo Program on Gender Equality 2008-2013, Kosovo Strategy and Action Plan against Trafficking in Human Beings 2011-2014, Kosovo Education Strategic Plan 2011-2016, 10-Year-Strategy of Higher Education in Kosovo 2005-2015, National Action Plan and Strategy against Domestic Violence 2010-2013, National Strategy and Action Plan for Community Safety 2011-2016, Kosovo Action Plan for the Economic Empowerment of Women 2011-2013, Strategy and Action Plan for the Integration of Roma, Ashkali and Egyptian Communities in Kosovo 2009-2015

on women's participation (their role and the position) in central and local institutions, in political parties and the gender-responsiveness of policy development, implementation and budgeting.	government peer-reviewed and disseminated Baseline: No updated data available. Target: Research document peer-reviewed and disseminated among relevant governmental and non-governmental stakeholders	MoF, MoALG, Municipalities Donors, Think-tanks, Civil Society			document <ul style="list-style-type: none"> <li>Publication of research in the website</li> </ul>
<b>Activity 1.1.2</b> Training women and girls in political party forums and youth forums on the inclusion of a gender perspective into their political programs.	<b>Indicator 1.1.2a</b> Number of participants Baseline: No data available Target: 100 participants (5 trainings with 20 participants each)  <b>Indicator 1.1.2b</b> Participants indicate that they feel better equipped to run for political party positions. Baseline: 0 Target: 80% of participants	International Organizations, Civil Society, AGE will inform the possible duty barriers <b>Partners:</b> Political parties, Parliamentary Committees, Civil Society, Donors	2013 2014	<b>13,373 E</b> uncommitted	<ul style="list-style-type: none"> <li>List of participants</li> <li>Training evaluations</li> </ul>
<b>Output 1.2.</b> <b>Affirmative policies and procedures for increasing the participation of women in the foreign service and peace building/keeping missions.</b>	<b>Indicator 1.2</b> Number of affirmative policies and procedures in foreign services and peace keeping and building missions in place Baseline: No affirmative policies in place. Target: Affirmative policies in at least two institutions drafted (e.g. MPJ, MIA and MSF)	MPJ, MIA, MSF	By 2015	<b>222,481 E</b>  Committed: 165,767 E Uncommitted: 56,664 E	<ul style="list-style-type: none"> <li>Affirmative policy documents</li> </ul>



<b>Activity 1.2.1</b> Capacity building of the relevant institutions in the field of gender budgeting.	<b>Indikator 1.2.1.a</b> Participants from different organisations trained Baseline: No data available Target: 180 participants (from 5 institutions) <b>Indikator 1.2.1.b</b> % of participants stating that they are capable of applying a gender budgeting approach in their work. Baseline: No data Target: 80% of participants from different central and local institutions	<b>KIPA</b> <b>Partners:</b> MoF, AGE, MoALG, Donors	2013 2014 2015	<b>27,836 E</b> 18,830 E committed 9,006 E uncommitted	<ul style="list-style-type: none"> <li>• Lists of participants</li> <li>• Training evaluations</li> </ul>
<b>Activity 1.2.2</b> Creating a separate link within the AGE website on UNSCR 1325 and the Action Plan	<b>Indikator 1.2.2.a</b> Availability of a separate sub-site Baseline: No separate sub-site Target: Sub-site available <b>Indikator 1.2.2.1.</b> Technical set-up for measuring clicks on the sub-site established Baseline: 0 Target: Set-up for measuring clicks available	<b>AGE</b> <b>Partners:</b> Donors	2013	<b>4,468 E</b> committed by government	<ul style="list-style-type: none"> <li>• Counting of clicks technical set-up</li> <li>• Number of clicks</li> <li>• Number of articles published on 1325 on the website</li> </ul>
<b>Activity 1.2.3</b> Organizing of roundtables and workshops to acquaint institutions with the obligations arising from the AP for the implementation of UNSCR 1325.	<b>Indikator 1.2.3.a</b> Number of events implemented Baseline: 0 Target: 5 per year <b>Indikator 1.2.3.2b</b> Number of participants per event Baseline: 0 Target: 150 per year	<b>AGE</b> <b>Partners:</b> Donors, Institutions responsible for implementing the AP	2013 2014 2015	<b>77,044 E</b> committed	<ul style="list-style-type: none"> <li>• Agenda of events</li> <li>• List of participants</li> <li>• Media reports</li> </ul>
<b>Activity 1.2.4</b> Establishing a functional Coordinating Group and mechanisms for monitoring the implementation of UNSCR 1325 AP.	<b>Indikator 1.2.4.a</b> Decision for the establishment of the Coordinating Group Baseline: Not yet established Target: Coordinating Group established <b>Indikator 1.2.4.b</b> Annual report from the Coordinating Group on implementation of AP 1325 submitted to the government	<b>AGE</b> <b>Partners:</b> All implementing organisations	2013 2014 2015	<b>12,057 E</b> committed	<ul style="list-style-type: none"> <li>• Government decision to establish the Coordinating Group</li> <li>• Monitoring reports submitted</li> </ul>

