



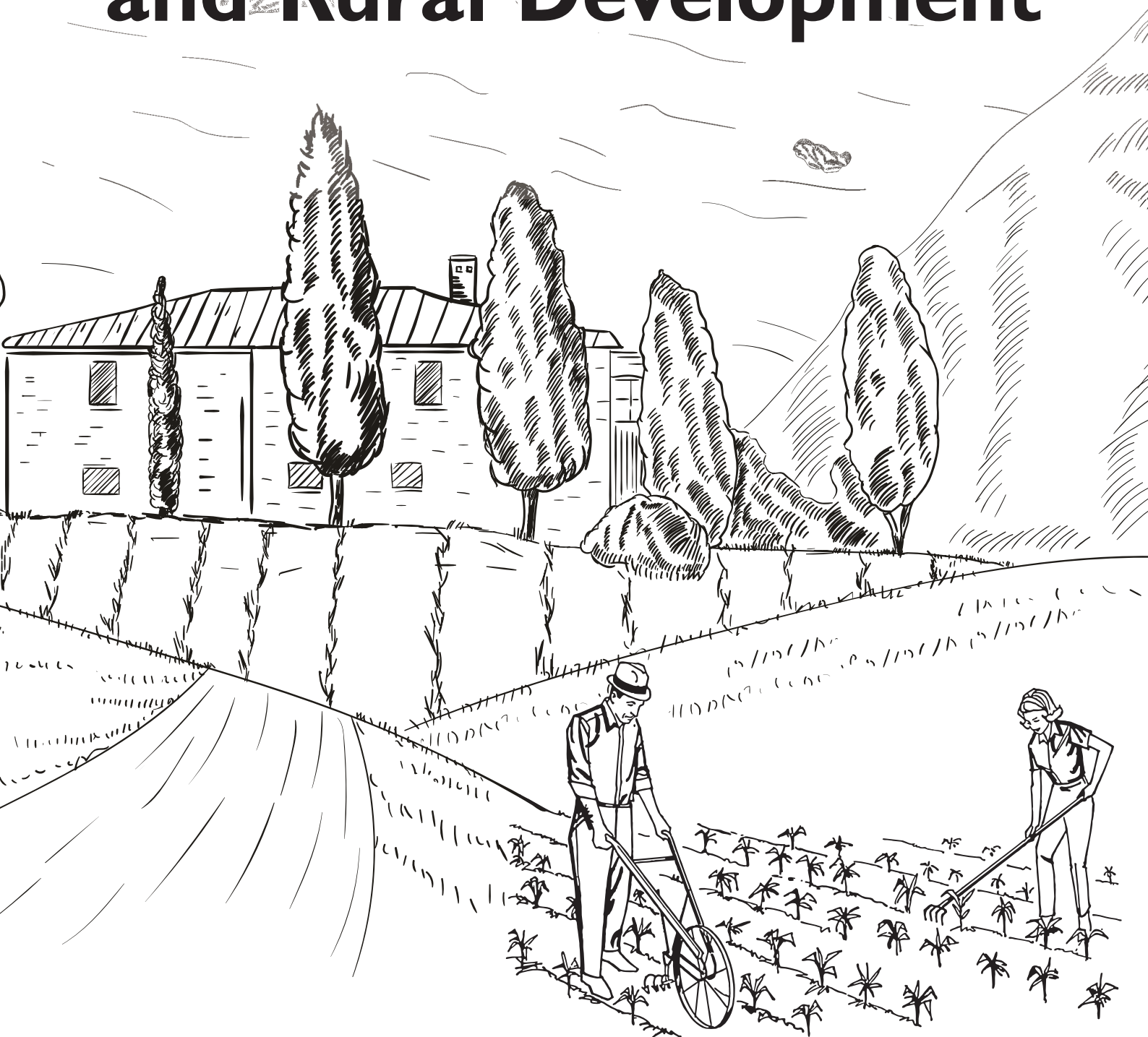
**Kosovo Women's Network**  
Serving, Protecting and Promoting the Rights of Women and Girls

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**AUSTRIAN  
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# Budgeting for Better Agriculture and Rural Development



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# **Budgeting for Better Agriculture and Rural Development**

By Nerina Guri and Nicole Farnsworth for the Kosovo Women's Network

Prishtina, Kosovo  
2017



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## Acronyms

ADA	Austrian Development Agency
AGRO	Agricultural Growth and Rural Opportunities
ARDP	Agricultural and Rural Development Project
CAP	Common Agricultural Policy
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
DAAD	German Academic Exchange Service
DANIDA	Ministry of Foreign Affairs of Denmark
DRD&MA	Department of Rural Development Policy and Managing Authority
DVV	Department for Vineyards and Wine
DGCS-MAECI	Development Cooperation in the Italian Ministry of Foreign Affairs and International Cooperation
EC	European Commission
EU	European Union
FADN	Farm Accountancy Data Network
FAO	Food and Agriculture Organization
FTA	Free Trade Agreement
FVA	Food and Veterinary Agency
GAP	Gender Action Plan
GAFSF	Global Agriculture and Food Security Program
GEO	Gender Equality Officer
GIS	Geographic Information Systems
GIZ	<i>Gesellschaft für Internationale Zusammenarbeit</i> (German Society for International Cooperation)
GRB	Gender Responsive Budgeting
IT	Information Technology
IPA	Instrument for Pre-Accession
IPARD	Instrument for Pre-Accession Assistance in Rural Development
IPM	Integrated Pest Management
IPKO	Internet Project Kosovo
ITEG	IT, Engineering & Gas Solution
KAI	Kosovo Agriculture Institute
KAS	Kosovo Agency of Statistics
KFA	Kosovo Forestry Agency
KIPA	Kosovo Institute for Public Administration
KWN	Kosovo Women's Network
LAG	Local Action Groups
LEADER	<i>Liaison entre actions de développement de l'économie rurale</i> (Local Action Groups Supporting Measures)
L.L.C	Limited Liability Company
LPIS	Land Parcel Identification System
MAFRD	Ministry of Agriculture, Forestry and Rural Development
MED	Ministry of Economic Development
MoF	Ministry of Finance
MTEF	Medium Term Expenditure Framework
MTI	Ministry of Trade and Industry
NAPDP	National Agency for Personal Data Protection
NGO	Non-Governmental Organization
NWFP	Non-Wood Forest Products
OSCE	Organization for Security and Co-operation in Europe
OIIIRJ	Online International Interdisciplinary Research Journal

PER	Program for Economic Reform
SAA	Stabilization and Association Agreement
SIP	Italian Phytopathological Society
SPD	Sector Planning Document
Sida	Swedish International Development Cooperation Agency
TAIEX	Technical Assistance and Information Exchange
UBT	University of Business & Technology
UP	University of Pristina
USAID	United States Agency for International Development
WRB	World Reference Bases



## Executive Summary

The needs and priorities of women, men, girls and boys may differ, given their different gender roles and gender stereotypes in society. Hence, agriculture and rural development policies may affect women and men differently. Gender responsive budgeting (GRB) is a practice of mainstreaming gender in all phases of planning, executing, monitoring and evaluating budgets. GRB is a legal obligation for all budget organizations in the Republic of Kosovo, towards making the process of planning and executing the budget more transparent and inclusive, meeting the needs of diverse citizens. The Ministry of Agriculture, Forestry and Rural Development (MAFRD) and the Kosovo Women's Network (KWN) collaborated closely in conducting this gender analysis, towards identifying specific objectives and activities to further gender equality through the work of the Ministry. The resulting recommendations seek to inform MAFRD's planning of the 2018 budget, as well as future Medium Term Expenditure Frameworks (MTEF). The main findings and recommendations include:

- Most MAFRD departments and bodies lack gender-disaggregated data or systems for maintaining and utilizing it to inform budget planning. The Ministry should ensure that employees collect, maintain and use gender-disaggregated data about persons targeted, consulted and benefitting from MAFRD programs to better inform planning of future expenditures.
- No known gender analyses have been carried out during processes of drafting or analyzing implementation of existing laws, policies and strategies related to agriculture, rural development and forestry. Gender analyses must be conducted prior to proposing draft laws, policies, strategies, programs and action plans, analyzing how they may affect men and women differently. The Ministry should ensure participation of the Gender Equality Officer in working groups.
- In public consultations on draft laws, regulations and administrative instructions, women comprised only 19% of participants in 2016 and 17% in 2017. In all working groups, women have been underrepresented. All departments need to ensure equal participation of women and men in working groups and public consultations on policies, draft laws, strategies and capital investments.
- In 2017, women comprised only 19% of all beneficiaries of subsidies and transfers and received only 3% of expenditures (less than €1.3 million out of €49 million). Reportedly, the existing affirmative measure of providing women applicants with additional points sometimes has been misused by men relatives. MAFRD should establish better affirmative measures to increase the percentage of subsidies and grants benefitting women. Meanwhile, improved inspections and increased penalties can decrease misuse of affirmative measures.
- Women file fewer complaints on denied applications to the Appeals Review Panel of the Agriculture Agency of Kosovo, perhaps because women apply and benefit less from grants and subventions than men do. However, women also may be less informed about their right or how to complain. Future gender analyses could examine reasons why women may not file complaints.
- Women are underrepresented in the forestry sector due to socio-cultural norms in Kosovo. Women received 16% of all forestry development licenses issued in 2014-2016. MAFRD should install affirmative measures to increase women's formal participation in the forestry sector, decrease women's participation in the informal economy and seek to change traditional gender norms by promoting the notion that working in forestry is acceptable for women.
- Of 1,039 farmers and companies licensed for agro-inputs as of April 2017, only 5% were women-owned. Women benefited less from Kosovo Forestry Agency services than men, comprising only 2% of beneficiaries in 2015-2017.
- Fewer men have taken advantage of the opportunity for students to intern in Kosovo Agriculture Institute laboratories, than women have, comprising 17% of all interns in 2017. However, more men (55%) than women (45%) have been involved in the Institute's scientific work in 2015-2016. The Institute can use affirmative measures to further gender equality.
- With few exceptions, more men than women have participated in trainings, workshops, and study visits in 2015-April 2017. One reason is that women are underrepresented among relevant

employees and inspectors (comprising only 10% of all inspectors in 2015-2017). MAFRD should ensure equal participation of women and men in trainings, workshops, and study visits.

- In February 2017, 27% of MAFRD employees were women and 73% were men. Men received 75% of expenditures in 2016. More men (89%) than women (11%) consistently have worked in better paid, decision-making levels. MAFRD should use affirmative measures to hire and promote more, qualified women contributing to more balanced expenditures in the wages and salaries economic category.
- Women officials comprised 26% of staff members that went on official travel in 2016. Consequently, only 20% of official travel expenditures were spent on women officials in 2016. MAFRD should ensure a gender balance among staff undertaking official travels.

This report includes specific objectives and activities for every Department, Agency and Institute, towards furthering gender equality via future expenditures.

## Introduction

The priorities, needs and interests of women and men often vary. Geography (e.g., rural, urban, sub-urban areas), age, ethnicity, employment status and/or ability, among other factors, may affect different women and men's access to state services and programs. The government has a responsibility to design and enforce policies that benefit diverse citizens. Budget documents are public policies that should serve the needs and interests of different beneficiaries.

GRB is a way to make budget planning and spending more effective, efficient, transparent and equitable. GRB involves mainstreaming gender in the processes of planning, implementing, monitoring and evaluating budget documents. As such, it necessitates a thorough gender analysis of anticipated expenditures and how they may affect men and women differently. Analysing trends in prior spending can inform future budget projections. GRB has been a legal obligation for budget organizations in Kosovo since 2015, in accordance with the Law on Gender Equality, which defines GRB as:

[T]he implementation of Gender Mainstreaming in the budgetary process. This means the valorisation of budgets from the viewpoint of gender, in which case the gender question is taken into account at all levels of the budgetary process, and restructuring incomes and expenditures with the aim of promoting the equality of women and men.<sup>1</sup>

Article 5.1.5 of the same law explicitly obliges all institutions of the Republic of Kosovo to include "gender budgeting in all areas, as a necessary tool to guarantee that the principle of gender equality is respected in collecting, distribution and allocation of resources."<sup>2</sup> Further, since 2014, the Ministry of Finance (MoF) has required all budget organizations to integrate GRB in their Medium Term Expenditure Frameworks (MTEF), as well as their annual budget documents. The Budget Circular 2016/02, released by MoF, informed budget organizations on the expenditure structure for the upcoming year and provided a definition and templates to be completed by all ministries<sup>3</sup> and municipalities, in accordance with their legal obligations for implementing GRB.<sup>4</sup> The Budget Circular 2018/01 provided an even stronger legal foundation for the institutionalization of GRB.<sup>5</sup>

In 2017, the Kosovo Women's Network (KWN) collaborated with the Ministry of Agriculture, Forestry and Rural Development (MAFRD), supporting the Ministry with conducting gender analysis to inform future budget planning.<sup>6</sup> Several prior gender studies have been conducted regarding agriculture and forestry. In 2007, the Women's Business Association SHE-ERA published *Gender-Budget Analysis and Impact of Fiscal Policies on the Poverty Level of the Women in Agriculture*,<sup>7</sup> a gender analysis for MAFRD with policy recommendations. The United Nations Food and Agriculture Organization (FAO) has developed guidelines for Ministries of Agriculture and FAO,<sup>8</sup> in accordance with the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), towards developing gender

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<sup>1</sup> Assembly of the Republic of Kosovo, Law No. 05/L-020 on Gender Equality, 2015, at: <http://www.kuvendikosoves.org/common/docs/ligjet/05-L-020%20a.pdf>, Art. 3.1.17.

<sup>2</sup> Ibid, Art. 5.1.5.

<sup>3</sup> Republic of Kosovo, Ministry of Finance, Budget Circular 2016/02, 2015, at: <http://www.womensnetwork.org/documents/20150909113719743.pdf>.

<sup>4</sup> Ibid.

<sup>5</sup> Republic of Kosovo, Ministry of Finance, Budget Circular 2018/01, 2017, at: <http://mf.rks-gov.net/desk/inc/media/282098CA-066F-4D21-A34A-DA5A626C330B.pdf>.

<sup>6</sup> Altogether, KWN has supported six ministries in institutionalizing GRB.

<sup>7</sup> Women's Business Association, SHE-ERA, *Gender-Budget Analysis and Impact of Fiscal Policies on the Poverty Level of the Women in Agriculture, The Ministry of Agriculture, Forestry and Rural Development*, Gjakova: 2007, at: <http://she-era.org/eng/wp-content/uploads/2013/08/GENDER-BUDGET-ANALYSIS-AND-IMPACT-OF-FISCAL-POLICIES-ON-THE-POVERTY-LEVEL-OF-THE-WOMEN-IN-AGRICULTURE-MAFRD.pdf>.

<sup>8</sup> FAO, *CEDAW, A tool for gender-sensitive agriculture and rural development policy and program formulation, Guidelines for Ministries of Agriculture and FAO*, 2013, at: <http://www.fao.org/docrep/017/i3153e/i3153e.pdf>.

sensitive agriculture and rural development policies and programmes. Further, *FAO's Programme for Gender Equality in Agriculture and Rural Development*<sup>9</sup> offers a plan for mainstreaming gender through strategic objectives, in different sectors of agriculture as a means towards food security and economic growth. The FAO Office in Kosovo has researched gender issues in forestry.<sup>10</sup> The aforementioned reports illustrate that women and men are affected differently by agricultural and forestry policies. By using gender analysis, including consideration of the different roles women play, to inform every policy regulating agriculture, forestry and rural development, the state can decrease potential gender inequalities.

This report summarizes the resulting findings and recommendations from KWN and MAFRD's gender analysis conducted in 2017. It seeks to a) inform MAFRD's budget for 2018, and b) make recommendations to inform midterm budget planning. Hence, this report includes a gender analysis of different departments, agencies and the institute within MAFRD, their budgets and beneficiaries. All data in this report was provided by MAFRD, unless stated otherwise.

The tables in this report show economic categories only of those departments, agencies and institutes that had their expenditures either planned and/or already spent. In case an economic category does not exist in a table, it is because that particular department, agency or institute did not have a budget for the missing category. The amounts presented in all tables concerning wages and salaries are presented in net, not gross, based on the data available at the time of this analysis. Amounts within the report have been rounded to the nearest Euro.

Towards performance-based, programmatic budgeting, evidence-based recommendations are provided for departments, agencies and institutes, including specific objectives and activities that MAFRD can include as an annex to its 2018 budget, as well as use to inform its Medium Term Expenditure Framework Chapter for 2019-2021. Therefore, the analysis identifies specific objectives, indicators and activities that: a) advance gender equality, and b) ensure more targeted spending on diverse demographic groups within each department and agency. Obviously, these indicators do not aim to achieve gender equality overnight, but rather suggest steps to achieve gender equality over time. An assumption underlying the recommended indicators is that social change is incremental. Hence, a series of feasible steps are put forth, towards gender equality.

Meanwhile, in accordance with best practices in GRB and its legal obligations under the Law on Gender Equality, MAFRD will need to continue reviewing and updating targets annually, based on monitoring and evaluating expenditure changes. MAFRD can update its objectives, performance indicators and targets each year, based on gender analysis. Continuous monitoring and evaluation of progress can contribute to more effective and efficient spending, as well as the advancement of gender equality, in harmony with the Law on Gender Equality.

## **MAFRD's Responsibilities**

MAFRD is responsible for developing agricultural and forestry sectors, as well as rural areas in Kosovo. Its main responsibilities and competencies include:

- Drafting policies and ensuring that laws related to agriculture, forestry and rural development are implemented;
- Easing the development of the crediting scheme and managing donations to the private sector for the development of agriculture, forestry and rural areas;
- Administering, restricting and inspecting fishing and hunting activities;
- Drafting policies and ensuring that laws related to agricultural lands irrigation are implemented;

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<sup>9</sup> FAO, *Bridging the Gap, FAO's Programme for Gender Equality in Agriculture and Rural Development*, 2009, at: <http://www.fao.org/3/a-i1243e.pdf>.

<sup>10</sup> FAO, *Gender, Rural Livelihoods and Forestry: Assessment of Gender Issues in Kosovo's Forestry*, Pristina: 2017, at: <http://www.fao.org/3/a-i7421e.pdf>

- Drafting policies and ensuring that laws related to protecting agricultural land from urban constructions that are unplanned and sustainable use of agricultural land are implemented;
- Collaborating with the Ministry of Environment and Spatial Planning, Ministry of Health and other organizations to inspect the applicability of health standards, in relation to agriculture, forestry and rural development;
- Collaborating with the Ministry of Environment and Spatial Planning and Ministry of Health to ensure consumer protection through inspecting food quality and agricultural raw materials;
- Being active in regard to environmental protection that impacts agriculture, fishing, hunting and the management of water resources;
- Drafting policies and ensuring that laws in relation to plant protection and production, farming and agricultural products promotion are implemented;
- Encourages producers and traders to organize and supports and advertises the achievements of agricultural, forestry and livestock producers and associations;
- Implementing schemes to financially support the development of agriculture and rural areas through direct payments;
- Drafting, implementing, monitoring and evaluating the Program for Agriculture and Rural Development, by consulting with NGOs [non-governmental organisations], social partners and economic partners;
- Designing policies regarding macroeconomic measures such as taxations, trade exchange, prices and stimulation measure, in relation to agriculture;
- Establishing and updating a data system for agriculture and rural development data;
- Assisting farmers with professional services in the field of processing, production and marketing;
- Collaborating on activities with stakeholders in relation to drafting, implementing, monitoring and assessing taxation policies, technology, credit, processing system, raw material usage, products safety, the environment etc., and
- Performing other duties appointed to the Ministry by the legislation in force.<sup>11</sup>

MAFRD has drafted a strategy towards achieving its objectives related to land, which are:

- Restructuring physical potential in the agricultural sector, often expressed as the need ‘to increase farm size,’
- Improving forest management, as they are highly fragmented,
- Developing local community including regeneration of villages, which to various extents may include land reorganization.<sup>12</sup>

Additionally, MAFRD has drafted a policy and strategy paper in order to achieve its responsibilities related to forestry development. This paper’s framework, for the implementation of strategies, consists of three pillars. Activities and projects to be included, as per these pillars, are further explained in the Action Plan for Implementing Forestry Policies and Strategies 2010-2020.<sup>13</sup> The four main projects of the first pillar are “(a) improved forest management, (b) capacity building, (c) forest environmental protection and development of non-wood values and (d) development of the private sector.”<sup>14</sup>

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<sup>11</sup> Government of Kosovo, Regulation No. 02/2012 on the Areas of Administrative Responsibility of the Office of the Prime Minister and Ministries, 2011, at: [http://www.kryeministri-ks.net/repository/docs/Rregullorja\\_02-2011-e\\_miraturar nga\\_Qeveria-finale.pdf](http://www.kryeministri-ks.net/repository/docs/Rregullorja_02-2011-e_miraturar nga_Qeveria-finale.pdf), Appendix 14.

<sup>12</sup> MAFRD, *Land Consolidation Strategy 2010-2020*, Pristina: 2010, p. 5, at: [http://www.kryeministri-ks.net/repository/docs/Strategy\\_on\\_Land\\_Consolidation\\_2010-2020.pdf](http://www.kryeministri-ks.net/repository/docs/Strategy_on_Land_Consolidation_2010-2020.pdf).

<sup>13</sup> MAFRD, *Action Plan for Implementing Forestry Policies and Strategies 2010-2020*, Pristina: 2009, at: <http://extwprlegs1.fao.org/docs/pdf/srb151542.pdf>.

<sup>14</sup> Ibid, Content of Pillars, p. 9.

These documents do not contain a gender perspective in their objectives or activities. In accordance with the Law on Gender Equality,<sup>15</sup> all strategies, policies, plans and documents drafted by a public institution should include a gender perspective. In the future, MAFRD officials responsible for drafting these documents should ensure that gender analyses are conducted in order to inform such policy documents. This should be done in close cooperation with the Ministry's Gender Equality Officer (GEO). As a participatory approach is crucial to ensuring a gender perspective, MAFRD also should ensure consultations with and inclusion of representatives of women's organizations throughout the process of developing new policies.<sup>16</sup>

## MAFRD Overall Expenditures

Since January 2017, budget planning has been more detailed with five codes for every economic category. This new measure seeks to increase the transparency of how public finances are spent.<sup>17</sup> However, some budget organizations have resisted this change, stating that it is impossible to plan a year ahead with such detail, especially regarding official travels from the Goods and Services economic category.<sup>18</sup> In a meeting of the Budget and Finances Commission in the Kosovo Assembly on reviewing the Draft Law No. 05/L-125 for the Budget of Republic of Kosovo in 2017,<sup>19</sup> Commission members also noted this problem.

Table I summarizes the total budget and expenditures of MAFRD by economic category in 2015 through March 2017, as well as budget projections for 2018-2020.

Year	2015			2016			2017			2018	2019	2020
	Budgeted	Spent	% of Used Budget	Budgeted	Spent	% of Used Budget	Budgeted	Spent (Jan. – Mar.)	% of Used Budget	Requested	Projected	Projected
<b>Workers</b>	323	325	101%	354	354	100%	392	376	96%	491	500	507
<b>Total Budget</b>	<b>€60,152,651</b>	<b>€57,520,944</b>	<b>96%</b>	<b>€57,236,274</b>	<b>€50,857,566</b>	<b>89%</b>	<b>€57,596,233</b>	<b>€6,425,556</b>	<b>11%</b>	<b>€72,644,279</b>	<b>€73,356,979</b>	<b>€75,070,819</b>
<b>Wages and Salaries</b>	€2,291,928	€1,956,696	85%	€2,069,235	€2,180,904	105%	€2,319,194	€579,032	25%	€3,378,440	€3,505,914	€3,576,002
<b>Goods and Services</b>	€2,808,033	€3,692,170	131%	€2,981,681	€3,570,786	120%	€2,981,681	€250,888	8%	€3,566,273	€3,595,469	€3,658,651
<b>Municipal Expenses</b>	€108,768	€98,207	90%	€118,768	€99,572	84%	€118,768	€25,391	21%	€134,998	€136,028	€136,598
<b>Subsidies and Transfers</b>	€53,573,922	€50,724,157	95%	€47,383,922	€43,894,912	93%	€47,203,922	€5,515,546	12%	€57,926,900	€59,926,900	€61,926,900
<b>Capital Investments</b>	€1,370,000	€1,049,714	77%	€4,682,668	€1,111,392	24%	€4,972,668	€54,698	1%	€7,637,668	€6,192,668	€5,772,668

<sup>15</sup> Assembly of the Republic of Kosovo, Law No. 05/L-20 On Gender Equality, Art. 5, at: <http://www.kuvendikosoves.org/common/docs/ligjet/05-L-020%20a.pdf>.

<sup>16</sup> Addition suggested by Linda Abazi Morina, 2017.

<sup>17</sup> KWN interview with Head of Division of Finance and Budget, 2017.

<sup>18</sup> KWN conversations with officials in two ministries, 2017.

<sup>19</sup> Kosovo Assembly, Minutes of Meeting of Budget and Finance Commission, 22 December 2016, at: [http://www.kuvendikosoves.org/common/docs/proc/proc\\_2016\\_12\\_22\\_19\\_6828\\_al.pdf](http://www.kuvendikosoves.org/common/docs/proc/proc_2016_12_22_19_6828_al.pdf).

<sup>20</sup> Data from the Budget and Finance Division, except columns "Budgeted 2015" and "Budgeted 2016", which are from Law on Budget of 2015 and Law on Budget of 2016. Values on column "Budgeted 2017", provided by this Division may vary from values in the Law on Budget of 2017 because they represent values after the Ministry's Budget Review.

## Wages and Salaries

As Table 2 illustrates, 27% of MAFRD employees were women and 73% were men, as of February 2017. Moreover, women receive less from the wages and salaries economic category. Whereas men received 75% of expenditures from this economic category in 2016, women received 25%. This difference may be due in part to women's underrepresentation in decision-making positions, as illustrated in Table 2. Significantly more men (89%) than women (11%) have worked consistently in better paid, decision-making positions. Even so, women remain underrepresented at all levels of payment.