	Baseline: 0 Target: Annual reports submitted to government				
<b>Activity 1.2.5.</b> Organizing promotional activities for the recognition of UNSCR 1325.	<b>Indicator 1.2.5.a</b> Number of activities Baseline: Data not available Target: 1 activity annually  <b>Indicator 1.2.5.b</b> Number of reporting in the media and press articles addressing UNSCR 1325 promotional activities. Baseline: No data available Target: 3 media reporting per each promotional event	AGE Media, MIC, <b>Partners:</b> Donors Civil society	2013 2014 2015	<b>19,658 E</b> 10,000 E committed 9,659 E uncommitted	<ul style="list-style-type: none"> <li>• Agenda of events</li> <li>• Figures on audience</li> <li>• Media reports</li> </ul>
<b>Activity 1.2.6</b> Providing scholarships based on transparent criteria for post-graduate studies for the advancement of women in leading positions in foreign service.	<b>Indicator 1.2.6</b> Number of grantees selected Baseline: 0 Target: 20 scholarship awarded	AGE University MoFA <b>Partners:</b> Donors	2013 2014 2015	<b>56,000 E</b> 18,000 E committed 38,000 E uncommitted	<ul style="list-style-type: none"> <li>• Criteria document</li> <li>• Evidences on scholarships</li> <li>• Registration certificate in graduate university courses</li> </ul>
<b>Activity 1.2.7</b> Organizing trainings on UNSCR 1325 and UNSCR 1820 for personnel in leadership and technical positions within foreign service.	<b>Indicator 1.2.7.a</b> Number of participants in trainings Baseline: 0 Target: 180 participants  <b>Indicator 1.2.7.b</b> Percentage of the trainees that have received trainings in UNSCR 1325 and UNSCR 1820 state that it was relevant for their work. Baseline: 0 Target: 80%  <b>Indicator 1.2.7.c</b> Standardized training curricula and materials are available. Baseline: None available curricula Target: Materials available	AGE MFA KIPA <b>Partners:</b> Donors	2013 2014 2015	<b>25,368 E</b> committed	<ul style="list-style-type: none"> <li>• List of participants</li> <li>• Participants' evaluations</li> <li>• Standardized training curricula</li> </ul>

**Outcome 2. Integrated gender perspective in security affairs and increased women's participation in the security structures.**

**Indicator 2**

Percentage of women in the security structures

Baseline: 14.85% (KP); 8.13% (SFK)

Target: 18% (KP); 12% (SFK)

Results and Activities	Indicators, Baseline, Target	Lead Agency and Partners	Year of Realization	Cost and Commitment	Sources
<b>Output 2.1</b> <b>Increased awareness of women on how to enter and participate in the security structures.</b>	<b>Indicator 2.1</b> Percentage of women applying for jobs in the security structures Baseline: 16 % female applicants (data from last vacancy call at KP), need to get the data from KSF Target: 20 % female applications for KP, 15 % female applications for SFK		2013-2015	Cost : <b>28,831 E</b>  Committed: 13,845 E Uncommitted: 14,986 E	<ul style="list-style-type: none"> <li>Data from vacancy calls</li> </ul>
<b>Activity 2.1.1</b> Carrying out a research on women's representation in the Security Structures (identification of the causes of the decline of the number of women in these structures).	<b>Indicator 2.1.1</b> Research report on women in the security structures completed and disseminated. Baseline: KP Research completed in 2010, KSF research completed in 2012 Target: 1 research completed in 2013, one in 2015	MoSF MoIA KP  <b>Partners:</b> Civil Society Media Donors AGE	2013 2015	10,443 E uncommitted	<ul style="list-style-type: none"> <li>Research report</li> <li>Documentation of launching of the report</li> <li>Dissemination list</li> <li>Publication of research in the website</li> </ul>
<b>Activity 2.1.2</b> Organizing awareness campaign to support the participation of women in the security sector (e.g. roundtables, workshops).	<b>Indicator 2.1.2a</b> Number of activities organised in the framework of the awareness campaign. Baseline: 7 events implemented in 2012 (KP) Target: 12  <b>Indicator 2.1.2b</b> Number of participants at events Baseline: No data available Target: 400 participants	<b>MoSF</b> MoIA <b>KP</b> <b>Partners:</b> Civil Society Media Donors AGE	2013 - 2014	<b>13,845 E</b> committed	<ul style="list-style-type: none"> <li>Agendas and documentation of events</li> <li>List of participants</li> </ul>

<b>Activity 2.1.3</b> Organizing media programs for the promotion of women in the security structures.	<b>Indicator 2.1.3</b> Number of media programs that promote women in the security structures. Baseline: Data not available Target: 4	<b>MoSF</b> <b>MoIA</b> <b>KP</b> <b>Partner:</b> Media Civil society Donors AGE	2013 - 2015	4,543 E uncommitted	<ul style="list-style-type: none"> <li>Programs in media</li> <li>Articles published in written media</li> </ul>
<b>Output 2.2</b> <b>Reduce institutional hurdles for women in the security sector.</b>	<b>Indicator 2.2</b> Women employed in the security sector indicate that institutional hurdles for women have been reduced. Baseline: Hurdles identified in last research in police in 2010 and KSF 2012 Target: Qualitative and/or quantitative reduction of institutional hurdles identified in research in 2010 and 2012 until 2015		2013-2015	Cost : <b>246,943 E</b>  Committed: 134,844 E Uncommitted: 112,099 E	<ul style="list-style-type: none"> <li>Institutional research reports</li> </ul>
<b>Activity 2.2.1</b> Supporting women's initiatives within the security structures to organize themselves into associations and/or trade unions.	<b>Indicator 2.2.1</b> Number of women who are members of professional associations, trade unions. Baseline: No formal membership in women's professional associations Target: Membership in professional associations formalized	<b>MoSF</b> <b>MoIA</b> <b>KP</b> <b>Partners:</b> Civil Society Donors	2013 (PK) 2014(FSK) 2015	<b>49,099 E</b> 49,099 E uncommitted	<ul style="list-style-type: none"> <li>Statute of organizations</li> <li>Proof of court registration</li> <li>Evidences of membership</li> </ul>
<b>Activity 2.2.2</b> Establishing two child care centres for children of police officers and soldiers close to or as part of their work places	<b>Indicator 2.2.2</b> Number of places for children of staff in nurseries/kindergartens Baseline: 0 Target: 40	Pristina municipality, in coordination with MoSF, MoIA, KP (they make the request) <b>Partners:</b> MEST, Businesses, Donors	Until 2015	197,844 E 134,844 E committed 63,000 E uncommitted	<ul style="list-style-type: none"> <li>Reconstructed buildings</li> <li>Yearly budget dedicated for operation of the child care facilities.</li> </ul>
<b>Output 2.3</b> <b>Built capacities in the security structures for the promotion of women in leadership as well as maintaining women's number in these</b>	<b>Indicator 2.3a</b> Security structures management self-assessment of gender related capacities. Baseline: Not data available Target: Determined based on baseline  <b>Indicator 2.3.b</b> Number of women in leading and middle management positions		2013-2015	Cost : <b>98,625 E</b>  Committed: 63,142 E Uncommitted: 35,482 E	<ul style="list-style-type: none"> <li>Institutional survey</li> </ul>