Salary Level	Total number of Staff	# and % of Women	# and % of Men	Amount Spent on Women	Amount Spent on Men	Total Amount Spent
201-400	94	27 (29%)	67 (71%)	€116,281 (27%)	€322,370 (73%)	€438,651
401-600	182	57 (31%)	125 (69%)	€349,316 <sup>22</sup> (31%)	€774,973 (69%)	€1,124,289
600+	39	5 (13%)	34 (87%)	€46,482 (12%)	€339,347 (88%)	€385,829
<b>Total 2015</b>	<b>315</b>	<b>89 (28%)</b>	<b>226 (72%)</b>	<b>€512,080 (26%)</b>	<b>€1,436,690 (74%)</b>	<b>€1,948,770</b>
201-400	117	27 (23%)	90 (77%)	€120,743 (22%)	€430,683 (78%)	€551,426
401-600	179	62 (35%)	117 (65%)	€384,038 <sup>23</sup> (34%)	€734,681 (66%)	€1,118,719
600+	53	5 (9%)	48 (91%)	€44,726 (9%)	€459,074 (91%)	€503,800
<b>Total 2016</b>	<b>349</b>	<b>94 (27%)</b>	<b>255 (73%)</b>	<b>€549,506 (25%)</b>	<b>€1,624,438 (75%)</b>	<b>€2,173,944</b>
201-400	117	25 (21%)	92 (79%)	€96,389 (21%)	€359,813 (79%)	€456,203
401-600	205	71 (35%)	134 (65%)	€428,935 (34%)	€821,840 (66%)	€1,250,775
600+	54	6 (11%)	48 (89%)	€47,595 (10%)	€446,078 (90%)	€493,673
<b>Total 2017 (Jan. – Feb.)</b>	<b>376</b>	<b>102 (27%)</b>	<b>274 (73%)</b>	<b>€572,919 (26%)</b>	<b>€1,627,732 (74%)</b>	<b>€2,200,651</b>
201-400	117	25 (21%)	92 (79%)	€96,389 (21%)	€359,813 (79%)	€456,203
401-600	311	129 (41%)	182 (59%)	€1,026,723 (42%)	€1,401,840 (58%)	€2,428,563
600+	54	6 (11%)	48 (89%)	€47,595 (10%)	€446,078 (90%)	€493,673
<b>Planned 2018</b>	<b>482</b>	<b>160 (33%)</b>	<b>322 (67%)</b>	<b>€1,170,707 (35%)</b>	<b>€2,207,732 (65%)</b>	<b>€3,378,439</b>

## Goods and Services

As Table 3 illustrates, MAFRD women officials comprised 26% of staff members that went on official travel in 2016. Consequently, of all expenditures allocated for official travel, only 20% of official travel expenditures were spent on women officials in 2016.

Year	2015	2016	2017 (Jan. - Mar.)
<b>Total # of Staff Who Attended Official Travels</b>	<b>97 (100%)</b>	<b>86 (100%)</b>	<b>28 (100%)</b>
<b># and % of Women</b>	<b>29 (30%)</b>	<b>22 (26%)</b>	<b>3 (11%)</b>
<b># and % of Men</b>	<b>68 (70%)</b>	<b>64 (74%)</b>	<b>25 (89%)</b>
<b>Total Amount Spent on Per Diems</b>	<b>€71,759 (100%)</b>	<b>€72,051 (100%)</b>	<b>€11,321 (100%)</b>
<b>Amount of Per Diems Spent on Women</b>	<b>€16,641 (23%)</b>	<b>€16,656 (23%)</b>	<b>€1,156 (10%)</b>
<b>Amount of Per Diems Spent on Men</b>	<b>€55,119 (77%)</b>	<b>€55,395 (77%)</b>	<b>€10,165 (90%)</b>
<b>Total Amount Spent on Accommodation</b>	<b>€32,435 (100%)</b>	<b>€27,584 (100%)</b>	<b>€6,822 (100%)</b>
<b>Amount for Accommodation Spent on Women</b>	<b>€6,387 (20%)</b>	<b>€3,354 (12%)</b>	<b>€478 (7%)</b>

<sup>21</sup> Data from Budget and Finance Division, KWN correspondence with Head of Division of Finance, 28 March 2017.

<sup>22</sup> The amount of €7,924 is not included in this table because these positions were funded by the British Embassy, external to the Kosovo budget (KWN correspondence with Head of Division of Finance, 28 March 2017).

<sup>23</sup> Similarly, the amount of €6,960 was funded by the British Embassy and is not reflected in this table (KWN correspondence with the Head of Division of Finance, 28 March 2017).

Amount for Accommodation Spent on Men	€26,048 (80%)	€24,230 (88%)	€6,344 (93%)
Total Amount Spent on Other Expenses	€20,627 (100%)	€14,629 (100%)	€3,008 (100%)
Amount for Other Expenses Spent on Women	€6,846 (33%)	€4,544 (31%)	€483 (16%)
Amount for Other Expenses Spent on Men	€13,781 (67%)	€10,085 (69%)	€2,457 (82%)
Total Amount Spent on Tickets		€39,206 (100%)	€4,483 (100%)
Amount for Tickets Spent on Women		€5,939 (15%)	€0 (0%)
Amount for Tickets Spent on Men		€33,267 (85%)	€4,483 (100%)
Total Amount Spent for Official Travels	€124,821 (100%)	€153,470 (100%)	€25,566 (100%)
Total Amount Spent on Women	€29,874 (24%)	€30,484 (20%)	€2,117 (8%)
Total Amount Spent on Men	€94,948 (76%)	€122,997 (80%)	€23,449 (92%)

This table includes all official travel and expenditures made by each official, during the respective year. Data were received from the Division of Finance, 24 March 2017, and were disaggregated and calculated by KWN based on participants' names. The same is true for all similar tables throughout the report. Further gender analysis could examine the positions of persons undertaking official travel, the types of events attended, and the locations of events, towards establishing a more qualitative understanding of who is selected to attend official travel and why. Even so, greater gender balance among persons undertaking official travel can impact greater equality in expenditures, ensure that both women and men are heard at such events, foster learning for both women and men employees, and facilitate the positive image of Kosovo as a state that has both women and men professionals capable of speaking on behalf of the sector. This is the reason as to why recommendations for particular departments below lean towards recommending a gender balance among participants in official travels, even in instances when a particular department or body may not have gender balance among its employees at present.

## Subsidies and Transfers

Grants and subventions distributed by MAFRD are funded by the Kosovo Budget, including with financing from the Ministry of Foreign Affairs of Denmark (DANIDA) and from a World Bank loan through the Agriculture and Rural Development Programme (ARDP).<sup>24</sup> The European Commission co-finances grants and subventions provided by MAFRD.<sup>25</sup>

In 2017, MAFRD planned for women to comprise 19% of all beneficiaries of subsidies and transfers (see Table 4). Subvention expenditures received by women would comprise only 3% of total expenditures (e.g., less than €1.3 million of €49 million) in 2017. Since the process of allocating grants and subventions was ongoing at the time of writing, the Ministry did not yet know exact expenditures on women and men from this economic category for 2017. However, past trends suggest that women have received significantly less funding than men.

Table 4. MAFRD Beneficiaries of Subventions and Grants, by Gender, in 2015-2018						
Year	Total Budget <sup>26</sup>	# of Total Beneficiaries	# and % of Women	# and % of Men	Budget for Women	Budget for Men
2015	€40,000,000	37,580	649 (2%)	36,931 (98%)	€3,082,313 (8%)	€36,917,687 (92%)
2016	€48,453,270	43,451	1,102 (3%)	42,349 (97%)	€1,035,274 (2%)	€47,417,996 (98%)
Planned 2017	€49,000,000	52,480	10,150 (19%)	42,330 (81%)	€1,259,718 (3%)	€47,740,282 (97%)
Planned 2018	€63,200,000	61,763	15,200 (25%)	46,563 (75%)	€5,013,655 (8%)	€58,186,345 (92%)

<sup>24</sup> KWN interview with Head of the Department of Finance and General Services, 6 July 2017.

<sup>25</sup> KWN interview with Head of the Department of European Integration and Coordination of Policies, 21 February 2017.

<sup>26</sup> In total, the budget for subventions includes grants, direct payments – subsidies and financial support for NGOs.



KWN's discussion with women farmers' associations and organizations in different regions suggest that they and their members tend to have heard about the subventions available from MAFRD either from MAFRD directly or through media (e.g. advertisements, web portals, etc.).<sup>27</sup> However, they said that women farmers face several challenges, including: lack of education, lack of property since land is not registered in their names, lack of access to funding, collision among certain laws and regulations that contribute to confusion, and husbands who put the name of their wives when they apply for subventions or other funding. Hence, even if they acquire subventions, women's husbands are the real beneficiaries. By organizing more discussions with women farmers' associations, MAFRD may be able to develop a better understanding of these challenges and how they may be addressed through future subventions.

## Capital Investments

Table 2 illustrates MAFRD's previous and planned capital investments for 2016-2020.<sup>28</sup> Some capital investments are for specific agencies and institutes' needs. Others, like Rehabilitation of Irrigation Systems in Kosovo, was planned in cooperation with all municipalities in Kosovo. MAFRD invited municipalities to apply with project proposals. Depending on MAFRD's available budget, MAFRD selected municipalities that best fit criteria on surface, need and cost effectiveness, among other criteria.<sup>29</sup> It is unknown if municipalities organized public consultations regarding this public investment.<sup>30</sup> Therefore, gender-disaggregated data regarding the extent to which diverse women and men participated in identifying priorities for capital investments or planning investment projects was unavailable. Generally, the fact that ministries lack procedures for public consultations on expenditures, including related to capital investments, has meant that few ministries have consulted with citizens in planning such expenditures.

## Partners for Development in Agriculture

In addition to expenditures from the Kosovo budget, the agricultural sector also receives financial support from several development partners, namely foreign donors. Table 5 summarizes agriculture projects financed by partners for development, outside the Kosovo budget, in 2014-2020. The Ministry of European Integration registers contributions by development partners in a central database.<sup>31</sup>

<b>Partners</b>	<b>Period</b>	<b>Project Value</b>
Connecting Natural Values and People & Swedish International Development Cooperation Agency (CNVP & SIDA6)	2014-2018	€3,400 (5%)
Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)	2014-2017	€5,200 (8%)
United States Agency for International Development (USAID)	2015-2019	€10,000 (16%)
Food and Agriculture Organization (FAO) / Government of Finland	2015-2016	€1,000 (2%)
European Commission (EC)	2018-2020	€31,150 (50%)
World Bank	2011-2017	€12,000 (19%)
<b>Total</b>		<b>€62,750 (100%)</b>

## Recommended Objectives

Based on the gender analysis presented in this section (as in others), KWN recommends objectives (and activities to achieve them, below). MAFRD can use these in formulating performance

<sup>27</sup> KWN interviews with member organizations working in this sector, 2017.

<sup>28</sup> See Annex 2, Table 2 for a list of capital investment projects of MAFRD in 2016-2020.

<sup>29</sup> KWN correspondence with the Head of the Department of Agriculture Policies and Trade, 27 April 2017.

<sup>30</sup> Ibid.

<sup>31</sup> Data from MAFRD, MTEF, 2018-2020.

indicators for GRB annexes to its MTEF chapter and annual budget request. MAFRD can update targets annually based on continued, similar gender analyses. The activities below correspond with these objectives, towards achieving each objective.

1. Increase the percentage of women employees in MAFRD, including in decision-making positions, from 27% in February 2017 to 33% in 2018.<sup>32</sup>
2. Increase the percentage of wages and salaries spent on women from 26% in February 2017 to 35% in 2018.<sup>33</sup>
3. Increase the percentage of women employees that travel officially, from 26% in 2016, to 30% in 2018, thereby also increasing expenditures on women for official travels, from 20% to 25%.
4. Increase the percentage of women benefitting from MAFRD subventions from 2% in 2017 to 5%, thereby also increasing expenditures on women from subventions, from 7% to 10%.
5. Improve the quality and quantity of information available from diverse women and men citizens regarding capital expenditures, through public consultations.
6. Improve collection and use of gender-disaggregated data, in accordance with the Law on Gender Equality for all departments, agencies and the institute.

### **Recommended Activities**

1. When job positions open, use affirmative measures for recruiting, hiring and promoting more, qualified women, in accordance with the Law on Gender Equality, which calls for 50% representation of women and men at all levels.<sup>34</sup> This will contribute to improved gender balance in expenditures on wages and salaries for women and men.
2. Ensure a gender balance in relation to official travels, contributing to equal expenditures on official travels (per diems, accommodation, tickets and other expenditures).
3. Consult more with women farmers' associations to identify challenges and potential solutions to these issues, that can be addressed through policies, subventions, and inspections. Use affirmative measures to improve the gender balance among subvention recipients, giving funds to more, qualified, women farmers. This will contribute to more equal expenditures on women and men. Additionally, enforce inspections and ensure severe penalties when existing affirmative measures are misused.
4. Establish simple databases in Excel with gender-disaggregated data towards tracking women and men's participation in official travel, working groups, public consultations, trainings and other activities.

### **The Office of the Minister**

The Minister is responsible for representing MAFRD; supervising the implementation of Ministry policies; planning the budget and ensuring responsible, transparent allocation of funds; and reporting to the government about these expenditures. The Minister also is responsible for ensuring anti-discriminatory services; taking measures against corruption and fraud and raising awareness about fraud. The Minister ensures that ministerial policies are communicated and discussed with target and interest groups.<sup>35</sup>

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<sup>32</sup> This has been planned by the Ministry, as confirmed in MTEF 2018-2020 (2017).

<sup>33</sup> This also has been planned by MAFRD (ibid).

<sup>34</sup> Assembly of the Republic of Kosovo, Law No. 05/L-020 on Gender Equality, 2015, at: <http://www.kuvendikosoves.org/common/docs/ligjet/05-L-020%20a.pdf>, Art. 6.

<sup>35</sup> Government of Kosovo, Regulation No. 02/2011 on the Areas of Administrative Responsibility of the Office of the Prime Minister and Ministries, Art. 9, at: [http://www.kryeministri-ks.net/repository/docs/Rregullorja\\_02-2011-e\\_miraturar nga\\_Qeveria-finale.pdf](http://www.kryeministri-ks.net/repository/docs/Rregullorja_02-2011-e_miraturar nga_Qeveria-finale.pdf).

## Wages and Salaries

As Table 6 illustrates, women officials are underrepresented in the Office of the Minister, comprising only 29% of officials, as of May 2017. Consequently, women received only 18% of the expenditures from the wages and salaries economic category.

Year	Salary Level	Total Staff at Each Salary Level	# and % of Men	Amount Spent on Men	# and % of Women	Amount Spent on Women	Total Amount Spent
2015	201-400	5	2 (40%)	€3,465 (42%)	3 (60%)	€4,783 (58%)	€8,248
	401-600	7	7 (100%)	€46,796 (100%)	0 (0%)	€0 (0%)	€46,796
	600+	5	4 (80%)	€75,322 (91%)	1 (20%)	€7,415 (9%)	€82,737
	<b>Total</b>	<b>17</b>	<b>13 (76%)</b>	<b>€125,582 (91%)</b>	<b>4 (24%)</b>	<b>€12,198 (9%)</b>	<b>€137,780</b>
2016	201-400	6	2 (33%)	€3,465 (42%)	4 (67%)	€4,783 (58%)	€8,248
	401-600	8	8 (100%)	€46,796 (100%)	0 (0%)	€0 (0%)	€46,796
	600+	6	5 (83%)	€75,322 (91%)	1 (17%)	€7,415 (9%)	€82,737
	<b>Total</b>	<b>20</b>	<b>15 (75%)</b>	<b>€125,582 (91%)</b>	<b>5 (25%)</b>	<b>€12,198 (9%)</b>	<b>€137,780</b>
2017 (Jan.-May.)	201-400	6	2 (33%)	€1,444 (42%)	4 (67%)	€1,993 (58%)	€3,437
	401-600	9	8 (89%)	€19,498 (75%)	1 (11%)	€6,620 (25%)	€26,119
	600+	6	5 (83%)	€31,384 (91%)	1 (17%)	€3,090 (9%)	€34,474
	<b>Total</b>	<b>21</b>	<b>15 (71%)</b>	<b>€52,326 (82%)</b>	<b>6 (29%)</b>	<b>€11,703 (18%)</b>	<b>€64,029</b>
2018 Projected	<b>Total</b>	<b>20</b>	<b>14 (70%)</b>	<b>€105,711 (70%)</b>	<b>6 (30%)</b>	<b>€45,305 (30%)</b>	<b>€151,015</b>

## Goods and Services

As Table 7 illustrates, women comprised only 8% of total workers that participated in official travels as of March 2017. Consequently, the Minister's Office spent less on women than on men for per diems, accommodation, tickets and other expenditures, namely 13% as of March 2017. Although the amount spent on per diems has increased from 2015 to 2016, the percentage of women receiving per diems has remained similar. This remains true even though the proportion of women employees has increased in the Office of the Minister.

Year	2015	2016	2017 (Jan. - Mar.)
<b>Total # of Staff Who Attended Official Travels</b>	<b>12 (100%)</b>	<b>16 (100%)</b>	<b>12 (100%)</b>
<b># and % of Women</b>	<b>1 (8%)</b>	<b>2 (13%)</b>	<b>1 (8%)</b>
<b># and % of Men</b>	<b>11 (92%)</b>	<b>14 (88%)</b>	<b>11 (92%)</b>
<b>Total Amount Spent on Per Diems</b>	<b>€15,810 (100%)</b>	<b>€17,772 (100%)</b>	<b>€4,525 (100%)</b>
Amount of Per Diems Spent on Women	€2,272 (14%)	€2,550 (14%)	€907 (20%)
Amount of Per Diems Spent on Men	€13,538 (86%)	€15,221 (86%)	€3,618 (80%)
<b>Total Amount Spent on Accommodation</b>	<b>€17,681 (100%)</b>	<b>€14,153 (100%)</b>	<b>€3,226 (100%)</b>
Amount for Accommodation Spent on Women	€2,552 (14%)	€1,366 (10%)	€280 (9%)
Amount for Accommodation Spent on Men	€15,129 (86%)	€12,787 (90%)	€2,946 (91%)
<b>Total Amount Spent on Other Expenses</b>	<b>€6,154 (100%)</b>	<b>€5,227 (100%)</b>	<b>€1,284 (100%)</b>
Amount for Other Expenses Spent on Women	€1,862 (30%)	€1,503 (29%)	€430 (33%)
Amount for Other Expenses Spent on Men	€4,292 (70%)	€3,724 (71%)	€854 (67%)
<b>Total Amount Spent on Tickets</b>		<b>€26,069 (100%)</b>	<b>€3,522 (100%)</b>
Amount for Tickets Spent on Women		€2,969 (11%)	€0 (0%)
Amount for Tickets Spent on Men		€23,100 (89%)	€3,522 (100%)
<b>Total Amount Spent for Official Travels</b>	<b>€39,645 (100%)</b>	<b>€37,152 (100%)</b>	<b>€12,557 (100%)</b>
<b>Total Amount Spent on Women</b>	<b>€6,686 (17%)</b>	<b>€8,388 (13%)</b>	<b>€1,617 (13%)</b>
<b>Total Amount Spent on Men</b>	<b>€32,959 (83%)</b>	<b>€54,832 (87%)</b>	<b>€10,940 (87%)</b>

## Recommended Objectives

1. Increase the percentage of employees that are women from 29% in May 2017 to 30% in 2018, thereby also increasing expenditures on women from 18% to 30%.
2. Increase the percentage of women employees that undertake official travel, from 13% in 2016 to 16% in 2018, thereby also increasing expenditures on per diems and other office travel expenses, spent on women employees from 13% to 16%.

## Recommended Activities

1. Ensure the usage of affirmative measures to hire and promote more, qualified women in this office, as per the Law on Gender Equality.
2. Ensure a gender balance among persons undertaking official travel.

## Office on Institutional Mechanisms on Protection Against Discrimination in Government and Municipalities

The Office on Institutional Mechanisms on Protection Against Discrimination in Government and Municipalities<sup>36</sup> is responsible for supporting the General Secretary and the personnel of the Ministry with human rights issues and for assessing the level of execution of human rights standards within MAFRD. It collaborates with the Ombudsperson Office in Kosovo and supervises the enforcement of the Ombudsperson's recommendations to MAFRD. Applicants for grants and subventions can file complaints with the Ombudsperson Office, which would then require that this Office provide information about the applicant that has allegedly suffered discrimination during the application process. The Ombudsperson provides specific recommendations for the Ministry, regarding each case.<sup>37</sup> MAFRD then should ensure that recommendations for equal opportunities and against gender-based discrimination, provided by the Ombudsperson are enforced.

This Office is responsible for including a human rights perspective in policies, administrative instructions and laws. It should collaborate with civil society, as well as other inter-ministerial working groups in the field of human rights.<sup>38</sup> Additionally, it organizes training for NGOs, including farmers associations, aiming to build capacities and raise awareness about human rights; it organizes focus groups towards creating equal opportunities for women and men in rural areas.<sup>39</sup> The Gender Equality Officer (GEO) sits within this Office.

## Wages and Salaries

As Table 8 illustrates, men officials are underrepresented in this Office, comprising 25% of all officials, as of May 2017. Consequently, men received 31% of expenditures from the wages and salaries economic category.

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<sup>36</sup> The Human Rights Unit has expanded its responsibilities, as stated in the Regulation GRK No. 03/2017 on Institutional Mechanisms on Protection Against Discrimination in Government and Municipalities, and Regulation No. 04/2017 on Criteria, Standards, and Procedures on Public Funding of NGOs, at: [http://kryeministri-ks.net/repository/docs/RREGULLORE\\_ORK\\_-\\_NR\\_03\\_2017\\_P%C3%8BR\\_MEKANIZMAT\\_INSTITUCIONAL\\_P%C3%8BR\\_MBROJTJE\\_N....pdf](http://kryeministri-ks.net/repository/docs/RREGULLORE_ORK_-_NR_03_2017_P%C3%8BR_MEKANIZMAT_INSTITUCIONAL_P%C3%8BR_MBROJTJE_N....pdf), and, <https://gzk.rks-gov.net/ActDetail.aspx?ActID=14831>. Interview with Head of this Office, 28 August 2017.

<sup>37</sup> KWN interview with Head of this Office, 28 August 2017.

<sup>38</sup> Ministry of Agriculture, Forestry and Rural Development Webpage, Human Rights Unit, at: <http://www.mbpzhr-ks.net/sq/njesia-per-te-drejtat-e-njeriut>.

<sup>39</sup> Human Rights Unit, *Analytical Report for Equal Opportunities on Grants and Subventions for 2014, MAFRD Internal Report for the Purpose of Green Report Drafting*. Provided by this Unit upon KWN's request, 30 March 2017.

**Table 8. Employees in the Office on Institutional Mechanisms on Protection against Discrimination in Government and Municipalities by Gender and Salary Level in 2015-2018**

Year	Salary Level	Total Staff at Each Salary Level	# and % of Men	Amount Spent on Men	# and % of Women	Amount Spent on Women	Total Amount Spent
2015	401-600	3	1 (33%)	€6,082 (31%)	2 (67%)	€13,380 (69%)	€19,462
	Total	3	1 (33%)	€6,082 (31%)	2 (67%)	€13,380 (69%)	€19,462
2016	401-600	3	1 (33%)	€6,082 (31%)	2 (67%)	€13,380 (69%)	€19,462
	Total	3	1 (33%)	€6,082 (31%)	2 (67%)	€13,380 (69%)	€19,462
2017 (Jan. – May)	401-600	4	1 (25%)	€2,534 (31%)	3 (75%)	€5,575 (69%)	€8,109
	Total	4	1 (25%)	€2,534 (31%)	3 (75%)	€5,575 (69%)	€8,109
2018 Project ed	Total	4	1 (25%)	€8,596 (31%)	3 (75%)	€19,133 (69%)	€27,729

## Department of Finance and General Services

The Department of Finance and General Services is responsible for information on human resources, administrative support, information technology (IT) services and logistics. This Department hires qualified personnel and prepares MAFRD's budget. It has three divisions: the Human Resources Division, Budget and Finance Division and Division for IT and Logistic Services.<sup>40</sup> This Department administers its own budget, as well as the budgets of the European Integration and Coordination of Policies Department, General Secretary's Office, Internal Audit Division, Public Communication Division and Procurement Division.<sup>41</sup>

Given its responsibilities, the Department can play an important role in encouraging the hiring of more women in MAFRD, towards furthering gender equality in accordance with the Law on Gender Equality (50% representation of each gender). However, the Department has not reported using affirmative actions in hiring to this end, to date. As part of its responsibilities, this Department also can ensure that women and men have equal opportunities and access to resources, such as computers, IT equipment and transport.

## Wages and Salaries

As Table 9 illustrates, women officials are underrepresented in the Department of Finance and General Services, comprising 45% of all officials, as of May 2017. Consequently, women received less than men did from the wages and salaries economic category.

**Table 9. Department of Finance and General Services Employees by Gender and Salary Level, 2015-2018**

Year	Salary Level	Total Staff at Each Salary Level	# and % of Men	Amount Spent on Men	# and % of Women	Amount Spent on Women	Total Amount Spent
2015	201-400	2	2 (100%)	€18,080 (100%)	0 (0%)	€0 (0%)	€18,080
	401-600	22	11 (50%)	€65,673 (41%)	11 (50%)	€92,710 (59%)	€158,383
	600+	9	7 (78%)	€87,615 (85%)	2 (22%)	€15,684 (15%)	€103,300
	Total	33	20 (61%)	€171,367 (61%)	13 (39%)	€108,395 (39%)	€279,762
2016	201-400	6	5 (83%)	€18,080 (67%)	1 (17%)	€9,085 (33%)	€27,165
	401-600	27	12 (44%)	€65,673 (41%)	15 (56%)	€92,710 (59%)	€158,383

<sup>40</sup> Regulation No.37/2013 on Internal Organisation and Systematization of Jobs in the Ministry of Agriculture, Forestry and Rural Development, Art. 40, at: [http://www.kryeministri-ks.net/repository/docs/Rregullore\\_per\\_organizimin\\_e\\_brendshem\\_dhe\\_sistematizimin\\_e\\_vendeve\\_te\\_....pdf](http://www.kryeministri-ks.net/repository/docs/Rregullore_per_organizimin_e_brendshem_dhe_sistematizimin_e_vendeve_te_....pdf).