<b>structures.</b>	Baseline: Around 10% women in leadership Target: 15% women in leadership				
<b>Activity 2.3.1</b> Establishing and running career counselling offices with special focus on women's career advancement in the security structures.	<p><b>Indicator 2.3.1.a</b> Number of women receiving career counselling Baseline: 0 Target: 25% of the total number of women working in the police/security forces</p> <p><b>Indicator 2.3.1.b</b> Number of women reporting quality career counselling Baseline: 0 Target: 75% of women counselled rate the services provided as being of high quality</p>	MoSF MoIA KP <b>Partners:</b> Civil Society Donors	2013-2015	45,098 E committed	<ul style="list-style-type: none"> <li>Documents for the establishment and functionality of the career counselling offices</li> <li>List of women receiving counselling</li> <li>Evaluation of services</li> </ul>
<b>Activity 2.3.2</b> Training staff on internal normative procedures regarding human resources and affirmative actions in the security structures.	<p><b>Indicator 2.3.2.a</b> Number of trainees Baseline: 0 Target: 24 per year</p> <p><b>Indicator 2.3.2.b</b> Proportion of participants with increased capacities. Baseline: 0 Target: 80% of participants</p>	MoSF MoIA KP <b>Partners:</b> Police Academy, Command for Doctrine and Training, Donors AGE	2013 2014 2015	13,538 E committed	<ul style="list-style-type: none"> <li>Participant lists</li> <li>Curricula of trainings</li> <li>Evaluation reports</li> <li>Written test measuring knowledge after trainings</li> </ul>
<b>Activity 2.3.3</b> Including Resolution 1325 and its complementary resolutions in the police training curriculum.	<p><b>Indicator 2.3.3</b> Resolution 1325 and its complementary resolutions reflected in the PK and KSF training curriculum. Baseline: UNSCR 1325 included in some trainings of PK Target: Specialized training on UNSC R 1325 and complementary resolutions included in curricula of the KP and KSF</p>	<b>Police Academy, Command for Doctrine and Training, Partners:</b> Donors	2013	2,968 E uncommitted	<ul style="list-style-type: none"> <li>Curricula</li> </ul>
<b>Activity 2.3.4</b> Capacity development	<b>Indicator 2.3.4.a</b> Number of women trained to participate in the peace building	MoSF MoIA	2013-2015	32,514 E uncommitted	Training curricula Participant lists

of women in the security structures in order to participate in peace building and peacekeeping missions (trainings).	and peacekeeping missions Baseline: 0 Target: 40  <b>Indicator 2.3.4.b</b> Proportion of participants reporting increased capacities. Baseline: 0 Target: 80%	KP <b>MFA</b> Police Academy, Command for Doctrine and Training, <b>Partners:</b> Donors			Training evaluations
<b>Activity 2.3.5</b> Creating a database of women qualified to participate in peace building and keeping missions.	<b>Indicator 2.3.5</b> Database with disaggregated data (sex, age, professional background...) <b>Baseline:</b> Database not in place <b>Target:</b> Database established at both PK and FSK	MoSF MoIA KP KSF	2015	906 E committed by government	<ul style="list-style-type: none"> <li>Database with disaggregated data</li> </ul>
<b>Activity 2.3.6</b> Providing scholarships for graduate studies for women in the security structures based on transparent criteria.	<b>Indicator 2.3.6</b> Number of grantees of scholarships <b>Baseline:</b> 0 <b>Target:</b> 6 women	MoSF MoIA, MoF, Police Academy, Command for Doctrine and Training	2014 2015	3.600 E Committed by government	<ul style="list-style-type: none"> <li>Procedures and criteria</li> <li>Budget allocated for scholarships</li> <li>Enrollment certificates for graduate studies</li> </ul>

**Outcome 3. Survivors of sexual violence, torture and other forms of violence associated with conflict/war have improved access to protection, access to justice, rehabilitation and re-integration.**

**Indicator 3**

Proportion of survivors who receive services and are satisfied with their quality.