<sup>41</sup> KWN meeting with the Department of Finance and General Services, 6 July 2017.

	600+	9	7 (78%)	€87,615 (85%)	29 (22%)	€15,684 (15%)	€103,300
	<b>Total</b>	<b>42</b>	<b>24 (57%)</b>	<b>€171,367 (59%)</b>	<b>18 (43%)</b>	<b>€117,480 (41%)</b>	<b>€288,847</b>
<b>2017 (Jan. – May)</b>	201-400	2	2 (100%)	€7,533 (100%)	0 (0%)	€0 (0%)	€7,533
	401-600	27	12 (44%)	€27,364 (41%)	15 (56%)	€38,629 (59%)	€65,993
	600+	9	7 (78%)	€36,506 (85%)	2 (22%)	€6,535 (15%)	€43,042
	<b>Total</b>	<b>38</b>	<b>21 (55%)</b>	<b>€71,403 (61%)</b>	<b>17 (45%)</b>	<b>€45,164 (39%)</b>	<b>€116,567</b>
<b>2018 Proje cted</b>	<b>Total</b>	<b>43</b>	<b>21 (49%)</b>	<b>€166,128 (49%)</b>	<b>22 (51%)</b>	<b>€174,038 (51%)</b>	<b>€340,166</b>

## Goods and Services

Women comprised 42% of persons traveling on behalf of this Department in 2015, 33% in 2016, and 33% as of March 2017 (Table 10.) Therefore, women benefitted less from per diems and other expenditures. For instance, women received 0% of expenditures on accommodation in 2016, even though the amount spent on accommodation increased between 2015 in 2016.

Table 10. Finance and General Services Department Staff Participation and Per Diems, Accommodation, Tickets and Other Expenses for Official Travels by Gender, 2015 - 2017			
Year	2015	2016	2017 (Jan. - Mar.)
Total # of Staff Who Attended Official Travels	12 (100%)	3 (100%)	3 (100%)
# and % of Women	5 (42%)	1 (33%)	1 (33%)
# and % of Men	7 (58%)	2 (67%)	2 (67%)
Total Amount Spent on Per Diems	€6,205 (100%)	€3,315 (100%)	€1,155 (100%)
Amount of Per Diems Spent on Women	€2,118 (34%)	€953 (29%)	€249 (22%)
Amount of Per Diems Spent on Men	€4,087 (66%)	€2,362 (71%)	€906 (78%)
Total Amount Spent on Accommodation	€2,700 (100%)	€3,539 (100%)	€1,550 (100%)
Amount for Accommodation Spent on Women	€300 (11%)	€0 (0%)	€198 (13%)
Amount for Accommodation Spent on Men	€2,400 (89%)	€3,539 (100%)	€1,352 (87%)
Total Amount Spent on Other Expenses	€3,724 (100%)	€573 (100%)	€773 (100%)
Amount for Other Expenses Spent on Women	€412 (11%)	€0 (0%)	€53 (7%)
Amount for Other Expenses Spent on Men	€3,311 (89%)	€573 (100%)	€720 (93%)
Total Amount Spent on Tickets		€795 (100%)	€177 (100%)
Amount for Tickets Spent on Women		€0 (0%)	€0 (0%)
Amount for Tickets Spent on Men		€795 (100%)	€177 (100%)
Total Amount Spent for Official Travels	€12,692 (100%)	€8,222 (100%)	€3,655 (100%)
Total Amount Spent on Women	€2,830 (22%)	€953 (12%)	€500 (14%)
Total Amount Spent on Men	€9,798 (78%)	€7,269 (88%)	€3,155 (86%)

## Procurement Division

The Procurement Division is responsible for preparing, coordinating and implementing the annual public procurement plan, as well as developing procurement rules and procedures as per the Law on Public Procurement of the Republic of Kosovo.<sup>42</sup> This Division's budget is within the Finance and General Services Department's budget.<sup>43</sup> The Division did not provide data on its budget and expenditures, despite requests.

In Kosovo, steps have been taken to encourage consideration of social issues in procurement procedures and operations. No. 05/L-068 Law, On Amending Law No. 04/L-042 On Public Procurement of the Republic of Kosovo, Changed and Supplemented by Law No. 04/L-237 now states:

<sup>42</sup> Regulation No. 37/2013 on Internal Organisation and Systematization of Jobs in the Ministry of Agriculture, Forestry and Rural Development, Art. 46.

<sup>43</sup> KWN correspondence with the Head of the Division of Finance, 24 March 2017.

“Contracting authorities may decide, inter alia, specific contract conditions which allow social objectives to be considered”.<sup>44</sup> Among these objectives is the “Obligation to implement, during the execution of the contract, measures that are designed to promote gender equality or diversity on other grounds”.<sup>45</sup> Therefore, as a contracting authority, MAFRD now can take affirmative actions towards encouraging businesses that are women-owned and/or with more women workers, to apply, for example. As KWN did not receive information from this Division, the extent to which MAFRD has used such provisions in procurement processes to date is unknown.

The Procurement Division is responsible for some capital investment projects,<sup>46</sup> which in accordance with GRB best practices should involve consultations with diverse women and men for prioritization, design, implementation, monitoring and evaluation. It is unclear whether this Division has involved women and men in such investment projects.

## Wages and Salaries

As Table 11 illustrates, women are underrepresented in this Division, and do not receive funds from the wages and salaries economic category. This Division will open one new position in 2018. It can use an affirmative action in hiring the underrepresented gender. This will contribute to balancing expenditures on wages and salaries for women and men, in accordance with the Law on Gender Equality.

Salary Level	Total Staff at Each Salary Level	# and % of Men	Amount Spent on Men	# and % of Women	Amount Spent on Women	Total Amount Spent
201-400	1					
401-600	2	1 (50%)	€6,240 (54%)	1 (50%)	€5,340 (46%)	€11,580
<b>Total 2015</b>	<b>3</b>					
201-400	1					
401-600	2	1 (50%)	€6,240 (54%)	1 (50%)	€5,340 (46%)	€11,580
<b>Total 2016</b>	<b>3</b>					
401-600	1	1 (100%)	€6,240 (54%)	0 (0%)	0 (0%)	€6,240
<b>Total 2017 (Jan. –Mar.)</b>	<b>1</b>	<b>1 (100%)</b>	<b>€6,240 (54%)</b>	<b>0 (0%)</b>	<b>0 (0%)</b>	<b>€6,240</b>
401-600	2	1 (50%)	€6,240 (50%)	1 (50%)	€6,240 (50%)	€12,480
<b>Planned 2018<sup>48</sup></b>	<b>2</b>	<b>1 (50%)</b>	<b>€6,240 (50%)</b>	<b>1 (50%)</b>	<b>€6,240 (50%)</b>	<b>€12,480</b>

## European Integration and Coordination of Policies Department

The European Integration and Coordination of Policies Department coordinates activities related to EU accession, including harmonisation of the *acquis communautaire* with MAFRD legislation, and monitoring and reporting on the implementation of European Commission recommendations. It also arranges MAFRD activities financially supported by Instrument of Pre-Accession (IPA) funding and other EU funds. Annually, Kosovo receives €50 million through the Instrument for Pre-Accession Assistance in Rural Development (IPARD), of which €23 million go to rural development and €25 million to direct payments.<sup>49</sup>

<sup>44</sup> Republic of Kosovo, Law No. 05/L-068, On Amending Law No. 04/L-042 On Public Procurement of the Republic of Kosovo, Changed and Supplemented by Law No. 04/L-237, at: <http://www.kuvendikosoves.org/common/docs/ligjet/05-L-068%20sh.pdf>.

<sup>45</sup> Ibid, Art. 17.

<sup>46</sup> See Annex 2, Table 1 for a list of capital investment contracts overseen by the Procurement Division.

<sup>47</sup> Data provided by the Procurement Division, 16 March 2017. Notably information missing from the table was not provided to KWN, despite requests.

<sup>48</sup> Forecast based on KWN conversation with Head of Division.

<sup>49</sup> Ibid.

This Department consists of the Division for European Integration and the Division for Coordination of Policies.<sup>50</sup> The Department's budget is included within the Central Administration's budget. This Department has four employees, all of which are women.<sup>51</sup> Despite requests, KWN did not receive gender-disaggregated data for expenses on wages and salaries from this Department. Expenditures and budgeted amounts in economic categories were not provided either.

The Department should include a gender perspective in its work, as encouraged by EU Directives and the new European Commission Staff Working Document, *Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016-2020*, known as the EU Gender Action Plan (GAP) II.<sup>52</sup> For instance, an activity that can be implemented towards achieving an objective of the EU GAP 2016-2020, "Access to decent work for women of all ages," is "Support gender sensitive legislative and public finance reforms, which account for the role of women in the care economy, unpaid labour, unequal gender distribution of family responsibilities, overrepresentation in the informal economy, women in agriculture, and the gender pay gap." In accordance with the EU GAP, MAFRD also should involve the GEO and women's organizations in planning IPA programming.

To date, the GEO has not participated in the commission that drafts policies related to EU Accession.<sup>53</sup> Moreover, some MAFRD Strategies, like the *Policy and Strategy Paper on Forestry Sector Development 2010-2020* and the *Land Consolidation Strategy 2010-2020*, lack gender sensitive language and gender disaggregated objectives and activities. As per the Law on Gender Equality, every policy, strategy and document within public institutions should include a gender perspective.

## Recommended Objectives

1. Increase the percentage of women employees in the Department of Finance and General Services, from 45% in 2017, to 51% in 2018, thereby increasing the percentage of expenditures received by women from 39% to 51%. More specifically, this includes increasing the percentage of workers who are women in the Procurement Division, from 0% in 2017 to 50% in 2018.
2. Increase the percentage of women that undertake official travel in the Department of Finance and General Services, from 33% in 2016 to 37% in 2018, thereby also increasing expenditures related to official travel received by women from 12% to 15%.
3. Improve use of affirmative actions in procurement, such as by encouraging bidders and contracted companies to employ a balance of diverse women and men for implementing public investment projects, as per the amended Law on Public Procurement.
4. Ensure that all concept and policy documents, including the new, updated *Policy and Strategy Paper on Forestry Sector Development 2010-2020* and *Land Consolidation Strategy 2010-2020* are gender mainstreamed.
5. Ensure that a gender perspective is included within IPA Sector Planning Documents (SPDs) and Action Documents, in accordance with the EU GAP II and the Law on Gender Equality.
6. Increase consultations with the GEO and women-led organizations, in accordance with the Law on Gender Equality and EU GAP II, respectively, in designing and implementing IPA programs and actions, as well as drafting policies.

## Recommended Activities

1. Use affirmative measures in hiring the underrepresented gender when new job openings exist in the Finance and General Services Department and Procurement Division, in accordance with the Law on Gender Equality.

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<sup>50</sup> Regulation No. 37/2013 on Internal Organisation and Systematization of Jobs in the Ministry of Agriculture, Forestry and Rural Development, Art. 34.

<sup>51</sup> Meeting with the Head of the Department, 21 February 2017.

<sup>52</sup> At: [https://ec.europa.eu/europeaid/sites/devco/files/staff-working-document-gender-2016-2020-20150922\\_en.pdf](https://ec.europa.eu/europeaid/sites/devco/files/staff-working-document-gender-2016-2020-20150922_en.pdf).

<sup>53</sup> Meeting with the Head of the Department, 21 February 2017.



2. Ensure a gender balance regarding the participation of women and men in the Department's official travels, thereby ensuring more equal expenditures on women and men.
3. Use affirmative measures in procurement documents and contracts to encourage businesses to employ a balance of women and men employees at all levels for work related to government-funded contracts.
4. Ensure the implementation of Regulation No. 04/2017 on Criteria, Standards, and Procedures on Public Funding of NGOs, and ensure participation of at least one official from the Office on Institutional Mechanisms on Protection against Discrimination in Government and Municipalities in commissions formed to work on the scope of agricultural funding to NGOs, among other legal working groups.
5. Ensure that the GEO is a member of the commission drafting policy documents related to EU Accession and of working groups drafting new policies and strategies, as per the Law on Gender Equality. Also, undertake gender analysis to inform policies and ensure that objectives, activities and indicators are gender mainstreamed.
6. Ensure that gender analysis informs all concepts and policy documents and that all policies are gender mainstreamed, as per the Law on Gender Equality.
7. Ensure that a gender perspective is incorporated in all IPA SPDs and Action Documents through cooperation with the Ministry of European Integration, GEO, EU Office in Kosovo, local experts (e.g., KWN) and women's organizations, as foreseen by the EU GAP II.

## **Legal Department**

The Legal Department is responsible for drafting legislative and strategic acts in sectors relevant to MAFRD. It ensures harmonisation between the Ministry's legislation, applicable laws in Kosovo, and EU legislation. As required, the Legal Department offers recommendations, opinions, interpretations and legal advice related to the Ministry's activities. It collaborates with the Ministry of Justice – State Advocacy for juridical representation of judicial disputes in the scope of agriculture. This Department consists of two divisions: the Division for Drafting and Harmonisation of the Legislation and the Division for Supervision of Implementation of Legislation of Legal Support and Inter-Institutional Cooperation in the Field of Legislation.<sup>54</sup>

Currently, the Department has finished working with 26 laws and 270 sublegal acts. As per the Law on Gender Equality, gender analysis should be conducted and used to inform gender mainstreaming in all policy-making processes, including sub-legal acts. The GEO can play an important role in facilitating this. However, to date the GEO has participated only in some working groups drafting these documents. In the future, as stated by the Law on Gender Equality, the GEO should participate in all working groups and policy processes. The Department has committed to incorporating comments from the GEO and Office on Institutional Mechanisms on Protection against Discrimination in Government and Municipalities in policies, as well as to inviting them to participate in working groups preparing such sub-legal acts for grants, subventions and other policies.<sup>55</sup> Additionally, historically few women's associations and organizations involved in agriculture, forestry and rural development reported being consulted in planning MAFRD's programs.<sup>56</sup> They too could provide crucial input regarding the potentially different needs and interests of women related to MAFRD's policies and programs.

## **Wages and Salaries**

This Department has in four employees, including one (25%) woman. In accordance with the Law on Gender Equality, this Department should use affirmative measures when new positions open to hire more women, as the underrepresented gender.<sup>57</sup>

<sup>54</sup> Regulation No. 37/2013 on Internal Organisation and Systematization of Jobs in the Ministry of Agriculture, Forestry and Rural Development, Art. 37.

<sup>55</sup> KWN discussion with Head and representative of the Department, 27 February 2017.

<sup>56</sup> KWN interviews with its member organizations working in this sector by phone, 2017.

<sup>57</sup> Assembly of the Republic of Kosovo, Law No. 05/L-20 On Gender Equality, Art. 5.

**Table 12. Employees in Legal Department by Gender and Salary Level in 2015-2018**

Year	Salary Level	Total Staff at Each Salary Level	# and % of Men	Amount Spent on Men	# and % of Women	Amount Spent on Women	Total Amount Spent
2015	401-600	1	0 (0%)	€0 (0%)	1 (100%)	€7,148 (100%)	€7,148
	600+	2	2 (100%)	€15,049 (100%)	0 (0%)	€0 (0%)	€15,049
	<b>Total</b>	<b>3</b>	<b>2 (67%)</b>	<b>€15,049 (68%)</b>	<b>1 (33%)</b>	<b>€7,148 (32%)</b>	<b>€22,197</b>
2016	401-600	1	0 (0%)	€0 (0%)	1 (100%)	€7,148 (100%)	€7,148
	600+	2	2 (100%)	€15,049 (100%)	0 (0%)	€0 (0%)	€15,049
	<b>Total</b>	<b>3</b>	<b>2 (67%)</b>	<b>€15,049 (68%)</b>	<b>1 (33%)</b>	<b>€7,148 (32%)</b>	<b>€22,197</b>
2017 (Jan. – May)	401-600	2	1 (50%)	€2,475 (45%)	1 (50%)	€2,978 (55%)	€5,454
	600+	2	2 (100%)	€6,271 (100%)	0 (0%)	€0 (0%)	€6,271
	<b>Total</b>	<b>4</b>	<b>3 (75%)</b>	<b>€8,746 (75%)</b>	<b>1 (25%)</b>	<b>€2,978 (25%)</b>	<b>€11,724</b>
2018 Projected	<b>Total</b>	<b>5</b>	<b>3 (60%)</b>	<b>€21,176 (60%)</b>	<b>2 (40%)</b>	<b>€14,117 (40%)</b>	<b>€35,293</b>

## Goods and Services

As illustrated in Table 13, no women employees from this Department have undertaken official travels between 2015 and 2017. Hence, women have not benefited from expenditures related to per diems, accommodation, tickets and other expenses during these years. However, an official stated that one woman did undertake official travel.<sup>58</sup>

**Table 13. Legal Department Staff Participation, Per Diems, Accommodation, Tickets and Other Expenses for Official Travels by Gender in 2015 - 2017**

Year	2015	2016	2017 (Jan. - Mar.)
<b>Total # of Staff Who Attended Official Travels</b>	<b>2 (100%)</b>	<b>2 (100%)</b>	<b>1 (100%)</b>
<b># and % of Women</b>	<b>0 (0%)</b>	<b>0 (0%)</b>	<b>0 (0%)</b>
<b># and % of Men</b>	<b>2 (100%)</b>	<b>2 (100%)</b>	<b>1 (100%)</b>
<b>Total Amount Spent on Per Diems</b>	<b>€1,291 (100%)</b>	<b>€406 (100%)</b>	<b>€249 (100%)</b>
Amount of Per Diems Spent on Women	€0 (0%)	€0 (0%)	€0 (0%)
Amount of Per Diems Spent on Men	€1,291 (100%)	€406 (100%)	€249 (100%)
<b>Total Amount Spent on Accommodation</b>	<b>€300 (100%)</b>		<b>€198 (100%)</b>
Amount for Accommodation Spent on Women	€0 (0%)		€0 (0%)
Amount for Accommodation Spent on Men	€300 (100%)		€198 (100%)
<b>Total Amount Spent on Other Expenses</b>	<b>€230 (100%)</b>	<b>€43 (100%)</b>	<b>€28 (100%)</b>
Amount for Other Expenses Spent on Women	€0 (0%)	€0 (0%)	€0 (0%)
Amount for Other Expenses Spent on Men	€230 (100%)	€43 (100%)	€28 (100%)
<b>Total Amount Spent on Tickets</b>		<b>€345 (100%)</b>	
Amount for Tickets Spent on Women		€0 (0%)	
Amount for Tickets Spent on Men		€345 (100%)	
<b>Total Amount Spent for Official Travels</b>	<b>€1,821 (100%)</b>	<b>€794 (100%)</b>	<b>€475 (100%)</b>
<b>Total Amount Spent on Women</b>	<b>€0 (0%)</b>	<b>€0 (0%)</b>	<b>€0 (0%)</b>
<b>Total Amount Spent on Men</b>	<b>€1,821 (100%)</b>	<b>€794 (0%)</b>	<b>€475 (100%)</b>

## Programmes and Activities

As Table 14 illustrates, women have participated less than men in trainings and workshops (29% in 2015 and 2016). No women participated in any training or workshops between January and April 2017.

<sup>58</sup> KWN correspondence with Department official, August 2017.

**Table 14. Legal Department Staff Participating in Trainings and Workshops Organized by OSCE, GIZ, IKAP, USAID and Prime Minister's Office by Gender in 2015-2017 (April)**

Year	Organizers	# of Trainings / Workshops	# and % Attended by Women	# and % Attended by Men
2015	Kosovo Institute for Public Administration (KIPA) - Legislation Interpretation	2	1 (50%)	1 (50%)
	TAIEX - Transposition and implementation of sub-laws for EU agriculture	2	1 (50%)	1 (50%)
	GIZ - Prevent Land Pollution for Secure Food	1	0 (0%)	1 (100%)
	GIZ - Compilation of Compliance Tables, Draft Law on Geographic Indicators and Origin Denominations	1	0 (0%)	1 (100%)
	GIZ - Measures 303 Project, Local Development Strategy of Local Action Groups (LAG)	1	0 (0%)	1 (100%)
<b>Total 2015</b>		<b>7</b>	<b>2 (29%)</b>	<b>5 (71%)</b>
2016	OSCE - Pilot project for the Ex-post 2015 assessment	1	1 (100%)	0 (0%)
	KIPA - Drafting legislation in the Republic of Kosovo	2	1 (50%)	1 (50%)
	GIZ - Implementation of the Stabilization and Association Agreement between the Republic of Kosovo and the EU	2	1 (50%)	1 (50%)
	GIZ - Common Agricultural Policy (CAP) and Stabilization and Association Agreement (SAA) in the Pre-Accession Phase	2	1 (50%)	1 (50%)
	Office for Good Governance, Human Rights, Equal Opportunities and Gender Issues within the Office of Prime Minister of the Republic of Kosovo - Regulation on Minimum Standards for Public Consultation Process	1	0 (0%)	1 (100%)
	Drafting sub-laws that derive from the implementation of Law No. 04/L-085 on Organic Farming	1	0 (0%)	1 (100%)
	Participation in National Conference on Intellectual Property organized by Ministry of Trade and Industry (MTI) and MRK&S	1	0 (0%)	1 (100%)
	KosAgri Project - Drafting of sub legal acts deriving from the implementation of Law No. 04/L-085 on Plant Protection	1	0 (0%)	1 (100%)
	TAIEX - Workshop on Sharr cheese production	1	0 (0%)	1 (100%)
	MTI from EU SAA Project - Assistance on SAA Implementation	1	0 (0%)	1 (100%)
	French Embassy in Kosovo - BiodivBalkan Project - Meeting of Geographic Indicators Practitioners in Western Balkan Countries	1	0 (0%)	1 (100%)
<b>Total 2016</b>		<b>14</b>	<b>4 (29%)</b>	<b>10 (71%)</b>
2017 (Jan. - Apr.)	MTI - EU Project - Kosovo SAA - Service Directive 123/2006 Second Phase	1	0 (0%)	1 (100%)
	Ministry of Economic Development, National Agency for Personal Data Protection, IPKO, University of Business and Technology - International Conference on Cyber Security and Privacy	1	0 (0%)	1 (100%)
	Project KOSAGRI - Drafting Administrative Instruction (MAFRD) - No. XX/2017 on potato disease Epitrix papa sp.	1	0 (0%)	1 (100%)
	TAIEX Workshop at MTI, for geographic indicators and origin denominations	1	0 (0%)	1 (100%)
	TAIEX - MAFRD workshop on the procedures and criteria set in EU Regulation No. 1308/2013/PO and EU Regulation No. 1305/2013/PG for producers and manufacturing organizations	1	0 (0%)	1 (100%)
<b>Total 2017</b>		<b>5</b>	<b>0 (0%)</b>	<b>5 (100%)</b>

In public consultations on draft laws, regulations and administrative instructions that relate to agriculture, drafted by different ministries, women comprised only 19% of participants in 2016 and 17% in 2017 (Table 15). Women's participation in such public consultations has decreased each year.

Table 15. Legal Department Staff Participating in Public Consultations Regarding Draft Laws by Gender in 2015-2017 <sup>59</sup>			
Year	# of Public Consultations	# and % of Public Consultations Attended by Women	# and % of Public Consultations Attended by Men
2015	20	5 (25%)	15 (75%)
2016	31	6 (19%)	25 (81%)
2017	6	1 (17%)	5 (83%)

## Recommended Objectives

1. Increase the percentage of Department employees who are women from 25% in 2017 to 40% in 2018, thereby increasing the percentage of expenditures received by women from 25% to 40%.
2. Increase the percentage of employees undertaking official travel that are women from 0% in 2016 to 5% in 2018.
3. Increase annually expenditures on women for per diems, accommodation, tickets and other expenses related to official travel from 0% in 2016 to 5% in 2018.
4. Increase the percentage of employees attending trainings and workshops that are women from 29% in 2016 to 33% in 2018, towards more equal expenditures on developing the capacities of both women and men in the Department.
5. Increase the percentage of public consultation participants who are women from 17% in 2017 to at least 40% in future years.
6. Improve gender mainstreaming in drafting all primary and secondary legislation proposed by the Ministry, in accordance with the Law on Gender Equality.

## Recommended Activities

1. Use affirmative measures to hire more, qualified women as the underrepresented gender in the Department when new positions open.
2. Ensure a gender balance among employees undertaking official travel.
3. Ensure a gender balance among employees participating in training and workshops.
4. Ensure a gender balance in public consultations on draft laws.
5. Conduct gender analyses in order to inform an improved gender perspective in all laws, administrative instructions, strategies, regulations, actions plans and policy documents, in accordance with the Law on Gender Equality. Involve the GEO and consult with gender experts in reviewing draft legislation; also, ensure the GEO's participation in working groups. This would not involve any additional cost for the Department, as this is a responsibility of the GEO and existing employees, as per the Law on Gender Equality.

## Forestry Department

The Forestry Department is responsible for writing and implementing forestry policies, strategies and legislation. A representative of the Office on Institutional Mechanisms on Protection Against Discrimination in Government and Municipalities did comment on the Forestry Law drafted by this Department, providing a gender perspective.<sup>60</sup> However, his comments do not seem to have been accepted within the final version of the Law, as it does not contain a gender perspective. While this

<sup>59</sup> Correspondence with Department official, 1 March 2017.

<sup>60</sup> KWN meeting with the Head of the Department, 6 March 2017.

Department drafts forestry-related legislation, the Kosovo Forestry Agency implements them. In 2017, the Department plans to finalize the Sector Policy Framework and a project on national inventory of non-wood forest products (NWFP).<sup>61</sup> In 2018, it plans on reviewing forestry policies to redraft the new Strategy on Forestry 2020-2030 and start a new project to establish a national inventory of wildlife. Both policies should be informed by gender analysis and incorporate a gender perspective.