Baseline: Data on the quality services not available

Target: 80% of beneficiaries reports satisfaction with services

Results and Activities	Indicators, Baseline, Target	Lead Agency and Partners	Year of Realization	Cost and Commitment	Sources
<b>Output 3.1</b> Legal framework on the treatment, rehabilitation and re-integration of the civil survivors of conflict/war sexual violence, torture and other forms of violence, is submitted for approval to the Kosovo Assembly.	<b>Indicator 3.1</b> Legislative framework on the treatment, rehabilitation and re-integration of the survivors of conflict/war sexual violence is submitted to the Kosovo Assembly for approval. Baseline: Legislative framework is not in place Target: Legislative framework submitted for approval.	<b>AGE</b> MoF, MoSW, MoJ, MoH, MoE Partners: Donors	2013	<b>15,000 E</b>  10,000 E Committed  5,000 E Uncommitted	<ul style="list-style-type: none"> <li>Draft legal documents</li> </ul>
<b>Activity 3.1.1</b> Setting up a working group for the drafting of a legal framework aiming at treatment, rehabilitation and re-integration of the survivors of conflict/war sexual violence.	<b>Indicator 3.1.1</b> Existence of working group Baseline: Working group not in place Target: WG is formed	AGE / Prime Minister Office, MoF, MoJ, MoEST, MoH, MoLSW <b>Partners:</b> Donors	2013	<b>15,000 E</b> 10,000 E committed 5,000 E uncommitted	<ul style="list-style-type: none"> <li>Decision for set up the WG</li> <li>Duties and responsibilities of WG</li> <li>Agenda of meetings</li> <li>Minutes of meetings</li> </ul>
<b>Output 3.2</b> Cases of conflict/war related sexual violence are identified and documented.	<b>Indicator 3.2</b> Cases of survivors identified and documented by the Institute for War Crime Baseline: No cases documented Target: Documented cases	Institute for War Crimes	2013-2015	<b>245,652 E</b>  151,116 E Committed  94,536 E Uncommitted	<ul style="list-style-type: none"> <li>Database</li> </ul>
<b>Activity 3.2.1</b>	<b>Indicator 3.2.1</b> Research undertaken and	OHCHR	2013	<b>27,000 E</b>	<ul style="list-style-type: none"> <li>Research report</li> </ul>

Carry out and disseminate research on the status and the rights of the survivors of sexual violence related with conflict/war.	disseminated Baseline: No research available Target: Research document disseminated	<b>Partners:</b> WCRIC Civil Society		committed	<ul style="list-style-type: none"> <li>Dissemination list</li> <li>Publication of research in the website</li> </ul>
<b>Activity 3.2.2</b> Capacity building of staff of the Institution for the Research of War Crimes in Kosovo and other relevant institutions and the civil society dealing with survivors of conflict/war sexual crimes through: -trainings -exchange of experience with other countries of the region -regional conferences, etc.	<b>Indicator 3.2.2a</b> Number of capacity building activities carried out for the WCRIC and other relevant institutions for capacity building Baseline: 0 Target: 5 (2 in 2013 and 2014, 1 in 2015) <b>Indicator 3.2.2b</b> Percentage of training participants indicating that the trainings were relevant to their work. Baseline: No baseline data available Target: 80%	WCRIC <b>Ministry of Justice</b> <b>Partners:</b> Donors	2013, 2014, 2015	<b>165,652 E</b>  121,116 E committed  44,536 E uncommitted	<ul style="list-style-type: none"> <li>Curricula and documentation of trainings</li> <li>Participant lists</li> <li>Evaluation forms of trainings</li> </ul>
<b>Activity 3.2.3</b> Creating a central database with gender disaggregated data on war crimes and crimes against humanity containing elements of sexual violence, torture and survivors of such crimes, within the War Crimes Research Institute.	<b>Indicator 3.2.3</b> Central database with adequate data security standards created Baseline: Database does not exist Target: Completed and secured database with disaggregated data publicly accessible	<b>War Crimes Research Institute in Kosovo / MoJ</b> <b>Partners</b> Civil Society, Justice System, Donors	2014 2015 Data entry	<b>53,000 E</b> 3,000 E committed by government  50,000 E uncommitted	<ul style="list-style-type: none"> <li>Database</li> <li>Disaggregated data available</li> </ul>
<b>Output 3.3. Advanced access to justice for the survivors of sexual crimes related to conflict/war as well as access to</b>	<b>Indicator 3.3a</b> Number of prosecutions Baseline: 1 Target: At least 3 <b>Indicator 3.3b</b> Number of licensed service providers working with war survivors with qualified staff	Prosecutors Civil society	Until 2015	<b>325,878 E</b>  325,878 E Uncommitted	<ul style="list-style-type: none"> <li>Participant lists</li> <li>Licences provided</li> </ul>



<b>psychosocial and health rehabilitation.</b>	Baseline: 0 Target: 75 staff members from these service providers trained				
<b>Activity 3.3.1</b> Capacity building of police investigators, prosecutors, judges, for the treatment of conflict/war related sexual violence cases.	<p><b>Indicator 3.3.1a</b> Number of investigators, prosecutors and judges who have received trainings in handling cases of violence Baseline: 10 prosecutors were trained Target: 40 people trained</p> <p><b>Indicator 3.3.1b</b> Proportion of trainings participants reporting the trainings were relevant Baseline: No baseline data available Target: 80%</p>	KS Judicial Institute, Academy of KP, <b>Partners</b> KS Judicial Council, KS Prosecutorial Council, Kosovo Police	2014	16,100 E uncommitted	<ul style="list-style-type: none"> <li>• Training modules</li> <li>• Participant lists</li> <li>• Evaluation forms of trainings</li> </ul>
<b>Activity 3.3.2</b> Capacity building of psycho-social service providers in supporting survivors of sexual violence related with conflict/war.	<p><b>Indicator 3.3.2a</b> Number of licensed service providers working with female war survivors Baseline: 0 Target: 75 persons from (potentially) licensed service providers trained</p> <p><b>Indicator 3.3.2b</b> Proportion of participants from (potential) service providers reporting the trainings were relevant to their work. Baseline: No baseline data available Target: 80%</p>	MoALG, MoPA KIPA <b>Partners</b> Civil Society, Donors	2014 2015	31,667 E uncommitted	<ul style="list-style-type: none"> <li>• Training modules</li> <li>• Participant lists</li> <li>• Evaluation forms of trainings</li> <li>• Standards for service providers</li> <li>• Procedures of licensing</li> <li>• Licenses recived</li> </ul>
<b>Activity 3.3.3</b> Providing psychosocial, medical and legal (free) aid for the survivors of conflict/war-related sexual violence.	<p><b>Indicator 3.3.3a</b> Number of survivors receiving services Baseline: No baseline data available Target: 450 beneficiaries</p> <p><b>Indicator 3.3.3b</b> Percentage of service recipients satisfied with services Baseline: No baseline data available Target: 80% of service recipients</p>	Courts, Legal Aid Commission, Municipalities, Civil Society, Social Services Providers <b>Partners</b> Donors	2013 2014 2015	278,000 E uncommitted	<ul style="list-style-type: none"> <li>• Evidences of survivors that receive services</li> <li>• Evaluation reports of the programes</li> <li>• Level of satisfaction of beneficiaries</li> </ul>