The Department has several other responsibilities, including collaborating with stakeholders in this field. It inventories wildlife and forests, as well as maintains forestry statistics. It reviews applications for licenses to conduct activities in forests and organizes trainings regarding the economic and sustainable management of forests. This Department inspects if laws, as well as management plans for forestry, hunting, eco-tourism and other natural resources are implemented. It inspects deforestation, bare forest lands, erosive areas and logging. It also collects data on the conditions of forests, wildlife and eco-tourism. The Department consists of three divisions: the Division for Forestry Policies, Education and Research; the Division for Management of Protected Zones and Hunting; and the Division for Management of Forests, Inventorying and Forestry Infrastructure.<sup>62</sup>

The Department has collaborated with the FAO office in Kosovo on different projects, including researching gender issues in forestry in Kosovo, published in 2017.<sup>63</sup> Following interviews with government representatives, NGOs and the business sector, this report concluded that there are several legal and policy provisions for gender mainstreaming in Kosovo, but administrative instructions to ensure compliance among various ministries and institutions are lacking. Although the Law on Property and Other Real Rights provides equal rights to women and men, women still own only 16.7% of immovable property, consequently limiting their participation in management of private forests.<sup>64</sup> The report also found that national officials and local NGOs lack information about women's participation in the forestry sector; women's rights organizations are not involved in the policy-making process at central or local levels; and gender-disaggregated data are not collected or maintained related to private forest ownership.<sup>65</sup> A household survey conducted in villages in Podujeva, Gjilan and Dragash municipalities provided several insights into gender differences related to forestry. First, while men are more engaged in collecting firewood, women and children tend to collect NWFP. Approximately 66% of private owners of forests are old and many have died. Most respondents said that they own a private forest, but that it is not registered in the name of the household. Further, while 12% of men respondents replied that they have a private forest in their name, no women did. Only one woman had her own, registered business for collecting NWFP, and it served as a collection point for surrounding villages. The report suggested that this did not necessarily mean that women did not work collecting NWFP, but rather that this work was not formally registered and acknowledged. This could place women in a precarious situation with regard to workers' rights, as well as access to other state programs, such as compensatory pensions that would benefit women later in life.

Regarding forest management, approximately 65% of respondents consulted with family members, while less than 5% consulted with forest experts and institutions. Respondents were not members of and lacked information about the Association of Private Forest Owners in Kosovo. Men tended to take decisions regarding money earned from firewood and NWFP trade. Most women respondents said that men family members should participate in forest-related meetings, while only 6% of women said that they would participate. This suggests a significant challenge to women's participation in decision-making related to forest policy and management.

Most respondents were interested in developing their work with NWFP: 71% were interested in forest fruits collection, whereas 58% were interested in honey production and beekeeping. One

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<sup>61</sup> Funded by GIZ. KWN meeting with the Head of the Department, 6 March 2017.

<sup>62</sup> Regulation No. 37/2013 on Internal Organisation and Systematization of Jobs in the Ministry of Agriculture, Forestry and Rural Development, Art. 18.

<sup>63</sup> FAO, *Gender, Rural Livelihoods and Forestry: Assessment of Gender Issues in Kosovo's Forestry*, Pristina: 2017.

<sup>64</sup> KWN correspondence with Cadastral Agency of Kosovo, September 2017.

<sup>65</sup> FAO, 2017, pp. 13-14.

challenge respondents noted was that their products are bought at low prices by a middleperson. Women face added challenges related to limited mobility, according to the FAO report, including responsibilities to care for small children and a lack of access to transportation. KWN's prior research and experience working with women also has suggested that a lack of access to transportation, cultural stereotypes regarding men's traditional gender role in bringing products to market, and care responsibilities at home may be obstacles to women's employment.<sup>66</sup> Women have fewer opportunities to access government loans, the report also concluded. Further, they lack information regarding government services and/or microcredit opportunities. Two of the main barriers limiting women's participation in forestry activities were family obligations (48%) and insufficient information regarding which forest products they can collect and sell (21%). Since 81% of respondents sell NWFP, increasing capacities in sustainable NWFP collection, processing and trade can impact poverty reduction and food security, the report concluded.<sup>67</sup>

## Wages and Salaries

As of May 2017, six people worked in the Forestry Department, 33% of which were women (see Table 16). Hence, women received less of the wages and salaries economic category (27%) than men did. A position opened in 2017, and a woman was hired.<sup>68</sup> Another worker will retire in 2017, and the Department may hire a woman to fill this position, as the underrepresented gender, in accordance with the Law on Gender Equality.<sup>69</sup>

Year	Salary Level	Total Staff at Each Salary Level	# and % of Men	Amount Spent on Men	# and % of Women	Amount Spent on Women	Total Amount Spent
2015	401-600	3	1 (33%)	€7,053 (38%)	2 (67%)	€11,344 (62%)	€18,397
	600+	3	3 (100%)	€23,318 (100%)	0 (0%)	€0 (0%)	€23,318
	<b>Total</b>	<b>6</b>	<b>4 (67%)</b>	<b>€30,371 (73%)</b>	<b>2 (33%)</b>	<b>€11,344 (27%)</b>	<b>€41,715</b>
2016	401-600	3	1 (33%)	€7,053 (38%)	2 (67%)	€11,344 (62%)	€18,397
	600+	3	3 (100%)	€23,318 (100%)	0 (0%)	€0 (0%)	€23,318
	<b>Total</b>	<b>6</b>	<b>4 (67%)</b>	<b>€30,371 (73%)</b>	<b>2 (33%)</b>	<b>€11,344 (27%)</b>	<b>€41,715</b>
2017 (Jan. – May)	401-600	3	1 (33%)	€2,939 (38%)	2 (67%)	€4,727 (62%)	€7,665
	600+	3	3 (100%)	€9,716 (100%)	0 (0%)	€0 (0%)	€9,716
	<b>Total</b>	<b>6</b>	<b>4 (67%)</b>	<b>€12,655 (73%)</b>	<b>2 (33%)</b>	<b>€4,727 (27%)</b>	<b>€17,381</b>
2018 Project ed	<b>Total</b>	<b>7</b>	<b>4 (57%)</b>	<b>€26,560 (57%)</b>	<b>3 (43%)</b>	<b>€20,037 (43%)</b>	<b>€46,597</b>

## Goods and Services

The Department uses the Goods and Services economic category to purchase office equipment and to pay salaries of persons with service contracts. In March 2017, only one woman had a project-based contract.<sup>70</sup> However, from the overall budgeted amount of €52,000, women received 43% of this economic category in 2016<sup>71</sup>

<sup>66</sup> KWN, *Who Cares? Demand, Supply, and Options for Expanding Childcare Availability in Kosovo*, Pristina: KWN, 2016, at: <http://www.womensnetwork.org/documents/20161103153827186.pdf>.

<sup>67</sup> FAO, 2017, pp. 14-17.

<sup>68</sup> Meeting with the Head of the Department, 6 March 2017.

<sup>69</sup> Ibid.

<sup>70</sup> KWN meeting with the Head of the Department, 6 March 2017.

<sup>71</sup> Data estimated by the Head of the Forestry Department, 21 April 2017.

As Table 17 illustrates, women have attended fewer official travels on behalf of the Department than have men. Therefore, they have received less in per diems, accommodation, tickets and other expenditures. Further, these expenses have decreased for women between 2015 and 2017.

Table 17. Forestry Department Staff Participation and Per Diems for Official Travels, Accommodation, Tickets and Other Expenses by Gender in 2015 - 2017			
Year	2015	2016	2017 (Jan. - Mar.)
Total # of Staff Who Attended Official Travels	4 (100%)	5 (100%)	1 (100%)
# and % of Women	1 (25%)	1 (20%)	0 (0%)
# and % of Men	3 (75%)	4 (80%)	1 (100%)
Total Amount Spent on Per Diems	€3,860 (100%)	€3,033 (100%)	€249 (100%)
Amount of Per Diems Spent on Women	€913 (24%)	€125 (4%)	€0 (0%)
Amount of Per Diems Spent on Men	€2,946 (76%)	€2,908 (96%)	249 (100%)
Total Amount Spent on Accommodation	€855 (100%)	€214 (100%)	€198 (100%)
Amount for Accommodation Spent on Women	€399 (47%)	€0 (0%)	€0 (0%)
Amount for Accommodation Spent on Men	€456 (53%)	€214 (100%)	€198 (100%)
Total Amount Spent on Other Expenses	€307 (100%)	€226 (100%)	
Amount for Other Expenses Spent on Women	€37 (12%)	€68 (30%)	
Amount for Other Expenses Spent on Men	€270 (88%)	€158 (70%)	
Total Amount Spent on Tickets		€825 (100%)	
Amount for Tickets Spent on Women		€0 (0%)	
Amount for Tickets Spent on Men		€825 (100%)	
Total Amount Spent for Official Travels	€5,022 (100%)	€4,298 (100%)	€447 (100%)
Total Amount Spent on Women	€1,349 (27%)	€193 (4%)	€0 (0%)
Total Amount Spent on Men	€3,672 (73%)	€4,105 (96%)	€447 (100%)

## Programmes and Activities

All public institutions are obliged to ensure equal gender representation at all levels of decision-making, including in working groups. However, since 2011, women comprised 27% of all working group members, and led only 27% of working groups (see Table 18).

Table 18. Working Groups Drafting Legislation Regarding Forestry by Position and Gender in 2011-2017 <sup>72</sup>								
Year	Working Groups	Total # of Participants	# and % of Participants		# and % of Heads of Working Groups		# and % of Vice Heads	
			# and % of Women	# and % of Men	# and % of Women	# and % of Men	# and % of Women	# and % of Men
2011	Commission on Decision to Approve or Reject the Establishment and Management of Joint Places to Hunt	3	0 (0%)	3 (100%)	n/a	n/a	n/a	n/a
2012	Monitoring Project "Construction of Forest Road in Keçekollë Village Municipality of Prishtina"	3	0 (0%)	2 (67%)	0 (0%)	1 (33%)	n/a	n/a
2013	On Establishing Commission Members for Organizing Joint Annual Review Regarding Forestry	5	1 (20%)	3 (60%)	0 (0%)	1 (20%)	n/a	n/a
2014	Drafting First Forestry Bill, in Accordance with Kosovo – EU, and EU – Kosovo Compliance Tables	13	1 (8%)	10 (77%)	0 (0%)	1 (8%)	0 (0%)	1 (8%)
	Drafting First Draft of Bill on Amending and Supplementing Law No. 02/L-53 on Hunting, in	10	1 (10%)	7 (70%)	0 (0%)	1 (10%)	0 (0%)	1 (10%)

<sup>72</sup> Disaggregated and calculated by KWN, based on the names of participants supplied by the Department.

	Accordance with Kosovo – EU and EU – Kosovo Compliance Tables							
	Monitoring the Implementation of Contract on Development Project and Establishment of Kosovo Forestry Information System	2	0 (0%)	2 (100%)	n/a	n/a	n/a	n/a
	Monitoring the Implementation of Contract on Development Project and Establishment of Kosovo Forestry Information System	3	0 (0%)	3 (100%)	n/a	n/a	n/a	n/a
	Participants of Commission on Reviewing Applications, Reporting and Giving Licenses to Wood Processors; to Juridical Subjects on Planning and Projecting in the Field of Forestry; and to Local and International Juridical Subjects Engaged in Work Related to Forestry and Forestry Lands	5	2 (40%)	2 (40%)	0 (0%)	1 (20%)	n/a	n/a
2015	On Amending and Supplementing the Decision on Establishing Working Group on Drafting Bill on Amending and Supplementing Law No. 02/L-53 on Forestry, in Accordance with Kosovo - EU and EU - Kosovo Compliance Tables	16	5 (31%)	10 (63%)	0 (0%)	1 (6%)	n/a	n/a
	On Amending and Supplementing Decision on Establishing Working Group on Drafting some parts of National Programme for the Adoption of the EU <i>Acquis</i> , that link with MAFRD legislation	15	5 (33%)	8 (53%)	1 (7%)	0 (0%)	0 (0%)	1 (7%)
	On Amending and Supplementing Decision of Establishing Working Group on Preparing Measurement for Natural Disasters in Agriculture	5	0 (0%)	5 (100%)	n/a	n/a	n/a	n/a
2016	Drafting Bill on Amending and Supplementing Law No. 02/L-53 on Forestry, in Accordance with Kosovo - EU and EU - Kosovo Compliance Tables	13	4 (31%)	8 (62%)	1 (8%)	0 (0%)	n/a	n/a
	On Establishing the Commission for Reviewing Report on Strategic Environmental Assessment of Spatial Planning of Bjeshkët e Nemuna National Park	5	1 (20%)	3 (60%)	0 (0%)	1 (20%)	n/a	n/a
	Drafting MTEF 2017-2019	16	6 (38%)	9 (56%)	1 (6%)	0 (0%)	n/a	n/a
2017	Drafting MTEF 2018-2020	17	6 (35%)	10 (59%)	0 (0%)	1 (6%)	n/a	n/a
<b>Total</b>		<b>131</b>	<b>32 (24%)</b>	<b>85 (65%)</b>	<b>3 (27%)</b>	<b>8 (73%)</b>	<b>0 (0%)</b>	<b>3 (100%)</b>
<b>Total # and % of Women and Men</b>		<b>131</b>	<b>Women 35 (27%)</b>			<b>Men 96 (73%)</b>		

This Department also issues licenses for forestry development activities. Licenses issued for women comprised 16% of all licenses issued between 2014 and 2016 (Table 19). This percentage decreased from 18% in 2014, to 17% in 2015 and 12% in 2016. However, as of April 2017, licences issued for women had increased, comprising 24% of all licenses. Notably, related to traditional gender norms, women have sought licenses primarily for cultivation, gathering and usage, whereas only men have been involved in road maintenance, drafting managerial plans and use of sawmills. The Department's representative suggested that fewer women than men request licenses due to traditional sociocultural norms, according to which people perceive forestry activities as "heavy work", more appropriate for men.



Table 19. Licenses for Subjects Engaged in Activities in Forests and Forest Lands, Issued by the Department of Forestry by Gender in 2014-2017 <sup>73</sup>				
Year	Type of Activity	Total number	# and % of Women	# and % of Men
2014	Usage	22	4 (18%)	18 (82%)
	Cultivation	1	1 (100%)	0 (0%)
	Gathering	5	0 (0%)	5 (100%)
	Forestation	4	1 (25%)	3 (75%)
	Roads Maintenance	1	0 (0%)	1 (100%)
<b>Total 2014</b>		<b>33</b>	<b>6 (18%)</b>	<b>27 (82%)</b>
2015	Usage	27	3 (11%)	24 (89%)
	Cultivation	1	0 (0%)	1 (100%)
	Gathering	10	4 (40%)	6 (60%)
	Forestation	2	0 (0%)	2 (100%)
	Roads Maintenance	1	0 (0%)	1 (100%)
<b>Total 2015</b>		<b>41</b>	<b>7 (17%)</b>	<b>34 (83%)</b>
2016	Usage	13	1 (8%)	12 (92%)
	Gathering	10	2 (20%)	8 (80%)
	Forestation	1	0 (0%)	1 (100%)
	Drafting Managerial Plans	1	0 (0%)	1 (100%)
<b>Total 2016</b>		<b>25</b>	<b>3 (12%)</b>	<b>22 (88%)</b>
2017 (Jan. – Apr.)	Gathering	7	1 (14%)	6 (86%)
	Cultivation	1	0 (0%)	1 (100%)
	Forestation	1	1 (100%)	0 (0%)
	Usage	8	3 (38%)	5 (63%)
	Sawmills Usage	4	0 (0%)	4 (100%)
<b>Total 2017 (Jan. – Apr.)</b>		<b>21</b>	<b>5 (24%)</b>	<b>16 (76%)</b>
<b>Total</b>		<b>120</b>	<b>21 (18%)</b>	<b>99 (83%)</b>

Of the people invited to discuss the Joint Annual Report (Table 20), most were men. Women comprised only 17% of participants.

Table 20. People Invited for Joint Annual Report, by Gender in 2013-2016 <sup>74</sup>				
Year	Total # of People	# and % of Women	# and % of Men	# and % of Unidentified
2013	70	6 (9%)	46 (66%)	18 (26%)
2014	57	7 (12%)	39 (68%)	11 (19%)
2016	65	20 (31%)	38 (58%)	7 (11%)
<b>Total</b>	<b>192</b>	<b>33 (17%)</b>	<b>123 (64%)</b>	<b>36 (19%)</b>

As Table 21 illustrates, women have participated less than men have in the Department's trainings for sustainable forest management, comprising only 4% of participants in 2015-2017. No women had participated in these trainings as of May 2017. The fact that women employed in the Department tend to work more in administration, and few are forestry professionals, may explain partially why they have not travelled and participated in trainings of this nature.

Table 21. Participants in Trainings for Sustainable Forest Management by Gender in 2015-2017 <sup>75</sup>			
Year	Total # of Participants	# and % of Women	# and % of Men
2015	7	0 (0%)	7 (100%)
2016	11	1 (9%)	10 (91%)
2017 (Jan.-May)	7	0 (0%)	7 (100%)
<b>Total</b>	<b>25</b>	<b>1 (4%)</b>	<b>24 (96%)</b>

<sup>73</sup> Disaggregated and calculated by KWN based on the names of participants, supplied by the Department.

<sup>74</sup> Disaggregated and calculated by KWN based on the names of participants, supplied by the Department.

<sup>75</sup> Correspondence with Kosovo Forestry Agency official, 5 May 2017.

Women are underrepresented in the forestry sector due to socio-cultural norms in Kosovo, which suggest that the “heavy” nature of forestry work, such as measurements of forestlands, woodcutting and operation of heavy machinery, are too difficult for women.<sup>76</sup> More women could participate in this sector as forestry experts. However, access to education also presents a challenge; Kosovo universities do not offer degrees in forestry. Therefore, students must pursue degrees in forestry outside Kosovo, which can be costly. Thus, historically women have been underrepresented among forestry experts, including those employed by MAFRD. However, they seem to have increased with time; from seven total forestry experts, women comprised 43% in 2015-2017.<sup>77</sup>

Evidence suggests women already are involved in picking NWFP and in family businesses, albeit usually as unpaid labourers (e.g., the informal economy). Without contracts and pay in formal jobs, women do not receive contributions to their pensions and may not qualify for other state protections. This can affect their pensions in old age and contribute to poverty.<sup>78</sup> As undocumented workers, they also are at greater risk of labour rights violations. Social norms obstructing women’s participation need to change in order for women to realize their full potential in this sector. In reality, women are capable of performing most tasks in the forestry sector. Further, as persons using forestlands for their livelihoods, they can contribute valuable insight on the sustainable usage of forestlands and their preservation.

### Recommended Objectives

1. Increase the percentage of forestry experts who are women from 43% in May 2017 to 50% in 2018.
2. Increase the percentage of Department employees who are women from 33% in May 2017 to 43% by 2018, and aim for an equal representation in future years from 27% to 43%.
3. Increase the percentage of workers participating in official travels who are women from 20% in 2016 to 25% in 2018, thereby also increasing expenditures on women from 4% to 10%.
4. Increase the percentage of women members of working groups from 35%<sup>79</sup> in 2017 to 50% in 2018, including ensuring a gender balance among heads and vice heads of working groups.
5. Increase percentage of licenses given to women and/or women owned companies from 24% as of April 2017 to 28% in 2018.
6. Increase percentage of people invited who are women for Joint Annual Report from 31% in 2016 to 35% in 2017.
7. Increase the percentage of women participants in trainings for sustainable forest management from 9% in 2016 to 15% in 2018.
8. Improve collection and use of gender-disaggregated data, in accordance with the Law on Gender Equality.

### Recommended Activities

1. Use affirmative measures to recruit and hire more, qualified women experts on forestry, when positions open. Continue supporting scholarships for young women who want to study forestry abroad.
2. Use affirmative measures to hire more, qualified women employees, in accordance with the Law on Gender Equality, consequently balancing expenditures on women and men.
3. Ensure gender balance among persons undertaking official travel, consequently balancing expenditures on per diems, tickets, accommodation and other expenses among women and men.
4. Appoint an equal number of women and men to serve in working groups, including as heads and/or vice heads, in accordance with the Law on Gender Equality.

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<sup>76</sup> Meeting with the Head of the Department, 6 March 2017.

<sup>77</sup> KWN correspondence with Head of Department, 21 April 2017.

<sup>78</sup> KWN, *Budgeting for Social Welfare, A Gender+ Analysis to Inform Gender Responsive Budgeting in the Ministry of Labour and Social Welfare in Kosovo for 2016-2018*, Pristina: 2015, at: <http://womensnetwork.org/documents/20151203094304537.pdf>.

<sup>79</sup> Estimate of total women members, including head and vice head, calculated as:  $((6+0)/17)*100$ .

5. Promote the importance of licensing forestry activities, particularly to women, conducting outreach activities that target women with such information. Collaborate with municipal GEOs and women's organizations in reaching out to women in forest areas, as recommended by the EU GAP II. Beyond encouraging licencing, outreach efforts also could seek to transform traditional gender norms regarding women's participation in forestry activities and promote women's more active involvement. Consider budgeting for small grants to local women's organizations to support this work, as well as for producing a short television spot to undermine traditional gender roles and promote women's increased participation in the forestry sector, as a very acceptable and decent for of work for women.
6. Invite an equal number of women and men for the Joint Annual Report in the future, in accordance with the Law on Gender Equality.
7. Ensure a gender balance among people trained for sustainable forest management, including by collaborating with GEOs and women's organizations to promote training opportunities to women in forest areas.
8. Establish simple databases in Excel with gender-disaggregated data towards tracking women and men's participation in working groups, trainings, consultations and other activities. Start collecting gender-disaggregated data and using it to inform policy-making, including budgeting.

## **Department of Advisory and Technical Services**

The Department of Advisory and Technical Services is responsible for writing and ensuring implementation of policies and strategies outlining advisory services for farming producers. It proposes policies that consider the national agricultural and rural development plan, as well as requests from farmers and the community. This Department coordinates agricultural advice to municipal offices and analyses the farmers' needs for advisory services. It organizes training and information campaigns, supporting farmers in the application process for grants and subventions, in collaboration with the Department for Rural Development and the Agency for Development of Agriculture.<sup>80</sup> The Department of Advisory and Technical Services supports farmers with trainings and municipal advisors in their specialized fields of plant productivity, livestock, legal issues, social development, gender equality and rural development, among other themes. This Department prepares materials for the extension of best advising practices, brochures, leaflets and their dissemination through informative municipal centres of agricultural and rural development consultancy. The Department also trains advisers at local and central levels regarding plant production, animal breeding, marketing, economy, and other topics. It organizes study visits inside and outside Kosovo, towards exchanging best practices and experiences, for seminars, agricultural exhibitions and other events. This Department includes the Division of Technical Services, the Division of Field Services of Extension and the Division for Information, Cooperation, Monitoring and Training.<sup>81</sup>

The Department has drafted strategies, such as the Kosovo Advisory System for Agriculture and Rural Development 2015-2020. However, this document does not contain a gender perspective. The Department should mainstream gender and include gender-disaggregated data in objectives, actions and indicators of this and other policy documents that it produces, such as policies governing training for farmers. Gender analyses should be carried out to inform the objectives and activities planned within these documents.

Women are believed to be underrepresented as farmers in Kosovo.<sup>82</sup> In the sector of agriculture, forestry and fishing, women comprise 2.3% of all employees from all sectors, whereas men

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<sup>80</sup> Regulation No. 37/2013 on Internal Organisation and Systematization of Jobs in the Ministry of Agriculture, Forestry and Rural Development, Art. 22.

<sup>81</sup> Ministry of Agriculture, Forestry and Rural Development Webpage, Department of Advisory and Technical Services, at: <http://www.mbpzhr-ks.net/sq/departamenti-i-sherbimeve-keshillimore-dhe-teknike>.

<sup>82</sup> KWN meeting with the Head of the Department, 28 February 2017.

comprise 4.8%,<sup>83</sup> potentially due to socio-cultural norms. Also, this could be because women may not be registered as workers even though they work on family farms. Therefore, the Department plans to use affirmative measures in order to increase the percentage of women farmers benefitting from Department-organized meetings and trainings.<sup>84</sup> The Department can collaborate with KWN and other women's organizations in order to promote these opportunities to rural women farmers, as well as in organizing trainings and meetings in such a way that will enable more women farmers to attend.

The Department trains and certifies municipal advisors who then train farmers. In addition, the Department plans and provides needs-based training for farmers in collaboration with municipal centres. These centres have lists of farmers registered in each municipality. The centres inform the Department regarding the interests that groups of farmers have with regard to particular types of training. Based on such recommendations, the Department organizes training for farmers. For example, the Municipality of Dragash needs training on farming, whereas the Municipality of Rahovec needs training primarily in the viticulture sector. Historically, women farmers have not always been consulted in planning the types of training and support available, often because farmers' associations, typically led by men, do not always invite or include women in providing their opinions. Indeed, while KWN member organizations and associations working in the agriculture sector said that they and their members are aware of other farmers' associations, few had been invited to other farmers associations' meetings.<sup>85</sup> The reasons as to why they were not invited included: poor organization by these associations, they were not members in the associations or men would not invite them. Even so, several women farmers associations said that they had requested trainings from MAFRD, and approximately half of those requests were approved; trainings were provided.

In accordance with the Law on Gender Equality, the Department should collect and maintain gender-disaggregated data on farmers registered with municipal centres. This should include documenting the potentially different types of training requested by women and men involved in agriculture. However, this information has not been collected to date. This may affect the Department's ability to organize training that meets the needs of diverse farmers, particularly as women farmers may have needs and interests that differ from those of men farmers.

The Department also provides agricultural advice to the public: through online booklets,<sup>86</sup> online videos,<sup>87</sup> and information offices. Further, the Department sends ten messages per year to local televisions, informing the public about opportunities for applying to the Ministry for grants and subventions.

## Wages and Salaries

As of February 2017, this Department had 14 employees, including four women and 10 men.<sup>88</sup> The Department planned to hire three more employees in 2017.<sup>89</sup> Women officials seem to have comprised 58% of all officials, as of May 2017. In contrast, women seem to have benefitted less from wages and salaries (39%), due to their underrepresentation in better paid positions.

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<sup>83</sup> KAS, *Labor Force Survey 2016*, Pristina: 2017, p. 18, at: <http://ask.rks-gov.net/media/3245/lfs-2016-anglisht.pdf>.

<sup>84</sup> KWN meeting with the Head of the Department, 28 February 2017.

<sup>85</sup> KWN interviews with its member organizations working in this sector, 2017.

<sup>86</sup> Agricultural Advice, Booklets, at: <http://keshillabujqesore.com/sq/>.

<sup>87</sup> MAFRD Official Webpage, Video Gallery, at: <http://www.mbpzhr-ks.net/sq/video-galeria>.

<sup>88</sup> KWN meeting with the Head of the Department, 28 February 2017.

<sup>89</sup> Ibid.

**Table 22. Employees in the Department of Advisory and Technical Services by Gender and Salary Level in 2015-2018**

Year	Salary Level	Total Staff at Each Salary Level	# and % of Men	Amount Spent on Men	# and % of Women	Amount Spent on Women	Total Amount Spent
2015	201-400	3	0 (0%)	€0 (0%)	3 (100%)	€9,738 (100%)	€9,738
	401-600	5	2 (40%)	€19,621 (53%)	3 (60%)	€17,323 (47%)	€36,944
	600+	3	3 (100%)	€22,952 (100%)	0 (0%)	€0 (0%)	€22,952
	<b>Total</b>	<b>11</b>	<b>5 (45%)</b>	<b>€42,573 (61%)</b>	<b>6 (55%)</b>	<b>€27,061 (39%)</b>	<b>€69,634</b>
2016	201-400	3	0 (0%)	€0 (0%)	3 (100%)	€9,738 (100%)	€9,738
	401-600	6	3 (50%)	€19,620 (53%)	3 (50%)	€17,322 (47%)	€36,943
	600+	3	3 (100%)	€22,951 (100%)	0 (0%)	€0 (0%)	€22,951
	<b>Total</b>	<b>12</b>	<b>6 (50%)</b>	<b>€42,572 (61%)</b>	<b>6 (50%)</b>	<b>€27,061 (39%)</b>	<b>€69,634</b>
2017 (Jan. – May)	201-400	3	0 (0%)	€0 (0%)	3 (100%)	€4,058 (100%)	€4,058
	401-600	5	1 (20%)	€8,175 (53%)	4 (80%)	€7,218 (47%)	€15,393
	600+	4	4 (100%)	€9,563 (100%)	0 (0%)	€0 (0%)	€9,563
	<b>Total</b>	<b>12</b>	<b>5 (42%)</b>	<b>€17,739 (61%)</b>	<b>7 (58%)</b>	<b>€11,276 (39%)</b>	<b>€29,014</b>
2018 Projected	<b>Total</b>	<b>16</b>	<b>8 (50%)</b>	<b>54,740 (50%)</b>	<b>8 (50%)</b>	<b>54,740 (50%)</b>	<b>€109,479</b>

## Goods and Services

Women in this Department have undertaken official travel less often than men have (Table 23). Consequently, expenditures on women for per diems, accommodation, tickets and other expenses were less than expenditures on men. This remains constant in almost all these expenditures for 2015 and 2016, where women comprised only 29% of staff who participated in official travels. Even though the amount spent on per diems increased between 2015 and 2016, the amount spent on women remained the same: 20%. The Department has not taken affirmative actions, as per the Law in Gender Equality, to balance the participation of diverse women and men in official travels. As per March 2017, women had not participated in any official travels.

**Table 23. Department of Advisory and Technical Services Participation, Per Diems, Accommodation, Tickets and Other Expenses for Official Travel by Gender in 2015-2017**

Year	2015	2016	2017 (Jan. - Mar.)
<b>Total # of Staff Who Attended Official Travels</b>	<b>7 (100%)</b>	<b>7 (100%)</b>	<b>1 (100%)</b>
<b># and % of Women</b>	<b>2 (29%)</b>	<b>2 (29%)</b>	<b>0 (0%)</b>
<b># and % of Men</b>	<b>5 (71%)</b>	<b>5 (71%)</b>	<b>1 (100%)</b>
<b>Total Amount Spent on Per Diems</b>	<b>€4,120 (100%)</b>	<b>€6,514 (100%)</b>	<b>€564 (100%)</b>
<b>Amount of Per Diems Spent on Women</b>	<b>€828 (20%)</b>	<b>€1,320 (20%)</b>	<b>€0 (0%)</b>
<b>Amount of Per Diems Spent on Men</b>	<b>€3,292 (80%)</b>	<b>€5,194 (80%)</b>	<b>€564 (100%)</b>
<b>Total Amount Spent on Accommodation</b>	<b>€786 (100%)</b>	<b>€974 (100%)</b>	<b>€307 (100%)</b>
<b>Amount for Accommodation Spent on Women</b>	<b>€243 (31%)</b>	<b>€343 (35%)</b>	<b>€0 (0%)</b>
<b>Amount for Accommodation Spent on Men</b>	<b>€543 (69%)</b>	<b>€631 (65%)</b>	<b>€307 (100%)</b>
<b>Total Amount Spent on Other Expenses</b>	<b>€705 (100%)</b>	<b>€414 (100%)</b>	<b>€165 (100%)</b>
<b>Amount for Other Expenses Spent on Women</b>	<b>€309 (44%)</b>	<b>€182 (44%)</b>	<b>€0 (0%)</b>
<b>Amount for Other Expenses Spent on Men</b>	<b>€396 (56%)</b>	<b>€233 (56%)</b>	<b>€165 (100%)</b>
<b>Total Amount Spent on Tickets</b>		<b>€1,334 (100%)</b>	
<b>Amount for Tickets Spent on Women</b>		<b>€390 (29%)</b>	
<b>Amount for Tickets Spent on Men</b>		<b>€944 (71%)</b>	
<b>Total Amount Spent for Official Travels</b>	<b>€5,611 (100%)</b>	<b>€9,236 (100%)</b>	<b>€1,036 (100%)</b>
<b>Total Amount Spent on Women</b>	<b>€1,380 (25%)</b>	<b>€2,235 (24%)</b>	<b>€0 (0%)</b>
<b>Total Amount Spent on Men</b>	<b>€4,231 (75%)</b>	<b>€7,002 (76%)</b>	<b>€1,036 (100%)</b>

Due to ineffective budget planning, this Department has financed trainings from the economic subcategory of official travels. Only 8% of the 5,672 farmers that received training from this Department

were women in 2015, whereas women comprised 17% of 6,614 farmers trained in 2016. Several women farmer associations interviewed by KWN said that they had participated in trainings provided by MAFRD, while others had not. Those that had not participated said that it was either because they were not invited or because their scope of work was different from the theme covered by the training.

<b>Table 24. Participants in Trainings for Farmers by Gender, 2015 – 2017</b>			
<b>Year</b>	<b>Total # of Participants</b>	<b># and % of Women</b>	<b># and % of Men</b>
2015	5,672	482 (8%)	5,190 (92%)
2016	6,614	1,122 (17%)	5,492 (83%)

## Programs and Activities

The Department organizes study visits for farmers in Kosovo; for municipal advisors in countries in the region, such as Bulgaria, Slovenia, Montenegro and Macedonia; and for management staff to exchange best practices with EU countries. These activities are co-financed by the EU. Of 28 farmers participating in study visits in Kosovo in 2016, 54% were women and 46% were men. The Department also provided a ten-day training for municipal advisors and certified persons who passed the final exam. This certification remains valid for four years. To date, the Department has certified 136 advisors, including 38 in the public sector and 98 in the private sector.<sup>90</sup> Fewer women than men have participated in study visits in the region in order to qualify for municipal adviser positions. Of 37 municipal advisers attending study visits, only 19% were women in 2015 and 24% in 2016. Again, officials attribute women's underrepresentation in study visits to women's general under-participation in the agriculture sector.

<b>Table 25. Municipal Advisers Participating in Study Visits in the Region by Gender in 2015-2017</b>			
<b>Year</b>	<b>Total # of Participants</b>	<b># and % of Women</b>	<b># and % of Men</b>
2015	37	7 (19%)	30 (81%)
2016	38	9 (24%)	29 (76%)

Women from this Department's management staff also participated less in official travels to EU countries than did men. Of 13 participants in 2015, 38% were women. In 2016, participation improved; of nine participants, 44% were women.

<b>Table 26. Management Staff Participating in Official Travel Outside Kosovo by Gender in 2015-2017</b>			
<b>Year</b>	<b>Total # of Participants</b>	<b># and % of Women</b>	<b># and % of Men</b>
2015	13	5 (38%)	8 (62%)
2016	9	4 (44%)	5 (56%)

## Recommended Objectives

1. Increase the percentage of employees that are men, when new positions open in the Department and its divisions from 42% in May 2017 to 50% in 2018, and hire and promote qualified women, increasing expenditures on women from 39% to 50%.
2. Increase the percentage of employees who are women that undertake official travel, from 29% in 2016 to 35% in 2018, thereby better balancing such expenditures among women and men, from 24% to 30%.
3. Increase the percentage of farmers who are women that participate in trainings organized by the Department from 17% in 2016 to 23% in 2018, thereby better balancing training expenditures on women and men farmers.
4. Ensure a balance in women and men farmers' participation in study visits in Kosovo, thereby balancing expenditures on women and men.
5. Increase the percentage of municipal advisers who are women that attend official travels in the region from 24% in 2016 to 30% in 2018.

<sup>90</sup> Meeting with the Head of the Department, 28 February 2017.

6. Ensure that all policy documents, including the new, updated Kosovo Advisory System for Agriculture and Rural Development, are gender mainstreamed.
7. Improve collection of gender-disaggregated data, including related to farmers' participation in study visits, in accordance with the Law on Gender Equality.

### **Recommended Activities**

1. Use affirmative measures to recruit and hire more, qualified women, as the underrepresented gender, in accordance with the Law on Gender Equality.
2. Ensure a gender balance in persons undertaking official travels.
3. Maintain and utilize for planning purposes improved, gender-disaggregated data regarding farmers at the municipal level, as per requirements in the Law on Gender Equality. In future training for farmers, undertake affirmative measures to increase the number and percentage of women farmers attending. Better distribute information to women by collaborating with municipal GEOs, women's organizations and women farmers associations to promote training opportunities, as well as to plan them in such a way that more women can attend (e.g., considering the time and place of trainings so women can access them). Additionally, with new budget regulations, the Department will no longer be able to use money from the official travels economic subcategory to finance training activities. Therefore, the Department will need to plan a separate budget line only for training, meanwhile setting targets for the participation of women and men.
4. Offer affirmative measures in recruiting candidates for training and study visits in order to become municipal advisers, aiming to involve women and men equally.
5. Undertake gender analyses and ensure that gender disaggregated data is included in all policy documents, including strategies, in accordance with the Law on Gender Equality.

### **Department for Economic Analysis and Agricultural Statistics**

The Department for Economic Analysis and Agricultural Statistics is responsible for collecting, analysing, compiling and publishing periodic reports on the agro-rural sector. Economic analyses conducted by this Department estimate different agriculture investment and production costs of different agricultural cultures and livestock activities. The Department forecasts scenarios for agro-rural sector development. It drafts Green Reports<sup>91</sup> annually with statistical data and different analyses on the agricultural sector. The Office on Institutional Mechanisms on Protection against Discrimination in Government and Municipalities within this Ministry collects and maintains gender-disaggregated data for this report, in accordance with the Law on Gender Equality.

This Department also collects and maintains statistical data on Ministry activities and prepares analytical systems necessary for fulfilling requirements related to EU accession, in accordance with the EU's Common Agricultural Policy (CAP) and other EU procedures. CAP includes two main pillars: increasing capacity in agricultural production and investing in the physical infrastructure of farms, orchards and greenhouses, among other infrastructure. The Department also provides services like market analysis, trade forecasts, technical advice on investments, production and prices, among other information. In addition, the Department collaborates with universities and foreign experts, invited using the Technical Assistance and Information Exchange system (TAIEX), to organize study visits and training.<sup>92</sup> This Department has two divisions: the Division of Economic Analysis and the Division of Agricultural Statistics.<sup>93</sup> It also leads the MTEF working group in the Ministry.<sup>94</sup>

<sup>91</sup> MAFRD Webpage, Green Report, Pristina: December 2016, at: [http://mbpzhr-ks.net/repository/docs/Green\\_Report\\_Kosovo\\_2016\\_Final\\_050417.pdf](http://mbpzhr-ks.net/repository/docs/Green_Report_Kosovo_2016_Final_050417.pdf).

<sup>92</sup> Ibid.

<sup>93</sup> Regulation No.37/2013 on Internal Organisation and Systematization of Jobs in the Ministry of Agriculture, Forestry and Rural Development, Art. 26.

<sup>94</sup> KWN meeting with Head of Department, 2 March 2017.

## Wages and Salaries

Ten people worked in this Department in March 2017; 70% were women and 30% were men. Of these, nine people were employed with a regular contract (Table 27) and one with a project-based contract (paid through the Goods and Services economic category).<sup>95</sup> Consequently, men benefitted less from wages and salaries (28%). This Department could use affirmative measures to hire more men, as the underrepresented gender, when new positions open. However, overrepresentation of women within this particular Department contributes to gender equality in the Ministry overall, where women are underrepresented. The benefit of an improved gender balance in this Department could be enhancing the extent to which men's priorities and perspectives are included in the Department's analyses and work.

Year	Salary Level	Total Staff at Each Salary Level	# and % of Men	Amount Spent on Men	# and % of Women	Amount Spent on Women	Total Amount Spent
	401-600	7	6 (86%)	€ 6,383 (15%)	1 (14%)	€37,520 (85%)	€43,903
	600+	1	1 (100%)	€ 7,912 (100%)	0 (0%)	€0 (0%)	€7,912
	<b>Total</b>	<b>8</b>	<b>7 (88%)</b>	<b>€14,295 (28%)</b>	<b>1 (13%)</b>	<b>€37,520 (72%)</b>	<b>€51,815</b>
<b>2016</b>	401-600	7	1 (14%)	€6,383 (15%)	6 (86%)	€37,520 (85%)	€43,903
	600+	1	1 (100%)	€7,912 (100%)	0 (0%)	€0 (0%)	€7,912
	<b>Total</b>	<b>8</b>	<b>2 (25%)</b>	<b>€14,295 (28%)</b>	<b>6 (75%)</b>	<b>€37,520 (72%)</b>	<b>€51,815</b>
<b>2017 (Jan. – May)</b>	401-600	8	2 (25%)	€2,660 (15%)	6 (75%)	€15,633 (85%)	€18,293
	600+	1	1 (100%)	€3,297 (100%)	0 (0%)	€0 (0%)	€3,297
	<b>Total</b>	<b>9</b>	<b>3 (33%)</b>	<b>€5,956 (28%)</b>	<b>6 (67%)</b>	<b>€15,633 (72%)</b>	<b>€21,590</b>
<b>2018 Projected</b>	<b>Total</b>	<b>€11</b>	<b>€5 (45%)</b>	<b>€32,968 (45%)</b>	<b>€6 (55%)</b>	<b>€39,561 (55%)</b>	<b>€72,529</b>

## Goods and Services

Women comprised 71% of the staff members undertaking official travel in 2015 and 57% in 2016 (Table 28), which is understandable considering that women represent a majority of staff members within this Department. However, men received more from expenditures on per diems, accommodation and tickets in 2016 than women did. Women received more of the other expenses (75% in 2015 and 61% in 2016). Overall, 37% of expenditures for official travel went to women in 2016. No women had undertaken official travel as of March 2017.

Year	2015	2016	2017 (Jan. - Mar.)
<b>Total # of Staff Who Attended Official Travels</b>	<b>7 (100%)</b>	<b>7 (100%)</b>	<b>2 (100%)</b>
<b># and % of Women</b>	<b>5 (71%)</b>	<b>4 (57%)</b>	<b>0 (0%)</b>
<b># and % of Men</b>	<b>2 (29%)</b>	<b>3 (43%)</b>	<b>2 (100%)</b>
<b>Total Amount Spent on Per Diems</b>	<b>€7,904 (100%)</b>	<b>€8,581 (100%)</b>	<b>€1,947 (100%)</b>
<b>Amount of Per Diems Spent on Women</b>	<b>€3,823 (48%)</b>	<b>€3,350 (39%)</b>	<b>€0 (0%)</b>
<b>Amount of Per Diems Spent on Men</b>	<b>€4,081 (52%)</b>	<b>€5,231 (61%)</b>	<b>€1,947 (100%)</b>
<b>Total Amount Spent on Accommodation</b>	<b>€3,057 (100%)</b>	<b>€840 (100%)</b>	<b>€216 (100%)</b>
<b>Amount for Accommodation Spent on Women</b>	<b>€1,932 (63%)</b>	<b>€0 (0%)</b>	<b>€0 (0%)</b>
<b>Amount for Accommodation Spent on Men</b>	<b>€1,126 (37%)</b>	<b>€840 (100%)</b>	<b>€216 (100%)</b>
<b>Total Amount Spent on Other Expenses</b>	<b>€2,762 (100%)</b>	<b>€2,618 (100%)</b>	<b>€154 (100%)</b>
<b>Amount for Other Expenses Spent on Women</b>	<b>€2,064 (75%)</b>	<b>€1,589 (61%)</b>	<b>€0 (0%)</b>

<sup>95</sup> Ibid.

<sup>96</sup> This table does not include additional persons working for the Department based on service contracts.



Amount for Other Expenses Spent on Men	€698 (25%)	€1,029 (39%)	€154 (100%)
Total Amount Spent on Tickets		€1,292 (100%)	€177 (100%)
Amount for Tickets Spent on Women		€0 (0%)	€0 (0%)
Amount for Tickets Spent on Men		€1,292 (100%)	€177 (100%)
Total Amount Spent for Official Travels	€13,723 (100%)	€13,331 (100%)	€2,494 (100%)
Total Amount Spent on Women	€7,819 (57%)	€4,939 (37%)	€0 (0%)
Total Amount Spent on Men	€5,905 (43%)	€8,392 (63%)	€2,494 (100%)

As Table 29 illustrates, women participated less than men did in working groups organized by the Department, comprising 28% of 311 participants in 2013-2017.

Table 29. Participants in Department Working Groups by Gender in 2013 – 2017 <sup>97</sup>						
Year	Working Groups	Date	# of Participants	# and % of Women	# and % of Men	# and % of Un-identified <sup>98</sup>
2013	Working Group on New Policy Economic Analysis	1/11/2013	4	1 (25%)	3 (75%)	
		13/11/2013	4	1 (25%)	3 (75%)	
		20/12/2013	6	1 (17%)	5 (83%)	
	Working Group on Policy Analysis	28/10/2013	6	1 (17%)	5 (83%)	
	Working Group on New Policy Economic Analysis	1/11/2013	4	1 (25%)	3 (75%)	
		13/11/2013	4	1 (25%)	3 (75%)	
		20/12/2013	6	1 (17%)	5 (83%)	
	Working Group on Policy Analysis	28/10/2013	6	1 (83%)	5 (83%)	
<b>Total 2013</b>			<b>40</b>	<b>8 (20%)</b>	<b>32 (80%)</b>	
2014	MTEF Working Group	3/3/2014	9	5 (56%)	3 (33%)	1 (11%)
		6/3/2014	10	4 (40%)	3 (30%)	3 (30%)
		20/05/2014	11	5 (45%)	5 (45%)	1 (9%)
		3/2/2014	6	1 (17%)	5 (83%)	
		6/6/2014	8	1 (13%)	6 (75%)	1 (13%)
		16/06/2014	4	2 (50%)	2 (50%)	
		16/09/2014	9	2 (22%)	6 (67%)	1 (11%)
	Working Group on Administrative Instruction for NGOs	4/2/2014	5	0 (0%)	5 (100%)	
		5/2/2014	5	1 (20%)	4 (80%)	
		5/2/2014	4	1 (25%)	3 (75%)	
		19/02/2014	6	1 (17%)	5 (83%)	
		21/02/2014	3	0 (0%)	3 (100%)	
		24/02/2014	6	1 (17%)	5 (83%)	
		27/01/2014	5	1 (20%)	4 (80%)	
	Working Group on New Policy Economic Analysis	16/09/2014	4	1 (25%)	3 (75%)	
		23/09/2014	3	1 (33%)	2 (67%)	
		25/09/2014	3	0 (0%)	3 (100%)	
		30/09/2014	5	1 (20%)	4 (80%)	
		1/10/2014	5	1 (20%)	4 (80%)	
		3/10/2014	5	1 (20%)	4 (80%)	
	Working Group on Strategies and Action Plans for Revitalization of the Agriculture Sector	13/01/2014	4	1 (25%)	3 (75%)	
	Working Group on New Policy Economic Analysis	5/2/2014	7	5 (71%)	2 (29%)	
<b>Total 2014</b>			<b>127</b>	<b>36 (28%)</b>	<b>84 (66%)</b>	<b>7 (6%)</b>
2015		7/4/2015	3	0 (0%)	3 (100%)	

<sup>97</sup> Disaggregated and calculated by KWN based on the names of participants supplied by the Department.

<sup>98</sup> This column in this and future tables denotes instances when the gender of the participant could not be determined based on the information available.

	Working Group for Strategy on Vineyards	19/09/2015	7	0 (0%)	7 (100%)	
	Working Group for Kosovo Green Report 2015	16/04/2015	6	2 (33%)	4 (67%)	
	Working Group for Program for Economic Reform (PER)	17/11/2015	6	2 (33%)	4 (67%)	
		6/11/2015	4	1 (25%)	3 (75%)	
	Working Group for Business Registration 2015	29/05/2015	11	3 (27%)	7 (64%)	1 (9%)
	Working Group for PER	2/11/2015	6	3 (50%)	3 (50%)	
<b>Total 2015</b>			<b>43</b>	<b>11 (26%)</b>	<b>31 (72%)</b>	<b>1 (2%)</b>
2016	Working Group on Budget	4/10/2016	9	2 (22%)	7 (78%)	
	MTEF Working Group	27/05/2016	11	3 (27%)	7 (64%)	1 (9%)
	MTEF Working Group	11/3/2016	9	5 (56%)	4 (44%)	
		23/5/2016	7	3 (43%)	4 (57%)	
	MTEF Working Group	25/03/2016	12	4 (33%)	8 (67%)	
	Working Group on Budget	4/10/2016	12	3 (25%)	8 (67%)	1 (8%)
	Working Group for PER	25/10/2016	5	1 (20%)	4 (80%)	
	Working Group for GAFSP	30/11/2016	9	3 (33%)	6 (67%)	
		6/12/2016	8	2 (25%)	6 (75%)	
	Working Group for FADN	2/11/2016	7	4 (57%)	3 (43%)	
<b>Total 2016</b>			<b>89</b>	<b>30 (34%)</b>	<b>57 (64%)</b>	<b>2 (2%)</b>
2017 (Jan. - Mar.)	Working Group to Fill in Self-Evaluation Form	27/02/2017	12	3 (25%)	6 (50%)	3 (25%)
<b>Total 2017</b>			<b>12</b>	<b>3 (25%)</b>	<b>6 (50%)</b>	<b>3 (25%)</b>
<b>Grand Total 2013-2017</b>			<b>311</b>	<b>88 (28%)</b>	<b>210 (68%)</b>	<b>13 (4%)</b>

As Table 30 illustrates, women participated less than men did in meetings organized by the Department, comprising only 34% of participants in 2013-2017.

Table 30. Participants in Meetings and Discussions by Gender in 2013 – 2017 <sup>99</sup>						
Year	Meetings	Date	# of Participants	# and % of Women	# and % of Men	# and % of Un-identified
2013	Free Trade Agreement (FTA), Turkey	7/6/2013	6	3 (50%)	3 (50%)	
		13/06/2013	4	1 (25%)	3 (75%)	
		14/06/2013	4	1 (25%)	3 (75%)	
		1/7/2013	3	1 (33%)	2 (67%)	
		15/07/2013	5	1 (20%)	4 (80%)	
		16/07/2013	6	1 (17%)	4 (67%)	1 (17%)
		17/07/2013	4	0 (0%)	4 (100%)	
		18/07/2013	4	1 (25%)	3 (75%)	
		19/07/2013	6	1 (17%)	5 (83%)	
		23/07/2013	4	0 (0%)	4 (100%)	
	Steering Committee for Agriculture Report	1/10/2013	8	4 (50%)	2 (25%)	2 (25%)
	Kosovo Agency of Statistics (KAS), MAFRD, Food and Veterinary Agency: Discussion on Livestock Data	22/07/2013	4	0 (0%)	4 (100%)	
	Meeting with Steering Committee for Green Report	10/7/2013	13	6 (46%)	7 (54%)	
	Discussion on Statistical Data in Draft Strategy 2014 – 2020	25/06/2013	17	5 (29%)	12 (71%)	

<sup>99</sup> Disaggregated and calculated by KWN based on the names of participants supplied by the Department.

	First Meeting of Agriculture Registration Committee	8/4/2013	15	3 (20%)	12 (80%)	
	Steering Committee for Green Report with Turkey	19/09/2013	14	6 (43%)	7 (50%)	1 (7%)
Total 2013			117	34 (29%)	79 (68%)	4 (3%)
2014	First Joint meeting MAFRD - CUSTOMS - KAS on Agricultural Statistics	13/03/2014	6	5 (83%)	1 (17%)	
	First Meeting Steering Committee for Green Report	13/03/2014	9	5 (56%)	4 (44%)	
		24/03/2014	12	3 (25%)	8 (67%)	1 (8%)
		26/03/2014	11	3 (27%)	7 (64%)	1 (9%)
Total 2014			38	16 (42%)	20 (53%)	2 (5%)
2015	Meeting with Department of Finance and General Services	11/8/2015	8	6 (75%)	1 (13%)	1 (13%)
	Local Expert Meeting and FAO	21/07/2015	8	2 (25%)	6 (75%)	
	Steering Committee Meeting for GIZ Design	15/07/2015	9	5 (56%)	4 (44%)	
		12/11/2015	9	2 (22%)	7 (78%)	
Total 2015			34	15 (44%)	18 (53%)	1 (3%)
2016	Steering Committee Meeting on Kosovo Green Report 2016 Drafting	18/08/2016	4	2 (50%)	2 (50%)	
	Meeting with KAS Representatives - Discussion on Agricultural Survey Data	27/07/2016	8	2 (25%)	4 (50%)	2 (25%)
		5/4/2016	7	2 (29%)	5 (71%)	
	Drafting Concept Paper for Kosovo Agriculture Institute	1/7/2016	7	2 (29%)	5 (71%)	
		7/7/2016	6	2 (33%)	3 (50%)	1 (17%)
		12/7/2016	7	3 (43%)	3 (43%)	1 (14%)
	Meeting with Department of Finance and General Services	24/02/2016	10	4 (40%)	6 (60%)	
Total 2016			49	17 (35%)	28 (57%)	4 (8%)
2017 (Jan.- Mar.)	Meeting with Department of Finance and General Services	6/3/2017	10	3 (30%)	6 (60%)	1 (10%)
Total			248	85 (34%)	151 (61%)	12 (5%)

As Table 31 illustrates, women participating in presentations and workshops organized by the Department, comprised only 31% of total participants in 2016.