<b>Output 3.4. Economic empowerment programs have been set up for the survivors of sexual crimes related to conflict/war.</b>	<p><b>Indicator 3.4a</b> Number of economic empowerment programs for survivors Baseline: 1 program that includes the specific target group Target: 2 programs that include the specific target group</p> <p><b>Indicator 3.4b</b> Number of women participating in the program Baseline: 0 Target: 210</p>		2013-2015	<b>387,672 E</b>  220,363 E Committed  167,309 E Uncommitted	<ul style="list-style-type: none"> <li>• Concept for the programs</li> <li>• Participant list</li> </ul>
<b>Activity 3.4.1</b> Raise awareness among (potential) employers on the economic needs of female survivors of war/conflict-related violence.	<p><b>Indicator 3.4.1a</b> Number of meetings with (potential) employers Baseline: No baseline data available Target: 21 meetings</p> <p><b>Indicator: 3.4.1b</b> Proportion of participants who indicate increased awareness Baseline: Non data available Target: 80 % of participants</p>	<b>MoTI, AGE, MED</b> <b>Partners</b> Donors Civil society	2013 - 2015	<b>21,309 E</b> 4,000 E committed 17,309 E uncommitted	<ul style="list-style-type: none"> <li>• Participant lists</li> <li>• Meeting minutes</li> <li>• Evaluation reports</li> </ul>
<b>Activity 3.4.2</b> Supporting survivors of conflict/war-related sexual violence through business initiation trainings.	<p><b>Indicator 3.4.2a</b> Number of women participating in trainings Baseline: 0 Target: 210 women</p> <p><b>Indicator 3.4.2b</b> Proportion of women reporting the training was relevant for their business-start-up. Baseline: 0 Target: 80% of participants</p>	<b>MoTI</b> Local centres for professional training Municipalities <b>Partners</b> Donors Businesses	2013 - 2015	<b>216,363 E</b> Committed by government	<ul style="list-style-type: none"> <li>• Participant lists</li> <li>• Training evaluations</li> <li>• Training curricula</li> </ul>
<b>Activity 3.4.3</b> Encouraging the development of small businesses run by women survivors of conflict/war-related sexual violence and the creation of micro-financing and micro-credit programs.	<b>Indicator 3.4.3</b> Number of grants given out to female survivors who want to start a business Baseline: 0 Target: 20 microgrants delivered	<b>MAFRD, MoTI, MED, Chamber of Commerce</b> <b>Partners</b> Donors Civil Society Private enterprises	2013 - 2015	<b>150,000 E</b> uncommitted	<ul style="list-style-type: none"> <li>• Procedures to receive grants</li> <li>• Record of grant delivered</li> </ul>

<b>Output 3.5. Increased awareness about UNSC 1325 and the need to support survivors of sexual violence related to conflict/war.</b>	<b>Indicator 3.5</b> Participants of training indicating increased awareness Baseline: No data available Target: 80 % of participants indicating increased awareness		Until 2015	<b>73,249 E</b> 73,249 E Committed	<ul style="list-style-type: none"> <li>Participant lists</li> <li>Training evaluations</li> </ul>
<b>Activity 3.5.1</b> Organizing awareness raising campaigns on survivors of sexual violence.	<b>Indicator 3.5.1</b> Number of media campaigns implemented. Baseline: No data Target: 3 campaigns	AGE, MoCYS, MoH, MoALG, MoEI, MEST <b>Partners</b> Donors, Private enterprises	2013 - 2015	<b>26,342 E</b> Committed by government	<ul style="list-style-type: none"> <li>Media articles</li> <li>Posters</li> <li>Leaflets</li> <li>Evidences from workshops</li> </ul>
<b>Activity 3.5.2</b> Media staff trainings to increase sensitive reporting about survivors of sexual crimes related to conflict/war.	<b>Indicator 3.5.2a</b> Trainings for journalists and media staff on the treatment of survivors of sexual violence issues. Baseline: No data available Target: 20 journalists trained  <b>Indicator 3.5.2b</b> Proportion of participants indicating the training was relevant for their professional work. Baseline: No data available Target: 80% of participants	AGE (coordination) Civil Society, Donors	2013 - 2014	<b>4,101 E</b> uncommitted	<ul style="list-style-type: none"> <li>Lists of participants</li> <li>Training outline</li> <li>Evaluation reports on participant satisfactions</li> </ul>
<b>Activity 3.5.3</b> Educational activities (lectures, exhibitions, theatrical performances, essays, etc.) for the promotion of Resolutions 1325 at schools to educate young people about sexual crimes related to war/conflict and in dealing with the past.	<b>Indicator 3.5.3a</b> Number of educational activities for the promotion of Resolution 1325 and 1820 Baseline: No data available Target: 10 activities per year  <b>Indicator 3.5.3b:</b> Number of young persons that have taken part in educational activities Baseline: No data available Target: 750 young people	MoEST MoYCS <b>Partners</b> Municipal Education Directorates Civil Society AGE	2013 - 2015	<b>42,806 E</b> committed	<ul style="list-style-type: none"> <li>Evidences of cultural activities Photos, CD Movies</li> <li>Lists or estimates of participation</li> </ul>