<b>Table 31. Participants in Presentations and Workshops by Gender, 2013 – 2016<sup>100</sup></b>					
<b>Year</b>	<b>Presentations and Workshops</b>	<b># of Participants</b>	<b># and % of Women</b>	<b># and % of Men</b>	<b># and % of Un-identified</b>
2013	Presentation of Agricultural Insurance Expert	15	5 (33%)	9 (60%)	1 (7%)
2014	Presentation on Organic Agriculture Compensation Evaluation Methodology	9	5 (56%)	4 (44%)	
2015	Presentation: Policy Impact on Farms' Structure and Performance	16	6 (38%)	10 (63%)	
2016	Development of Agro-Food Chain in Kosovo Workshop	35	11 (31%)	24 (69%)	
<b>Total</b>		<b>75</b>	<b>27 (36%)</b>	<b>47 (63%)</b>	<b>1 (1%)</b>

Thus, overall women have participated less often in Department working groups, meetings and workshops than have men. Perhaps this may be due in part to women's general underrepresentation in decision-making positions within institutions. Women's underrepresentation in working groups could

<sup>100</sup> Disaggregated and calculated by KWN based on the names of participants supplied by the Department.

contribute to insufficient consideration of women's priorities and needs related to the topics discussed, potentially affecting the quality of outcomes.

## **Subsidies and Transfers**

The Department uses €250,000 from this economic category for an annual project, which involves surveying farmers for microanalysis of data related to farms. Data on 1,250 farms is collected and segregated by sector through the Farm Accountancy Data Network system (FADN).<sup>101</sup> The sample is selected based on the type of farm, its size and data related to the number of persons employed. The published findings have not contained data disaggregated by gender. In accordance with the Law on Gender Equality, data on the number of women and men working formally or informally in each sector should be published. Indeed the government also could use this information towards fulfilling its aims to combat unemployment among women as well as to address the informal economy. Further, gender analysis may shed light on potential interventions towards increasing employment for women and men in particular agriculture sectors. In carrying out this research, it also would be recommended to ensure that both women and men on farms are surveyed towards better understanding the role and responsibilities of family members as registered and unregistered employees contributing to the farm directly or indirectly. Such information, disaggregated by gender, can be important for identifying ways to ensure improved protections for all workers, as well as to address the informal labour market.

## **Capital Investments**

This Department uses the capital investments economic category for its Integrated Agriculture Information System, which serves as an umbrella for all existing databases in the Ministry, such as the Veterinary Agency for animal identification database, FADN, Agency for Development of Agriculture database, KAS database, international trade database, etc.<sup>102</sup> Most of these systems do not appear to disaggregate data by gender or contain gender analysis (where relevant).

## **Recommended Objectives**

1. Increase the percentage of employees who are men, when new positions open, from 30% in March 2017 to 45% in 2018, thereby balancing the percentage of expenditures on women and men in this Department.
2. Increase the percentage of employees who are men that undertake official travel, from 43%, in 2016 to 50% in 2018, and balance expenditures on women and men, from 37% spent on women in 2016 to 50% in 2018.
3. Increase the participation of women in working groups organized by the Department from 34% in 2016 to 40% in 2018.
4. Increase the participation of women in meetings and discussions organized by the Department from 35% in 2016 to 40% in 2018.
5. Increase the participation of women in presentations and workshops organized by the Department, from 31% in 2016 to 36% in 2018.
6. Improve data collection and use of gender-disaggregated data in economic analyses and agricultural statistics.

## **Recommended Activities**

1. Use affirmative measures and hire more, qualified men, as the underrepresented gender, when new positions open, as per the Law on Gender Equality.
2. Ensure a gender balance among persons undertaking official travel.
3. Ensure a gender balance regarding participants in working groups, meetings, discussions, presentations and workshops.

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<sup>101</sup> KWN meeting with the Head of the Department, 2 March 2017.

<sup>102</sup> Ibid.

4. Maintain and publish gender-disaggregated data for the Ministry, in accordance with the Law on Gender Equality.

## Department for Vineyards and Wine

The Department for Vineyards and Wine ensures implementation of agricultural development policies, strategies and legislation related to vineyards and wine. It ensures implementation of procedures for producing grapes, wine and alcoholic beverages, ensuring that the quality standards of these products are in accordance with the legislation in force. It also supports education and training for wine producers and grape cultivators. This Department leads the production of wine, fruit wines and alcoholic beverages, building and maintaining the cadastre of vineyards and wine industry. This Department consists of four divisions: the Division of Vineyards, the Division of Wine, the Division for Early Warning of Diseases and Pests, and the Division of Laboratory for Chemical Analysis of Wine.<sup>103</sup>

The Department has not drafted any new policies or strategies related to vineyards and wines between 2015 and 2017. In the future, if new policies and strategies are drafted, the Department should ensure the participation of the GEO in working groups, consult with women's organizations, undertake gender analysis to inform policies and ensure that objectives, activities and indicators are gender mainstreamed.

Women are underrepresented in the sector of vineyards and wine in Kosovo.<sup>104</sup> Of 25 companies licensed by the Department for wine production, import and export, all are owned by men. Nor have any women-owned companies submitted applications to become licensed in wine production, export and import. This likely explains why the Department never has received complaints from women-owned companies, either.<sup>105</sup> Further, to date the Department has not collected and maintained gender-disaggregated data on owners of subjects that operate in the sector of wine and vineyards in Kosovo.

## Wages and Salaries

This Department had 12 employees, including two women (17%), in March 2017.<sup>106</sup> Consequently, women benefitted less from wages and salaries in May 2017 (receiving 18%).

Year	Salary Level	Total Staff at Each Salary Level	# and % of Men	Amount Spent on Men	# and % of Women	Amount Spent on Women	Total Amount Spent
2015	201-400	3	2 (67%)	€6,841 (63%)	1 (33%)	€3,979 (37%)	€10,820
	401-600	6	5 (83%)	€33,812 (86%)	1 (17%)	€5,296 (14%)	€39,108
	600+	2	2 (100%)	€15,433 (100%)	0 (0%)	€0 (0%)	€15,433
	<b>Total</b>	<b>11</b>	<b>9 (82%)</b>	<b>€56,086 (86%)</b>	<b>2 (18%)</b>	<b>€9,274 (14%)</b>	<b>€65,360</b>
2016	201-400	3	2 (67%)	€6,841 (63%)	1 (33%)	€3,979 (37%)	€10,820
	401-600	6	5 (83%)	€33,812 (86%)	1 (17%)	€5,296 (14%)	€39,108
	600+	2	2 (100%)	€15,433 (100%)	0 (0%)	€0 (0%)	€15,433
	<b>Total</b>	<b>11</b>	<b>9 (82%)</b>	<b>€56,086 (86%)</b>	<b>2 (18%)</b>	<b>€9,274 (14%)</b>	<b>€65,360</b>
2017 (Jan. – May)	201-400	3	2 (67%)	€2,850 (63%)	1 (33%)	€1,658 (37%)	€4,508
	401-600	6	5 (83%)	€14,088 (86%)	1 (17%)	€2,207 (14%)	€16,295
	600+	2	2 (100%)	€6,431 (100%)	0 (0%)	€0 (0%)	€6,431
	<b>Total</b>	<b>11</b>	<b>9 (82%)</b>	<b>€23,369 (86%)</b>	<b>2 (18%)</b>	<b>€3,864 (14%)</b>	<b>€27,234</b>
2018 Projected	<b>Total</b>	<b>13</b>	<b>9 (69%)</b>	<b>€56,401 (69%)</b>	<b>4 (31%)</b>	<b>€25,067 (31%)</b>	<b>€81,468</b>

<sup>103</sup> Regulation No. 37/2013 on Internal Organisation and Systematization of Jobs in the Ministry of Agriculture, Forestry and Rural Development, Art. 29.

<sup>104</sup> KWN correspondence with the Department of Vineyards and Wine, 21 April 2017.

<sup>105</sup> Ibid.

<sup>106</sup> Meeting with the Head of the Department, 1 March 2017.

## Goods and Services

The Department uses the goods and services economic category for new office equipment and official travel. Women from this Department have not undertaken any official travels in 2015, 2016 or 2017. Therefore, women have not received any of the expenditures on per diems, accommodation, tickets and other expenses between 2015 and 2017.

Table 33. Vineyards and Wine Department Staff Participation, Per Diems, Accommodation, Tickets and Other Expenses for Official Travels by Gender in 2015 - 2017			
Year	2015	2016	2017 (Jan. - Mar.)
Total # of Staff Who Attended Official Travels	7 (100%)	6 (100%)	2 (100%)
# and % of Women	0 (0%)	0 (0%)	0 (0%)
# and % of Men	7 (100%)	6 (100%)	2 (100%)
Total Amount Spent on Per Diems	€6,133 (100%)	€7,643 (100%)	€687 (100%)
Amount of Per Diems Spent on Women	€0 (0%)	€0 (0%)	€0 (0%)
Amount of Per Diems Spent on Men	€6,133 (100%)	€7,643 (100%)	€687 (100%)
Total Amount Spent on Accommodation	€1,205 (100%)	€2,345 (100%)	€523 (100%)
Amount for Accommodation Spent on Women	€0 (0%)	€0 (0%)	€0 (0%)
Amount for Accommodation Spent on Men	€1,205 (100%)	€2,345 (100%)	€523 (100%)
Total Amount Spent on Other Expenses	€119 (100%)	€637 (100%)	€230 (100%)
Amount for Other Expenses Spent on Women	€0 (0%)	€0 (0%)	€0 (0%)
Amount for Other Expenses Spent on Men	€119 (100%)	€637 (100%)	€230 (100%)
Total Amount Spent on Tickets		€999 (100%)	
Amount for Tickets Spent on Women		€0 (0%)	
Amount for Tickets Spent on Men		€999 (100%)	
Total Amount Spent for Official Travels	€7,457 (100%)	€11,624 (100%)	€1,440 (100%)
Total Amount Spent on Women	€0 (0%)	€0 (0%)	€0 (0%)
Total Amount Spent on Men	€7,457 (100%)	€11,624 (100%)	€1,440 (100%)

The Department also uses this economic category to finance training. As Table 34 illustrates, women have participated less in trainings on wine degustation than men have, comprising only 20% of total participants in 2007, 2008 and 2013.

Table 34. Department of Vineyards and Wine Participants in Trainings on Wine Degustation by Gender in 2007, 2008 and 2013 <sup>107</sup>			
Year	Total # of Participants	# and % of Men	# and % of Women
2007	10	8 (80%)	2 (20%)
2008	10	9 (90%)	1 (10%)
2013	10	7 (70%)	3 (30%)
Total	30	24 (80%)	6 (20%)

## Capital Investments

In 2016, the Department spent 77% of its total capital expenditures budget (€300,000) on object renovation, and 23% on constructing a wholesale and retail market and for organizing fairs and festivals for companies.

In 2017, the Department planned to use capital investments for maintaining vineyard cadastres, managing wine quality and rehabilitating field roads, a project planned to last three years. The Department has created a register with gender-disaggregated data on women and men that use vineyard cadastres in Kosovo. As Table 35 illustrates, women comprise only 1% of registered farmers that used vineyards in 2015-2016, and the same percentage of farmers as of April 2017. While very few women are registered to be working on farms, the possibility exists that women are participating in family-owned businesses without being registered officially with this Department. While families may do this in order

<sup>107</sup> Disaggregated and calculated by KWN based on the names of participants supplied by the Department.

to keep down the costs of salaries and taxes, this can have a negative effect on women's labour rights and access to government programs, such as compensatory pensions later in life. Perhaps further research is needed regarding the extent to which participation in the informal economy in this sector may be gendered, towards identifying practical steps towards addressing any issues identified.

<b>Table 35. Farmers Registered in the Vineyard Cadastre Register by Gender in 2015-2017</b>	
<b>Total # and % of Women that Use and Have Used Vineyards</b>	52 (1%)
<b>Total # and % of Men that Use and Have Used Vineyards</b>	5,930 (99%)
<b>Grand Total # Farmers that Use or Have Used Vineyards</b>	<b>5,982 (100%)</b>
<b># and % of Women that Use Vineyards, as of April 2017</b>	42 (1%)
<b># and % of Men that Use Vineyards, as of April 2017</b>	4,654 (99%)
<b># and % of Total Users of Vineyards, as of April 2017</b>	<b>4,696 (79%)</b>
<b># and % of Women that Have Used Vineyards in 2015-2016</b>	10 (1%)
<b># and % of Men that Have Used Vineyards in 2015-2016</b>	1,276 (99%)
<b># and % of Total Farmers that Have Used Vineyards in 2015-2016</b>	<b>1,286 (21%)</b>

The Department has used its Capital Expenditures economic category also to support fairs and promotional events. Fairs took place outside Kosovo, including in Berlin, Dusseldorf and Croatia, involving one participant from this Department and one from the Ministry, as well as two to four local wine production company-owners. As women do not seem to own any such production companies, no women participated in these fairs.<sup>108</sup> MAFRD, the Municipality of Rahovec, local NGOs and donors, such as banks and local economic subjects, co-finance Hardh Fest, organized annually in Rahovec. According to the Head of the Department, 70% of the volunteers involved in organizing this event were women in 2016. Most, volunteers are students. However, the Department has not collected and maintained gender-disaggregated data regarding participants, as per the Law on Gender Equality, because the Municipality organizes the event.<sup>109</sup> Perhaps in the future these and other similar expenditures should be planned, more accurately, as goods and services.

## Programs and Activities

The Enology Laboratory accepts interns, preparing them professionally for conducting physical-chemical analyses of wine and strong alcoholic beverages. It also trains them on quality control of wine. Since 2013, three students have interned in this Laboratory, including one (33%) woman.

## Recommended Objectives

1. Increase the percentage of Department employees who are women from 17% in March 2017 to 31% in 2018, including in decision-making positions when positions open, consequently contributing to more equal expenditures on women and men from 14% to 31%.
2. Increase the percentage of employees undertaking official travel that are women from 0% in 2017 to 5% in 2018, thereby increasing the percentage of expenditures spent on women from 0% to 5%.
3. Increase the percentage of businesses licenced for wine production, import and export that are owned by women from 0% in 2017 to 5% in 2018.
4. Increase the percentage of participants in fairs that are women from 0% in 2017 to 5% in 2018.
5. Increase the percentage of interns that are women in the Enology Laboratory from 33% as of 2017 to 40% in 2018.
6. Increase the percentage of registered farmers using vineyards that are women from 1% in April 2017 to 5% in 2018.

<sup>108</sup> KWN correspondence with the Department, 19 April 2017.

<sup>109</sup> Ibid.

## Recommended Activities

1. Use affirmative measures in recruiting, hiring and promoting more, qualified women, when new positions open, in accordance with the Law on Gender Equality.
2. Ensure a gender balance among persons undertaking official travel.
3. Promote opportunities for participation in fairs, internships and other services provided by the Ministry, targeting women and encouraging their participation, in close collaboration with the GEO and women's organizations.
4. Research the reasons why few women are involved as farmers on vineyards, the extent to which women are involved as unregistered employees in family-run vineyards and strategies for encouraging more women to register as farmers so that they can access the affiliated benefits. This also can be conducted in close cooperation with the GEO and women's organizations.

## Department of Rural Development Policies - Managing Authority

The Department of Rural Development Policies - Managing Authority (DRD&MA) is responsible for writing policies and strategies related to rural development, as well as drafting, implementing and monitoring the annual Program for Rural Development. It also is responsible for approximating legislation related to rural development in accordance with the *acquis communautaire*. This Department has five divisions: the Division for Programing and Coordination of Rural Development; the Division for Competitive Skills, Diversification and Local Action Groups Supporting Measures (LEADER); the Division for Agro-Environmental Policies and Less Favoured Areas; the Division for Technical Assistance, Communication and Publicity; and the Division for Monitoring, Assessment and Reporting for Rural Development.<sup>110</sup>

As an affirmative measure, the Agriculture and Rural Development Program,<sup>111</sup> drafted by this Department, provides women applicants with two additional points, towards increasing the extent to which women benefit from grants offered by the Ministry. However, according to the Head of the Department, these points have been misused by women's men relatives. For example, they may put the family farm in the name of the woman applicant, so that she may become the legal beneficiary. However, in reality, she does not have decision-making power with regard to the business. As a result, the statistics produced with regard to women grant beneficiaries are not entirely accurate, according to officials.<sup>112</sup> While not having specific evidence, an official estimated that approximately 60% to 70% of women beneficiaries are not the real beneficiaries of these grants.<sup>113</sup> At the same time, KWN's conversations with women have suggested that the mere act of placing the property or business in their name is empowering for women.

## Wages and Salaries

As of March 2017, 13 people worked in this Department. Women comprised 54% of workers, and men 46%.<sup>114</sup>

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<sup>110</sup> Regulation No. 37/2013 on Internal Organisation and Systematization of Jobs in the Ministry of Agriculture, Forestry and Rural Development, Art. 7.

<sup>111</sup> MAFRD Webpage, Agriculture and Rural Development Program 2017, at: <http://www.mbpzhr-ks.net/repository/docs/webPROGRAMleng.pdf>.

<sup>112</sup> KWN meeting with the Head of the Department, 1 March 2017.

<sup>113</sup> KWN meeting with Head of Department, 1 March 2017.

<sup>114</sup> Ibid.



**Table 36. Employees of the Department of Rural Development Policy-Managing Authority by Gender and Salary Level in 2015-2018**

Year	Salary Level	Total Staff at Each Salary Level	# and % of Men	Amount Spent on Men	# and % of Women	Amount Spent on Women	Total Amount Spent
2015	401-600	4	3 (75%)	€20,434 (77%)	1 (25%)	€6,104 (23%)	€26,538
	600+	2	1 (50%)	€7,431 (49%)	1 (50%)	€7,877 (51%)	€15,308
	<b>Total</b>	<b>6</b>	<b>4 (67%)</b>	<b>€27,865 (67%)</b>	<b>2 (33%)</b>	<b>€13,981 (33%)</b>	<b>€41,846</b>
2016	401-600	4	3 (75%)	€20,434 (77%)	1 (25%)	€6,104 (23%)	€26,538
	600+	2	1 (50%)	€7,431 (49%)	1 (50%)	€7,877 (51%)	€15,308
	<b>Total</b>	<b>6</b>	<b>4 (67%)</b>	<b>€27,865 (67%)</b>	<b>2 (33%)</b>	<b>€13,981 (33%)</b>	<b>€41,846</b>
2017 (Jan. – May)	401-600	9	4 (44%)	€8,514 (77%)	5 (56%)	€2,543 (23%)	€11,058
	600+	4	2 (50%)	€3,096 (49%)	2 (50%)	€3,282 (51%)	€6,378
	<b>Total</b>	<b>13</b>	<b>6 (46%)</b>	<b>€11,610 (67%)</b>	<b>7 (54%)</b>	<b>€5,826 (33%)</b>	<b>€17,436</b>
2018 Projected	<b>Total</b>	<b>13</b>	<b>6 (46%)</b>	<b>€64,998 (67%)</b>	<b>7 (54%)</b>	<b>€32,014 (33%)</b>	<b>€97,012</b>

## Goods and Services

An equal percentage of women and men employees from this Department have undertaken official travels in 2015 and 2016 (Table 37). However, altogether women had more expenditures (67%). As of March 2017, no women had undertaken official travel.

**Table 37. Department of Rural Development Policy Staff Participation, Per Diems, Accommodation, Tickets and Other Expenses for Official Travels by Gender in 2015 - 2017**

Year	2015	2016	2017 (Jan. - Mar.)
<b>Total # of Staff Who Attended Official Travels</b>	<b>12 (100%)</b>	<b>12 (100%)</b>	<b>2 (100%)</b>
<b># and % of Women</b>	<b>6 (50%)</b>	<b>6 (50%)</b>	<b>0 (0%)</b>
<b># and % of Men</b>	<b>6 (50%)</b>	<b>6 (50%)</b>	<b>2 (100%)</b>
<b>Total Amount Spent on Per Diems</b>	<b>€8,099 (100%)</b>	<b>€7,762 (100%)</b>	<b>€934 (100%)</b>
Amount of Per Diems Spent on Women	€3,589 (44%)	€4,990 (64%)	€0 (0%)
Amount of Per Diems Spent on Men	€4,510 (56%)	€2,772 (36%)	€934 (100%)
<b>Total Amount Spent on Accommodation</b>	<b>€1,727 (100%)</b>	<b>€1,678 (100%)</b>	<b>€109 (100%)</b>
Amount for Accommodation Spent on Women	€901 (52%)	€1,318 (79%)	€0 (0%)
Amount for Accommodation Spent on Men	€825 (48%)	€360 (21%)	€109 (100%)
<b>Total Amount Spent on Other Expenses</b>	<b>€3,196 (100%)</b>	<b>€768 (100%)</b>	<b>€259 (100%)</b>
Amount for Other Expenses Spent on Women	€1,068 (33%)	€452 (59%)	€0 (0%)
Amount for Other Expenses Spent on Men	€2,128 (67%)	€316 (41%)	€259 (100%)
<b>Total Amount Spent on Tickets</b>		<b>€2,298 (100%)</b>	<b>€177 (100%)</b>
Amount for Tickets Spent on Women		€1,564 (68%)	€0 (0%)
Amount for Tickets Spent on Men		€735 (32%)	€177 (100%)
<b>Total Amount Spent for Official Travels</b>	<b>€13,021 (100%)</b>	<b>€12,506 (100%)</b>	<b>€1,479 (100%)</b>
<b>Total Amount Spent on Women</b>	<b>€5,558 (43%)</b>	<b>€8,324 (67%)</b>	<b>€0 (0%)</b>
<b>Total Amount Spent on Men</b>	<b>€7,463 (57%)</b>	<b>€4,183 (33%)</b>	<b>€1,479 (100%)</b>

## Subsidies and Transfers

This Department drafts policies that regulate criteria that need to be fulfilled in order to receive rural development grants from the Ministry. As noted, qualified women and people under 40 who apply receive additional points as an affirmative measure. However, women comprised only 19% of grants beneficiaries in 2015 and 32% in 2016 (Table 38).

Table 38. Beneficiaries of Rural Development Grants Given by MAFRD by Age and Gender in 2015-2017						
Year	Total Budget for Grants	Total Number of Beneficiaries	# and % of Farmers Above Forty Years Old	# and % of Farmers Under and Forty Years Old	# and % of Women	# and % of Men
2015	23,000,000	393	120 (31%)	273 (69%)	74 (19%)	319 (81%)
2016	23,000,000	470	150 (32%)	320 (68%)	151 (32%)	319 (68%)

With regard to specific sectors, in 2016 women farmers benefited more than men from grants given in the greenhouses sector (€2,046,792, 66%); the meat sector for raising birds (€459,815, 76%); and for development and promotion of craft activities (€123,393, 71%) (Table 39). In all other measures and sectors, women comprised less than 50% of grant recipients and received less than 50% of funds. Nor have women benefited from grants given for agricultural land irrigation.

Table 39. MAFRD Rural Development Grants by Measure and Gender in 2015 and 2016								
Year	Measures	Sub-Measures	Total # of Beneficiaries	# and % of Women	# and % of Men	Budget for Women	Budget for Men	Total Budget
2015	101. Investments in physical assets in agricultural economy	Fruit Sector	42	10 (24%)	32 (76%)	€671,005 (29%)	€1,673,913 (71%)	€2,344,919
		Berry Tree Sector	29	8 (28%)	21 (72%)	€382,187 (28%)	€987,371 (72%)	€1,369,558
		Vegetables Storage in Greenhouses and Warehouses Sector	65	11 (17%)	54 (83%)	€552,614 (17%)	€2,722,727 (83%)	€3,275,341
		Calf Growth Sector	27	7 (26%)	20 (74%)	€298,369 (20%)	€1,171,136 (80%)	€1,469,505
		Broilers Growth Sector	16	4 (25%)	12 (75%)	€199,393 (24%)	€642,287 (76%)	€841,681
		Milk Sector (Cows)	43	1 (2%)	42 (98%)	€32,805 (2%)	€2,036,139 (98%)	€2,068,944
		Milk Sector (Sheep and Goats)	15	1 (7%)	14 (93%)	€69,221 (9%)	€666,995 (91%)	€736,216
		Grapes Sector	26	4 (15%)	22 (85%)	€66,844 (19%)	€283,838 (81%)	€350,682
		Eggs Sector	5	1 (20%)	4 (80%)	€78,000 (26%)	€217,512 (74%)	€295,512
		<b>Total Measure 101</b>	<b>268</b>	<b>47 (18%)</b>	<b>221 (82%)</b>	<b>€2,350,439 (18%)</b>	<b>€10,401,918 (82%)</b>	<b>€12,752,357</b>
	103. Investment in physical assets in processing and trading of agricultural products	Milk Processing	6	1 (17%)	5 (83%)	€175,850 (17%)	€829,890 (83%)	€1,005,740
		Meat Processing	9	0 (0%)	9 (100%)	€0 (0%)	€1,604,928 (100%)	€1,604,928
		Fruit and Vegetables Processing	13	1 (8%)	12 (92%)	€35,750 (2%)	€2,208,566 (98%)	€2,244,316
		Wine Output	4	0 (0%)	4 (100%)	€0 (0%)	€386,675 (100%)	€386,675
		<b>Total Measure 103</b>	<b>32</b>	<b>2 (6%)</b>	<b>30 (94%)</b>	<b>€211,600 (4%)</b>	<b>€5,030,059 (96%)</b>	<b>€5,241,659</b>
	302. Farm Diversification and Business Development	Beekeeping Production / Processing and Honey Marketing	53	9 (17%)	44 (83%)	€74,619 (17%)	€372,786 (83%)	€447,404
		Collecting, Processing and Promoting Non-Wood Mountain Products	7	3 (43%)	4 (57%)	€42,886 (37%)	€74,211 (63%)	€117,096
		Agricultural Products Processing (cultivated) and Their Marketing	10	1 (10%)	9 (90%)	€12,740 (7%)	€167,270 (93%)	€180,010

2016		Development and Marketing of Craft Activities	4	2 (50%)	2 (50%)	€18,429 (32%)	€39,000 (68%)	€57,429
		Rural and Farm Tourism Development	7	2 (29%)	5 (71%)	€51,870 (36%)	€91,090 (64%)	€142,961
		<b>Total Measure 302</b>	<b>81</b>	<b>17 (21%)</b>	<b>64 (79%)</b>	<b>€200,543 (21%)</b>	<b>€744,357 (79%)</b>	<b>€944,900</b>
	101. Investments in physical assets in agricultural economy	Fruit Sector	55	17 (31%)	38 (69%)	€944,315 (34%)	€1,847,064 (66%)	€2,791,379
		Berries Sector	47	14 (30%)	33 (70%)	€819,679 (30%)	€1,935,513 (70%)	€2,755,193
		Greenhouses Sector	61	39 (64%)	22 (36%)	€2,046,792 (66%)	€1,075,563 (34%)	€3,122,355
		Storing Vegetables in Warehouses Sector	13	0 (0%)	13 (100%)	€0 (0%)	€746,136 (100%)	€746,136
		Meat Sector (Growth of Calves)	35	6 (17%)	29 (83%)	€314,060 (18%)	€1,423,984 (82%)	€1,738,044
		Meat Sector (Growth of Birds)	11	8 (73%)	3 (27%)	€459,815 (76%)	€144,715 (24%)	€604,531
		Milk Sector (Cows)	36	7 (19%)	29 (81%)	€373,646 (22%)	€1,307,502 (78%)	€1,681,148
		Milk Sector (Sheep and Goats)	14	1 (7%)	13 (93%)	€65,000 (9%)	€640,332 (91%)	€705,332
		Grapes Sector	61	6 (10%)	55 (90%)	€44,676 (8%)	€532,367 (92%)	€577,043
		Egg Sector	6	2 (33%)	4 (67%)	€131,876 (39%)	€206,623 (61%)	€338,499
		<b>Total Measure 101</b>	<b>339</b>	<b>100 (29%)</b>	<b>239 (71%)</b>	<b>€5,199,858 (35%)</b>	<b>€9,859,800 (65%)</b>	<b>€15,059,658</b>
	302. Farm Diversification and Business Development	Honey Production, Processing and Promotion	56	24 (43%)	32 (57%)	€273,438 (43%)	€368,522 (57%)	€641,960
		Collecting, Processing and Promoting Non-Wood Mountain Products	7	1 (14%)	6 (86%)	€11,960 (10%)	€113,443 (90%)	€125,403
		Processing and Promoting Cultivated Agricultural Products	11	4 (36%)	7 (64%)	€77,705 (36%)	€139,293 (64%)	€216,998
		Craft Activities Development and Promotion	11	8 (73%)	3 (27%)	€123,393 (71%)	€51,588 (29%)	€174,981
		Rural Tourism Development and Promotion	15	7 (47%)	8 (53%)	€233,240 (48%)	€250,290 (52%)	€483,530
		<b>Total Measure 302</b>	<b>100</b>	<b>44 (44%)</b>	<b>56 (56%)</b>	<b>€719,736 (44%)</b>	<b>€923,137 (56%)</b>	<b>€1,642,873</b>
	Agricultural Lands Irrigation in 2016 Measure		7	0 (0%)	7 (100%)	€0 (0%)	€965,614 (100%)	€965,614

Additionally, MAFRD distributes grants from the subsidies and transfers economic category to support NGOs that are active in agriculture. In total, women-led NGOs that have benefited from these grants comprised 48% of beneficiaries and received 43% of expenditures in 2016 (Table 40). MAFRD distributed grants more equally among women-led and men-led NGOs in 2016 than in 2015, reflecting a positive trend and perhaps an example of best practice.

**Table 40. Agricultural NGOs Benefitting from MAFRD Grants by Municipality and Gender of NGO Director in 2015 and 2016**

Year	Municipality	Total Number of Beneficiaries	Total Number of Women	Total Number of Men	Amount Spent on Women	Amount Spent on Men	Total Amount
2015	Prishtina	19	7 (37%)	12 (63%)	€19,600 (41%)	€28,100 (59%)	€47,700
	Deçan	2	1 (50%)	1 (50%)	€1,300 (27%)	€3,500 (73%)	€4,800
	Gjilan	3	0 (0%)	3 (100%)	€0 (0%)	€5,700 (100%)	€5,700
	Gjakova	2	0 (0%)	2 (100%)	€0 (0%)	€4,500 (100%)	€4,500
	Kamenica	2	1 (50%)	1 (50%)	€3,000 (46%)	€3,500 (54%)	€6,500
	Graçanica	2	1 (50%)	1 (50%)	€3,500 (64%)	€2,000 (36%)	€5,500
	Rahovec	10	0 (0%)	10 (100%)	€0 (0%)	€28,000 (100%)	€28,000
	Lipjan	2	1 (50%)	1 (50%)	€1,200 (38%)	€2,000 (63%)	€3,200
	Mitrovica	3	1 (33%)	2 (67%)	€3,500 (32%)	€7,500 (68%)	€11,000
	Podujeva	2	1 (50%)	1 (50%)	€1,100 (24%)	€3,500 (76%)	€4,600
	Skenderaj	6	2 (33%)	4 (67%)	€4,200 (32%)	€9,000 (68%)	€13,200
	Vushtrria	3	1 (33%)	2 (67%)	€3,500 (35%)	€6,600 (65%)	€10,100
	Zveçan	1	1 (100%)	0 (0%)	€1,300 (100%)	€0 (0%)	€1,300
	Ferizaj	2	2 (100%)	0 (0%)	€2,300 (100%)	€0 (0%)	€2,300
	Malisheva	2	2 (100%)	0 (0%)	€4,500 (100%)	€0 (0%)	€4,500
	Prizren	1	1 (100%)	0 (0%)	€2,000 (100%)	€0 (0%)	€2,000
	Dragash	2	2 (100%)	0 (0%)	€4,700 (100%)	€0 (0%)	€4,700
	Drenas	1	1 (100%)	0 (0%)	€1,200 (100%)	€0 (0%)	€1,200
<b>Total 2015</b>		<b>65</b>	<b>25 (38%)</b>	<b>40 (62%)</b>	<b>€56,900 (35%)</b>	<b>€103,900 (65%)</b>	<b>€160,800</b>
2016	Prishtina	11	3 (27%)	8 (73%)	€4,900 (20%)	€19,900 (80%)	€24,800
	Deçan	3	1 (33%)	2 (67%)	€2,000 (47%)	€2,300 (53%)	€4,300
	Kamenica	3	0 (0%)	3 (100%)	€0 (0%)	€6,400 (100%)	€6,400
	Graçanica	2	1 (50%)	1 (50%)	€2,500 (42%)	€3,500 (58%)	€6,000
	Rahovec	2	0 (0%)	2 (100%)	€0 (0%)	€4,500 (100%)	€4,500
	Lipjan	3	2 (67%)	1 (33%)	€4,000 (67%)	€2,000 (33%)	€6,000
	Mitrovica	9	5 (56%)	4 (44%)	€11,500 (58%)	€8,500 (43%)	€20,000
	Podujeva	2	1 (50%)	1 (50%)	€2,000 (57%)	€1,500 (43%)	€3,500
	Skenderaj	3	1 (33%)	2 (67%)	€2,000 (29%)	€5,000 (71%)	€7,000
	Vushtrria	3	1 (33%)	2 (67%)	€2,000 (27%)	€5,500 (73%)	€7,500
	Ferizaj	1	1 (100%)	0 (0%)	€1,000 (100%)	€0 (0%)	€1,000
	Malisheva	1	1 (100%)	0 (0%)	€1,000 (100%)	€0 (0%)	€1,000
	Dragash	1	1 (100%)	0 (0%)	€1,500 (100%)	€0 (0%)	€1,500
	Drenas	2	0 (0%)	2 (100%)	€0 (0%)	€4,500 (100%)	€4,500
	Viti	3	3 (100%)	0 (0%)	€4,400 (100%)	€0 (0%)	€4,400
	Klina	3	1 (33%)	2 (67%)	€1,500 (22%)	€5,300 (78%)	€6,800
	Peja	3	3 (100%)	0 (0%)	€8,000 (100%)	€0 (0%)	€8,000
	Fushë Kosova	1	1 (100%)	0 (0%)	€1,400 (100%)	€0 (0%)	€1,400
	Junik	1	1 (100%)	0 (0%)	€1,000 (100%)	€0 (0%)	€1,000
	Kaçanik	1	1 (100%)	0 (0%)	€1,400 (100%)	€0 (0%)	€1,400
<b>Total 2016</b>		<b>58</b>	<b>28 (48%)</b>	<b>30 (52%)</b>	<b>€52,100 (43%)</b>	<b>€68,900 (57%)</b>	<b>€121,000</b>

MAFRD informs potential grant applicants about the application process and deadlines through its webpage, administrative instructions,<sup>115</sup> television, social networks and information sessions. Historically, fewer women have participated in information sessions than men have.<sup>116</sup> Women comprised 8% of participants in 2016, with most participating in Ferizaj and Prishtina (Table 41).

<sup>115</sup> MAFRD, Administrative Instruction No. 02/2017, On the Measures and Criteria of Support in Agriculture and Rural Development for 2017, at: [http://www.mbpzhr-ks.net/repository/docs/330\\_U.A.nr.02.2017\\_per\\_Masat\\_dhe\\_kriteret\\_e\\_perkrahjes\\_ne\\_B.dhe\\_ZHRper\\_v.2017\\_ang.pdf](http://www.mbpzhr-ks.net/repository/docs/330_U.A.nr.02.2017_per_Masat_dhe_kriteret_e_perkrahjes_ne_B.dhe_ZHRper_v.2017_ang.pdf).

<sup>116</sup> KWN meeting with the Head of the Department, 1 March 2017.

**Table 41. Participants in Information Sessions on Agriculture and Rural Development Programs by Gender in 2014-2016**

Year	Topic	Municipality	Total # of Participants	# and % of Women	# and % of Men
2014	Meetings for Agriculture and Rural Development 2015 Disclosure	Mitrovica	84	6 (7%)	78 (93%)
		Prizren	65	6 (9%)	59 (91%)
		Gjilan	77	9 (12%)	68 (88%)
		Peja	60	7 (12%)	53 (88%)
		<b>Total 2014</b>	<b>286</b>	<b>28 (10%)</b>	<b>258 (90%)</b>
2015		Prishtina	99	10 (10%)	89 (90%)
2016	Meetings for Agriculture and Rural Development 2016 Disclosure	Prishtina	140	13 (9%)	127 (91%)
		Mitrovica	83	3 (4%)	80 (96%)
		Gjilan	71	7 (10%)	64 (90%)
		Peja	73	5 (7%)	68 (93%)
		Prizren	57	0 (0%)	57 (100%)
		Gracanica	45	4 (9%)	41 (91%)
		North Mitrovica	43	8 (19%)	35 (81%)
		Ferizaj	60	14 (23%)	46 (77%)
		Gjakova	80	2 (3%)	78 (98%)
		Dragash	36	0 (0%)	36 (100%)
	Meetings for Agriculture and Rural Development 2017 Disclosure	Gjilan	73	3 (4%)	70 (96%)
		Peja	71	5 (7%)	66 (93%)
		Prizren	45	1 (2%)	44 (98%)
		Gracanica	24	1 (4%)	23 (96%)
		Ferizaj	39	12 (31%)	27 (69%)
		Gjakova	71	4 (6%)	67 (94%)
		Dragash	33	0 (0%)	33 (100%)
		Mitrovica	66	4 (6%)	62 (94%)
		Prishtina	73	8 (11%)	65 (89%)
		<b>Total 2016</b>	<b>1,183</b>	<b>94 (8%)</b>	<b>1,089 (92%)</b>

## Programmes and Activities

Among employees participating in working groups for rural development programs, women comprised 37% of participants in 2016 (Table 42). This percentage decreased from 2015, when women comprised 59% of participants.

**Table 42. Working Group Participants by Gender in 2015-2016**

Date	Working Groups Topic	Total Participants	# and % of Women	# and % of Men	# and % Unidentified
19.03.2015	Concept Document on Amending and Supplementing Law No. 03/L-098 on Agriculture and Rural Development	6	3 (50%)	3 (50%)	
27.03.2015	Concept Document on Amending and Supplementing Law No. 03/L-098 on Agriculture and Rural Development	5	4 (80%)	1 (20%)	
22.04.2015	Drafting Concept Document on Agriculture and Rural Development	6	3 (50%)	3 (50%)	
<b>Total 2015</b>		<b>17</b>	<b>10 (59%)</b>	<b>7 (41%)</b>	
26.07.2016	Rural Grants 2015	11	3 (27%)	6 (55%)	2 (18%)
10.08.2016	Grants 2015	11	4 (36%)	6 (55%)	1 (9%)
08.09.2016	Measure 101, Eggs Sector	5	2 (40%)	3 (60%)	
14.09.2016	Measure 101 and 103, Meat Sector	10	4 (40%)	6 (60%)	
16.09.2016	Measure 101, Fruit and Vegetables Sector	9	2 (22%)	7 (78%)	
20.09.2016	Measure 302, Diversification	8	5 (63%)	3 (38%)	
29.09.2016	Measure for Agricultural Lands Irrigation	7	3 (43%)	3 (43%)	1 (14%)

13.XX.2016	Measure 101, Milk Sector	9	3 (33%)	5 (56%)	1 (11%)
<b>Total 2016</b>		<b>70</b>	<b>26 (37%)</b>	<b>39 (56%)</b>	<b>5 (7%)</b>

## Capital Investments

Capital investments were used to renovate the Agency for the Development of Agriculture. Despite requests, KWN did not receive information as to whether public consultations were held in order to inform the planning, implementation, monitoring or evaluation of public expenditures, as per best practices in GRB.

## Recommended Objectives

1. Increase the percentage of official travel expenditures spent on men from 33% in 2016 to 50% in 2018.
2. Increase the percentage of rural development grant beneficiaries who are women farmers in diverse sectors from 32% in 2016 to 40% in 2018, thereby increasing expenditures on women.
3. Increase the percentage of grant expenditures on women-led NGOs from 43% in 2016 to 50% in 2018 and thereafter.
4. Increase the percentage of information session participants who are women from 8% in 2016 to 30% in 2018 and incrementally more thereafter.
5. Increase the percentage of participants in working groups for rural development who are women from 37% in 2016 to 50% in 2018 and future years.

## Recommended Activities

1. Ensure equal expenditures on official travel for women and men, particularly per diems.
2. Use affirmative measures to distribute grants more equally among women and men farmers in different sectors. Collaborate with GEOs and women's organizations to promote the grant opportunities available to rural women farmers. Consider introducing new ways of informing women about grant opportunities, including by improving cooperation with local women's organizations and supporting periodically door-to-door information campaigns to reach women in rural areas with information.
3. Use affirmative measures to distribute grant amounts more equally among NGOs led by women and men.
4. Collaborate with GEOs, KWN and women's organizations to promote information sessions to women farmers. Plan the location and time of information sessions in such a way that facilitates women's participation.
5. Ensure a gender balance among participants in working groups, in accordance with the Law on Gender Equality.

## Department for Agricultural Policies and Trade

The Department for Agricultural Policies and Trade is responsible for writing and implementing agricultural policies and legislation. It proposes and implements procedures related to plant and livestock production, as well as ensures that quality standards are met in accordance with existing legislation. The Department also supports increasing sector performance through agricultural education.<sup>117</sup> It offers logistical support to other institutions and organisations in organizing fairs, field days and traditional events to promote local products.<sup>118</sup> It collaborates with MTI and customs regarding trade matters and the customs regime for food and agricultural products. It accepts and reviews registration documents

<sup>117</sup> Regulation No. 37/2013 on Internal Organisation and Systematization of Jobs in the Ministry of Agriculture, Forestry and Rural Development, Art. 12.

<sup>118</sup> The Department has not maintained gender-disaggregated data on participants because the Department only provided logistical support (meeting with the Head of the Department, 28 February 2017).

for plant protection products and artificial fertilizers for wheat, corn, and barley and potato cultivation. It also accepts and reviews licencing documents for agricultural inputs. This Department has five divisions: the Division for Direct Support, Trade Policies and Markets; the Division for Plant Production and Irrigation; the Division for Plant Protection; the Division of Livestock; and the Division of Use of Lands, Geographic Information Systems (GIS), Registries and Land Parcel Identification System (LPIS).<sup>119</sup>

The Department's main tasks involve drafting legislation for the agriculture sector. It designs policy documents for land irrigation, plant protection and livestock development. This Department drafts the annual Direct Payments Program for Ministry subventions for farmers active in wheat, horticulture,<sup>120</sup> and livestock sectors.<sup>121</sup> Criteria regarding the size of land owned and/or rented, in order to apply for Direct Payments, differs according to the sub-sector.

## Wages and Salaries

Altogether, this Department and its divisions have 19 workers. Women (47%) and men (53%) have fairly balanced representation within this Department. A new position will open in 2017.<sup>122</sup>

Year	Salary Level	Total Staff at Each Salary Level	# and % of Men	Amount Spent on Men	# and % of Women	Amount Spent on Women	Total Amount Spent
2015	401-600	16	9 (56%)	€60,698 (55%)	7 (44%)	€48,986 (45%)	€109,684
	600+	4	3 (75%)	€22,525 (71%)	1 (25%)	€9,062 (29%)	€31,587
	<b>Total</b>	<b>20</b>	<b>12 (60%)</b>	<b>€83,223 (59%)</b>	<b>8 (40%)</b>	<b>€58,048 (41%)</b>	<b>€141,271</b>
2016	401-600	17	9 (53%)	€60,698 (55%)	8 (47%)	€48,986 (45%)	€109,684
	600+	4	3 (75%)	€22,525 (71%)	1 (25%)	€9,062 (29%)	€31,587
	<b>Total</b>	<b>21</b>	<b>12 (57%)</b>	<b>€83,223 (59%)</b>	<b>9 (43%)</b>	<b>€58,048 (41%)</b>	<b>€141,271</b>
2017 (Jan. – May)	401-600	15	7 (47%)	€25,291 (55%)	8 (53%)	€20,411 (45%)	€45,702
	600+	4	3 (75%)	€9,385 (71%)	1 (25%)	€3,776 (29%)	€13,161
	<b>Total</b>	<b>19</b>	<b>10 (53%)</b>	<b>€34,676 (59%)</b>	<b>9 (47%)</b>	<b>€24,187 (41%)</b>	<b>€58,863</b>
2018 Projected	<b>Total</b>	<b>23</b>	<b>11 (48%)</b>	<b>75,405 (48%)</b>	<b>12 (52%)</b>	<b>82,260 (52)</b>	<b>157,665</b>

## Goods and Services

Fewer women have participated in official travels than men (Table 44), comprising 33% of persons undertaking official travel in 2015 and 31% in 2016. Related, women received only 20% of expenditures on per diems in 2015 and 26% in 2016. No official travels had occurred in 2017 as of March.

Year	2015	2016
Total # of Staff Who Attended Official Travels	15 (100%)	13 (100%)
# and % of Women	5 (33%)	4 (31%)
# and % of Men	10 (67%)	9 (69%)
Total Amount Spent on Per Diems	€10,073 (100%)	€11,473 (100%)
Amount of Per Diems Spent on Women	€1,997 (20%)	€3,021 (26%)
Amount of Per Diems Spent on Men	€8,075 (80%)	€8,451 (74%)

<sup>119</sup> MAFRD Webpage, Department for Agricultural Policies and Markets, at: <http://www.mbpzhr-ks.net/sq/departamenti-per-politika-bujgesore-dhe-tregjeve->.

<sup>120</sup> Horticulture is the agriculture branch that deals with the cultivation of plants, fruits, vegetables, vineyards and decorative woods.

<sup>121</sup> See Table 3. Direct Payments Program for 2017, which includes 22 sub-sectors, in Annex 2.

<sup>122</sup> Meeting with the Head of the Department, 28 February 2017.

Total Amount Spent on Accommodation	€1,964 (100%)	€1,854 (100%)
Amount for Accommodation Spent on Women	€60 (3%)	€0 (0%)
Amount for Accommodation Spent on Men	€1,904 (97%)	€1,854 (100%)
Total Amount Spent on Other Expenses	€2,434 (100%)	€3,778 (100%)
Amount for Other Expenses Spent on Women	€938 (39%)	€649 (17%)
Amount for Other Expenses Spent on Men	€1,496 (61%)	€3,129 (83%)
Total Amount Spent on Tickets		€4,257 (100%)
Amount for Tickets Spent on Women		€629 (15%)
Amount for Tickets Spent on Men		€3,628 (85%)
Total Amount Spent for Official Travels	€14,471 (100%)	€21,362 (100%)
Total Amount Spent on Women	€2,995 (21%)	€4,299 (20%)
Total Amount Spent on Men	€11,475 (79%)	€17,062 (80%)

## Subsidies and Transfers

In 2015 and 2016, women comprised only 2% of Direct Payments subvention recipients, receiving only 3% of subvention expenditures (Table 45). According to a representative of the Office on Institutional Mechanisms on Protection against Discrimination in Government and Municipalities within the Ministry, criteria set for the Direct Payments Program are difficult for many women to meet.<sup>123</sup>

Table 45. MAFRD Beneficiaries of Subventions: Direct Payments, by Gender in 2015-2017 <sup>124</sup>						
Year	Total # of Beneficiaries	# and % of Women	# and % of Men	Amount Spent on Women	Amount Spent on Men	Total Budget for Subventions
2015	37,134	823 (2%)	36,311 (98%)	€623,456 (3%)	€20,631,020 (97%)	€21,254,476
2016	42,971	952 (2%)	42,019 (98%)	€775,556 (3%)	€24,961,436 (97%)	€25,736,991
2017	N/A					€25,000,000

## Capital Investments

The Department uses the capital investments economic category for constructing and rehabilitating irrigation systems. The Department has not organized public consultations with women and men to discuss capital investment projects because municipalities are obliged to organize such consultations.<sup>125</sup>

## Programmes and Activities

The Department and its divisions also issue to companies and farmers 28 types of licences for agro-inputs. Of 1,039 total licensed farmers and companies, as of April 2017, only 5% were women-owned (Table 46).

Table 46. Active Licensed Farmers and Companies by Gender in April 2017			
Licenses	# and % of Women	# and % of Men	Total # of Licenses
Licensed Seed Importers	3 (5%)	63 (95%)	66
Seed Traders	13 (4%)	293 (96%)	306
Seed Producers	0 (0%)	3 (100%)	3
Seed Processors	0 (0%)	3 (100%)	3
Seed Packers	0 (0%)	2 (100%)	2
List of Subjects with Temporary Permission for DDD	4 (6%)	61 (94%)	65
List of Responsible Persons in Agricultural Pharmacies	12 (8%)	144 (92%)	156

<sup>123</sup> KWN interview with representative of Office on Institutional Mechanisms on Protection against Discrimination in Government and Municipalities, 20 June 2017.

<sup>124</sup> KWN correspondence with the Head of Direct Payments Directorate from the Agency for Development of Agriculture, 12 April 2017.

<sup>125</sup> KWN correspondence with the Head of the Department, 27 April 2017.



List of Licensed Subjects to Import Pesticides	0 (0%)	17 (100%)	17
List of Licensed Subjects to Import Fertilizers	0 (0%)	49 (100%)	49
Licenses for Vegetable Producers	1 (7%)	14 (93%)	15
Licenses for Vegetable Importers	0 (0%)	6 (100%)	6
Licenses for Vegetable Traders	1 (4%)	22 (96%)	23
Decorative Plant Producers	4 (13%)	28 (88%)	32
Decorative Plant Importers	2 (3%)	76 (97%)	78
Decorative Plant Traders	5 (8%)	61 (92%)	66
Grape Plant Seedlings Importers	0 (0%)	5 (100%)	5
Vegetable Seedlings Producers	2 (8%)	22 (92%)	24
Vegetable Seedlings Importers	1 (2%)	42 (98%)	43
Vegetable Seedlings Traders	2 (8%)	23 (92%)	25
Vegetable Seedlings Exporters	0 (0%)	1 (100%)	1
Grape Plant Seedlings Traders	1 (33%)	2 (67%)	3
Decorative Plants Exporters	0 (0%)	5 (100%)	5
Fruits Seedlings Producers	0 (0%)	8 (100%)	8
Fruits Seedlings Importers	1 (5%)	20 (95%)	21
Fruits Seedlings Traders	1 (6%)	16 (94%)	17
<b>Total</b>	<b>53 (5%)</b>	<b>986 (95%)</b>	<b>1,039</b>

In drafting the Direct Payments Program, the Department consults with farmers from different sectors in order to identify their priorities. The Department collaborates with municipalities to organize information sessions.<sup>126</sup> Municipalities invite representatives of farmers' associations from different sectors. Usually, farmers contacted regarding their perspective own and/or rent significant territories of land for agricultural activities. The Department and municipalities have faced difficulties in reaching farmers that work in sectors and sub-sectors not already organized in farmers' associations. For example, the wheat sector only recently formed an association, in 2017. Farmers producing corn, barley, rye and sunflowers still have not organized associations. The Department drafts policies about these sub-sectors, but has struggled to receive collective input from diverse farmers working in these sub-sectors.<sup>127</sup> Little information exists regarding the extent to which women participate in these associations and have provided their input on the Direct Payments Program. Similar challenges may exist for women as those mentioned previously in terms of receiving information and invitations to participate in such discussions.

The Agency for Development of Agriculture implements the Direct Payments Program. In accordance with the Law on Gender Equality, all policy documents should mainstream gender. However, in 2017,<sup>128</sup> this Program lacked a gender perspective; it did not include gender-disaggregated data in its objectives or in reference to targeted beneficiaries.

Women participated less than men did in working groups drafting policy documents for this Department, comprising only 40% of total participants as of March 2017 (Table 47).

Table 47. Participants in Department for Agricultural Policies and Trade Working Groups by Gender 2014-2017 <sup>129</sup>				
Year	Working Groups	Total # of Participants in Working Groups	# and % of Women	# and % of Men
2014	Working Groups for Performance Evaluation of Biological Reproductive Material for Farm Animals	3	1 (33%)	2 (67%)
	Draft Law on Amending and Supplementing the Law No. 2004/21	13	3 (23%)	10 (77%)

<sup>126</sup> Correspondence with the Head of the Department, 24 April 2017.

<sup>127</sup> Meeting with Head of Department, 28 February 2017.

<sup>128</sup> MAFRD, Department of Agriculture Policies and Trade, Direct Payments Program 2017, at: [http://www.mbpzhr-ks.net/repository/docs/Programi\\_per\\_Pagesat\\_Direkte\\_2017.pdf](http://www.mbpzhr-ks.net/repository/docs/Programi_per_Pagesat_Direkte_2017.pdf).

<sup>129</sup> Disaggregated and calculated by KWN based on the names of participants supplied by the Department.

	Working Groups for Licensing Subjects dealing with Aquaculture based on Law No. 02 /L-85	5	2 (40%)	3 (60%)
	Preparation of sub-legal acts deriving from the implementation of Law No. 04/L-085 on Organic Agriculture	8	2 (25%)	6 (75%)
	Working Groups for Preparing and Evaluating Documentation for Announcement of the farmer of the year	11	4 (36%)	7 (64%)
<b>Total 2014</b>		<b>40</b>	<b>12 (30%)</b>	<b>28 (70%)</b>
2015	Drafting Administrative Instruction No. 04/2015 for Direct Payments to Agriculture for 2015	7	0 (0%)	7 (100%)
	Drafting the Draft Law on Amending and Supplementing Law No. 03/L-106 on Food in Accordance with Compliance Tables in the Republic of Kosovo - The European Union	15	7 (47%)	8 (53%)
	Working group for the Professional Evaluation of two bulls for Reproduction: Selling respectively their replacement at the genetic centre of Kosovo	3	1 (33%)	2 (67%)
	Supervising the Activities of the Genetic Centre of Kosovo "Gen Kos" in Peja	3	2 (67%)	1 (33%)
	Review of Direct Payment Claims for 2015	5	3 (60%)	2 (40%)
	Preparing Mass for Natural Disaster in Agriculture	11	1 (9%)	10 (91%)
	Drafting by-laws that derive from the implementation of the Secondary Legislative Program for 2015 from the area of bleach	9	3 (33%)	6 (67%)
	Working Groups "Ad Hoc" for auction announcement	3	0 (0%)	3 (100%)
	Designing the Mass 501 - Technical Assistance in Communication and Publicity	12	3 (25%)	9 (75%)
<b>Total 2015</b>		<b>68</b>	<b>20 (29%)</b>	<b>48 (71%)</b>
2016	Drafting bylaws for implementation of the Law on Livestock	10	2 (20%)	8 (80%)
	Demonstration of bull in reproduction	3	1 (33%)	2 (67%)
	Review and evaluation of applications under the public announcement of MAFRD for financial support for organizations and associations of producers and processors of agricultural and agro food products	3	1 (33%)	2 (67%)
	Drafting the Kosovo Program for Gender Equality	11	5 (45%)	6 (55%)
<b>Total 2016</b>		<b>27</b>	<b>9 (33%)</b>	<b>18 (67%)</b>
2017 (Jan. – Mar.)	Drafting the Concept Paper for Agricultural Land	7	3 (43%)	4 (57%)
	Drafting the concept paper for the Sanitary Inspectorate	6	3 (50%)	3 (50%)
	Establishment of the Complaints Review Commission for Licensing	7	5 (71%)	2 (29%)
	Drafting the Draft Law for Seeds	13	6 (46%)	7 (54%)
	Drafting the KAI organogram in Peja	9	2 (22%)	7 (78%)
	Drafting the organizational chart for Agency for Development of Agriculture	9	3 (33%)	6 (67%)
	Establishment of the Committee for the Evaluation of Expressions of Interest	3	0 (0%)	3 (100%)
	Establishment of a working group for preparation of the MTEF	17	6 (35%)	11 (65%)
	Design of the concept of artificial fertilizer	7	3 (43%)	4 (57%)
<b>Total 2017</b>		<b>78</b>	<b>31 (40%)</b>	<b>47 (60%)</b>
<b>Total</b>		<b>213</b>	<b>72 (34%)</b>	<b>141 (66%)</b>

## Recommended Objectives

1. Improve the extent to which gender is mainstreamed in all policy documents drafted by this Department and its divisions, including the Direct Payments Program for 2018 and for future years.
2. Increase the percentage of employees that are women, including in decision-making positions, from 47% in 2017 to 52% in 2018, maintaining such equal representation of women and men in future years.
3. Increase the percentage of employees that are women undertaking official travel from 31% in 2016 to 40% in 2018, thereby increasing expenditures on women from 20% to 30%.
4. Increase the percentage of Direct Payments beneficiaries that are women from 2% in 2016 to 7% in 2018, thereby increasing subventions spent on women from 3% to 10%.
5. Increase the percentage of licenced women farmers and women-led companies from 5% in April 2017 to 10% in 2018.
6. Increase women's participation in working groups from 40% as of March 2017 to 50% in future years.
7. Improve collection and use of gender-disaggregated data related to all activities, in accordance with the Law on Gender Equality, towards informing better budget planning and involvement of women in all programs, as the currently underrepresented gender.

## Recommended Activities

1. Conduct gender analyses to inform the inclusion of a gender perspective in all policy and legislative documents. Involve the GEO, gender experts and local women's organizations in mainstreaming gender in these documents, at no cost to the Ministry.
2. Use affirmative measures in hiring and promoting the underrepresented gender, women, when new positions open, in accordance with the Law on Gender Equality.
3. Ensure a gender balance among persons undertaking official travel.
4. Use affirmative measures, giving extra points to women farmers applying for subsidies. Collaborate with GEOs and women's organizations to encourage and support more women in applying. Enforce controls and improve inspections, ensuring affirmative measures are not misused by men.
5. Collaborate with municipal GEOs, local women's organizations and women farmers' associations to encourage more women to apply for licenses issued by this Department and its divisions.
6. Ensure a gender balance among participants in working groups of the Department and its divisions.
7. Establish simple databases in Excel with gender-disaggregated data towards tracking women and men's participation in working groups, as well as women and men recipients of subventions.

## Agency for Development of Agriculture

The Agency for Development of Agriculture is responsible for ensuring implementation of programs that support agricultural and rural development in accordance with the Instrument for Pre-Accession Assistance in Rural Development (IPARD). The Agency's objective is to link local farmers with national and European institutions, developing this sector through financial support programs. Through these programs, farmers access agricultural and rural development funds. The Agency implements Direct Payments and Rural Development Programs.<sup>130</sup> It ensures implementation of application procedures; conducts administrative and field supervision; and approves and executes payments to beneficiaries. The Agency publishes names and grant amounts for direct payment recipients on its official webpage.<sup>131</sup> This agency consists of seven divisions: the Projects Approval Division, the Authorization of Projects Division, the Direct Payments Division, the Finances Division, the Control Division, the IT Division and the Central

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<sup>130</sup> MAFRD, Agency for Development of Agriculture Webpage, at: <http://www.azhb-ks.net/sq/misioni-dhe-vizioni>.

<sup>131</sup> Ibid, "Beneficiaries of Grants", at: <http://www.azhb-ks.net/sq/lista-e-perfituesve-30>, and "Beneficiaries of Subventions", at: <http://www.azhb-ks.net/sq/lista-e-perfituesve>.

Administration Division.<sup>132</sup> This Agency is in the process of applying for accreditation, as it cannot receive IPA funding without it.<sup>133</sup>

## Wages and Salaries

According to the Head of the Agency, 30% of employees were women as of March 2017.

Table 49. Employees in the Agency for Development of Agriculture by Gender and Salary Level in 2015-2018.							
Year	Salary Level	Total Staff at Each Salary Level	# and % of Men	Amount Spent on Men	# and % of Women	Amount Spent on Women	Total Amount Spent
2015	201-400	1	0 (0%)	0 (0%)	1 (100%)	€9,085 (100%)	€9,085
	401-600	23	17 (74%)	€124,366 (72%)	6 (26%)	€49,236 (28%)	€173,602
	600+	5	5 (100%)	€47,894 (100%)	0 (0%)	€0 (0%)	€47,894
	<b>Total</b>	<b>29</b>	<b>22 (76%)</b>	<b>€172,260 (75%)</b>	<b>7 (24%)</b>	<b>€58,321 (25%)</b>	<b>€230,581</b>
2016	201-400	3	3 (100%)	€9,085 (%)	0 (0%)	€0 (0%)	€9,085
	401-600	27	21 (78%)	€124,366 (%)	6 (22%)	€49,236 (28%)	€173,602
	600+	5	5 (100%)	€47,894 (%)	0 (0%)	€0 (0%)	€47,894
	<b>Total</b>	<b>35</b>	<b>29 (83%)</b>	<b>€181,345 (%)</b>	<b>6 (17%)</b>	<b>€49,236 (21%)</b>	<b>€230,581</b>
2017 (Jan. May)	201-400	2	2 (100%)	€3,016 (%)	0 (0%)	€0 (0%)	€3,016
	401-600	48	36 (75%)	€94,790 (%)	12 (25%)	€31,304 (25%)	€126,094
	600+	4	4 (100%)	€16,591 (%)	0 (0%)	€0 (0%)	€16,591
	<b>Total</b>	<b>54</b>	<b>42 (78%)</b>	<b>€114,396 (79%)</b>	<b>12 (22%)</b>	<b>€31,304 (21%)</b>	<b>€145,701</b>
2018 Projected	<b>Total</b>	<b>130</b>	<b>65 (50%)</b>	<b>€505,546 (50%)</b>	<b>65 (50%)</b>	<b>€505,546 (50%)</b>	<b>€1,011,09</b>

## Goods and Services

The Agency uses the goods and services economic category for expenditures on office equipment, projects and salaries for workers with project-based contracts and per diems. The 102 people employed in this Agency are paid from the goods and services economic category because they work with project-based contracts.<sup>134</sup>

Women comprised only 22% of total staff members participating in official travel, which amounted to 34% of expenditures in 2016 (Table 50). No women had attended official travel in 2017, as of March.

Table 50. Agency for Development of Agriculture Staff's Participation and Per Diems for Official Travels, Accommodation, Tickets and Other Expenses by Gender in 2015 - 2017			
Year	2015	2016	2017 (Jan. - Mar.)
Total # of Staff Who Attended Official Travels	11 (100%)	9 (100%)	2 (100%)
# and % of Women	2 (18%)	2 (22%)	0 (0%)
# and % of Men	9 (82%)	7 (78%)	2 (100%)
Total Amount Spent on Per Diems	€4,883 (100%)	€1,805 (100%)	€581 (100%)
Amount of Per Diems Spent on Women	€559 (11%)	€346 (19%)	€0 (0%)
Amount of Per Diems Spent on Men	€4,324 (89%)	€1,459 (81%)	€581 (100%)
Total Amount Spent on Accommodation	€300 (100%)	€687 (100%)	€495 (100%)
Amount for Accommodation Spent on Women	€0 (0%)	€328 (48%)	€0 (0%)
Amount for Accommodation Spent on Men	€300 (100%)	€359 (52%)	€495 (0%)
Total Amount Spent on Other Expenses	€274 (100%)	€125 (100%)	€47 (100%)

<sup>132</sup> Ibid, Organizational Chart, at: <http://www.azhb-ks.net/en/organizational-chart>. According to an Inspection Division on Grants Official, the Agency is not accredited yet, so it still has divisions and not directories, as per the Agency's Webpage.

<sup>133</sup> Meeting with the Head of the Agency, 1 March 2017.

<sup>134</sup> Meeting with the Head of the Agency, 1 March 2017.

Amount for Other Expenses Spent on Women	€67 (24%)	€101 (81%)	€0 (0%)
Amount for Other Expenses Spent on Men	€207 (76%)	€24 (19%)	€47 (100%)
<b>Total Amount Spent on Tickets</b>		<b>€775 (100%)</b>	
Amount for Tickets Spent on Women		€387 (50%)	
Amount for Tickets Spent on Men		€387 (50%)	
<b>Total Amount Spent for Official Travels</b>	<b>€5,457 (100%)</b>	<b>€3,392 (100%)</b>	<b>€1,123 (100%)</b>
<b>Total Amount Spent on Women</b>	<b>€626 (11%)</b>	<b>€1,162 (34%)</b>	<b>€0 (0%)</b>
<b>Total Amount Spent on Men</b>	<b>€4,831 (89%)</b>	<b>€2,229 (66%)</b>	<b>€1,123 (100%)</b>

## Capital Investments

In 2017, most capital investments, together with capital investments of the Department of Rural Development Policies, were spent on object renovation, as one of the criteria for this Agency to be accredited. Additionally, €200,000 were used to buy new cars for field inspections. Consultations with women and men on the design and implementation of the building, or regarding other purchases, have not been held. Nor have procurement processes or contracts with companies building the objects considered the employment of women and men in completing such state-funded projects.

## Programs and Activities

The Agency's management system currently does not disaggregate data by gender, and the Office on Institutional Mechanisms on Protection against Discrimination in Government and Municipalities has carried out this task manually. In 2017, the Agency planned to update its system so that gender-disaggregated data could be collected and entered upon receipt of applications, as per the Law on Gender Equality. However, the Head of the Agency noted that this data may be inaccurate because affirmative actions are misused; women do not benefit from grants because properties belong to their men relatives, even though they are represented as legal owners of the property.<sup>135</sup>

The Agency has an Appeals Review Panel, which receives complaints from applicants whose applications were denied. Women also file fewer complaints: 5% of complaints received related to direct payments and 15% of all complaints related to rural development projects in 2015 and 2016.<sup>136</sup> One reason suggested is that women apply and benefit less from grants and subventions than men do, so therefore they do not file complaints. However, another explanation may be that women may be less informed about their right to complain.

Table 51. Complaints from Applicants for Direct Payments and Rural Development Projects by Gender in 2015 – 2016				
Complaints Related To	Year	# of Complaints	# and % of Complaints Made by Women	% and % of Complaints Made by Men
Direct Payments	2015	37	3 (8%)	34 (92%)
	2016	154	7 (5%)	147 (95%)
<b>Total</b>		<b>191</b>	<b>10 (5%)</b>	<b>181 (95%)</b>
Rural Development Projects	2015	382	54 (14%)	328 (86%)
	2016	203	36 (18%)	167 (82%)
<b>Total</b>		<b>585</b>	<b>90 (15%)</b>	<b>495 (85%)</b>

## Inspection Division

The Inspection Division is responsible for drafting annual inspection plans and coordinating field inspections. It drafts guidelines, inspection lists and final reports on findings. It supplies and maintains

<sup>135</sup> Meeting with Head of Agency, 1 March 2017.

<sup>136</sup> Correspondence with Agency Official, 2 May 2017. Data valid as of May 2017, as the process of the Commission receiving complaints remained ongoing.

inspectors' equipment. Its Regional Offices have the responsibility to carry out field inspections of annual support schemes, such as Direct Payments and Rural Development support.<sup>137</sup> Currently, seven Regional Offices exist in Prishtina, Peja, Mitrovica, Gjakova, Prizren, Ferizaj and Gjiilan.<sup>138</sup>

Women have been underrepresented in trainings for inspectors, organized by this Division and other organisations (Table 52). External donors have provided most trainings, so funds did not derive from the Ministry's budget. Women inspectors did participate in some trainings in April 2017, provided by the Division, but comprised only 7% of 44 total inspectors participating in the training.

Table 52. Inspection Division Staff Participants of Trainings for Inspectors by Gender in 2015-2016 <sup>139</sup>					
Year	Participants	Total # of Participants	# and % of Women	# and % of Men	# and % of Unidentified
2015	Inspection Division	36	4 (11%)	30 (83%)	2 (6%)
2016	Inspection Division <sup>140</sup>	18	1 (6%)	16 (89%)	1 (6%)
2016	Inspection Division	38	4 (11%)	32 (84%)	2 (5%)
<b>Total 2016</b>		<b>56</b>	<b>5 (9%)</b>	<b>48 (86%)</b>	<b>3 (5%)</b>
<b>2017 (April)</b>	Regional Office from Prishtina	13	0 (0%)	13 (100%)	
	Regional Office from Gjiilan	3	1 (33%)	2 (67%)	
	Regional Office from Ferizaj	4	0 (0%)	4 (100%)	
	Regional Office from Peja	6	1 (17%)	5 (83%)	
	Regional Office from Mitrovica	8	0 (0%)	8 (100%)	
	Regional Office from Gjakova	4	1 (25%)	3 (75%)	
	Regional Office from Prizren	6	0 (0%)	6 (100%)	
<b>Total 2017</b>		<b>44</b>	<b>3 (7%)</b>	<b>41 (93%)</b>	
<b>Total</b>		<b>136</b>	<b>12 (9%)</b>	<b>119 (88%)</b>	<b>5 (4%)</b>

Part of the reason that few women attend trainings is that women are underrepresented among inspectors, more broadly. Women comprised only 10% of all inspectors between 2015 and May 2017 (Table 53) possibly due to sociocultural norms. Gjiilan and Gjakova have more women inspectors than other municipalities do. Seven more women were working in this division as inspectors as of August 2017. No data was provided regarding the number of men as of August.

Table 53. Inspectors in the Agency for Development of Agriculture by Municipality and Gender in 2015 - 2017 <sup>141</sup>				
Year	Regional Offices	Total # of Inspectors	# and % of Women	# and % of Men
<b>2015</b>	Prishtina	13	0 (0%)	13 (100%)
	Mitrovica	8	0 (0%)	8 (100%)
	Ferizaj	5	0 (0%)	5 (100%)
	Peja	6	1 (17%)	5 (83%)
	Prizren	6	0 (0%)	6 (100%)
	Gjiilan	4	2 (50%)	2 (50%)
	Gjakova	5	2 (40%)	3 (60%)
<b>Total 2015</b>		<b>47</b>	<b>5 (11%)</b>	<b>42 (89%)</b>
<b>2016</b>	Prishtina	19	0 (0%)	19 (100%)
	Mitrovica	11	0 (0%)	11 (100%)
	Ferizaj	5	0 (0%)	5 (100%)
	Peja	6	1 (17%)	5 (83%)

<sup>137</sup> Agency for Development of Agriculture Webpage, Inspection Division, at: <http://www.azhb-ks.net/sq/drejtoreti-i-kontrollit>.

<sup>138</sup> Meeting with the Head of the Inspection Division, 7 March 2017.

<sup>139</sup> Disaggregated and calculated by KWN based on the names of participants supplied by the Division.

<sup>140</sup> Agro Consulting organized this training, whereas the Agency for Development of Agriculture organized others.

<sup>141</sup> Data on inspectors in 2017 received from Inspection Division, 19 April 2017. Data on inspectors in 2015 and 2016 received by phone, 3 May 2017. Disaggregated and calculated by KWN based on the names of participants supplied by the Inspection Division.

	Prizren	1	0 (0%)	1 (100%)
	Gjilan	4	2 (50%)	2 (50%)
	Gjakova	5	2 (40%)	3 (60%)
<b>Total 2016</b>		<b>51</b>	<b>5 (10%)</b>	<b>46 (90%)</b>
<b>2017</b>	Prishtina	13	0 (0%)	13 (100%)
	Mitrovica	8	0 (0%)	8 (100%)
	Ferizaj	5	0 (0%)	5 (100%)
	Peja	6	1 (17%)	5 (83%)
	Prizren	6	0 (0%)	6 (100%)
	Gjilan	4	2 (50%)	2 (50%)
	Gjakova	5	2 (40%)	3 (60%)
<b>Total 2017</b>		<b>47</b>	<b>5 (11%)</b>	<b>42 (89%)</b>
<b>Total</b>		<b>145</b>	<b>15 (10%)</b>	<b>130 (90%)</b>

The Inspection Division conducts three field inspections per beneficiary and three more controls within five years after these three inspections.<sup>142</sup> Field inspections of subventions from the Direct Payment Program include controlling application documents, checking business certificates, checking relevant licenses to produce certain agricultural varieties, measuring the land with appropriate equipment, taking pictures and identifying the applicant.<sup>143</sup> The same procedure is used for inspecting beneficiaries of grants for agriculture and rural development. The first two controls include one before the investment and prepayment, and the other after, to check results. Projects' environmental impact also are inspected.<sup>144</sup>

The Ministry applies penalties for persons found to have misused affirmative measures for women on grants, such as forbidding the person(s) involved from applying again for three years. However, people also reportedly have changed their names in order to circumvent such penalties.<sup>145</sup> An official from the Inspection Division of Grants stated that the affirmative measure of giving women applicants five additional points has decreased to two points, which may be due to affirmative measures being misused.<sup>146</sup> However, this would amount to punishing women for misuse perpetrated by men, including having unfortunate impact on women trying to make use of such affirmative measures.

## Recommended Objectives

1. Increase the percentage of Agency employees who are women, including in decision-making positions from 30% in March 2017 to 50% in 2018.
2. Increase the percentage of women employees who undertake official travel from 22% in 2016 to 28% in 2017, thereby increasing expenditures on women from 34% to 40%.
3. Increase the percentage of inspectors who are women from 11% in 2017 to 15% in 2018, thereby balancing expenditures on women and men, and improving the availability of women inspectors to speak with women beneficiaries.
4. Improve collection, maintenance and use of gender-disaggregated data in the Agency regarding beneficiaries of direct payments and grants, as well as inspectors and their training.
5. Increase the percentage of grants beneficiaries that are women, thereby distributing expenditures more equally among women and men.
6. Improve use of gender analysis to inform programming.

<sup>142</sup> Meeting with the Head of the Department of Rural Development Policies, 1 March 2017.

<sup>143</sup> Physical Copies from Inspection Division, Guidelines for Inspectorate of Direct Payments 2015, and Guidelines for Inspectorate of Direct Payments 2016.

<sup>144</sup> Physical Copy from Inspection Division, *Manual for Control of Grants on Agriculture and Rural Development Beneficiaries*, Pristina: 2016.

<sup>145</sup> Meeting with the Coordinator of the Inspection Division, 7 March 2017.

<sup>146</sup> Meeting with the Official of the Inspection Division of Grants, 9 March 2017.

## Recommended Activities

1. Use affirmative measures to hire more, qualified women when job openings exist, consequently balancing expenditures on diverse women and men, as per the Law on Gender Equality.
2. Ensure a gender balance regarding official travels, consequently balancing expenditures on women and men for per diems, accommodation, tickets and other expenses.
3. Use affirmative measures to hire and train more, qualified women inspectors, when new inspector positions open.
4. Update the electronic system with gender-disaggregated data on recipients of direct payments and grants, as well as inspectors and their training, in accordance with the Law on Gender Equality.
5. Introduce new, more effective penalties for violations of affirmative measures, such as hefty fines. Undertake regular inspections and enforce stiff penalties when fraud or misuse are identified in relation to affirmative actions for gender equality. Inspections also can examine whether all employees are registered, including women involved in family businesses, and if pension contributions are paid.
6. Ensure gender equality in hiring, when new job positions are opened and in business plans of beneficiaries, to increase their chances of being awarded grants on measure 101,<sup>147</sup> as per the Law on Gender Equality.
7. Conduct gender analyses, including to identify the reasons why women do not apply or receive grants, or file complaints as often as men do; and as part of inspections, to understand better the impact that subventions have on women and men, and the extent to which women and men have benefitted. Use this information to inform programming.

## Kosovo Forestry Agency

The Kosovo Forestry Agency (KFA) administers and manages public forestlands; enforces the law on private and public forests; reviews requests for logging permits; inspects logging areas, storage, processing and transport of wood.<sup>148</sup> KFA includes the Forests Management Directorate; Directorate for Management with Pasture, Wildlife, Hunting and Eco-Tourism; Directorate for Silviculture, Research and Seedling Production; Directorate of Central Administration Services; KFA Coordination Directorate; and Inspectorate Directorate.<sup>149</sup>

## Wages and Salaries

As of April 2017, women comprised 15% of employees in this Agency, receiving 14% of all expenditures on wages and salaries (Table 54). The percentage of women workers has decreased since 2015. According to the Head of the Agency, there is a gendered division of labour in the Agency and regional offices. Women tend to be engaged as forestry engineers and technicians. Men are engaged in these occupations, as well as working as forest guards, firefighters and other occupations.

Year	Salary Level	Total Number of Staff	# and % of Men	Amount Spent on Men	# and % of Women	Amount Spent on Women	Total Amount Spent
2015	201 – 400	57	46 (81%)	€95,266 (83%)	11 (19%)	€19,560 (17%)	€114,826
	401 – 600	65	53 (82%)	€561,801 (95%)	12 (18%)	€30,287 (5%)	€592,089
	600 +	14	13 (93%)	€48,604 (97%)	1 (7%)	€1,707 (3%)	€50,311

<sup>147</sup> Administrative Instruction (MAFRD) No. 02/2017, On the Measures and Criteria of Support in Agriculture and Rural Development for 2017, Chapter II, Measure 101, Investments in Physical Assets in Agriculture Households, Art. 5, Beneficiaries, Other Eligibility Criteria, 2.4.4, p. 6.

<sup>148</sup> MAFRD, Webpage, Kosovo Forestry Agency, at: <http://www.mbpzhr-ks.net/sq/agjencioni-pybor-i-kosoves>.

<sup>149</sup> Kosovo Forestry Agency Webpage, KFA Organogram, at: <http://kosovoforests.org/kfa/index.php?p=2>.

<sup>150</sup> KWN correspondence with Kosovo Forestry Agency Official, June 2017.



	<b>Total</b>	<b>136</b>	<b>112 (82%)</b>	<b>€705,672 (93%)</b>	<b>24 (18%)</b>	<b>€51,554 (7%)</b>	<b>€757,226</b>
<b>2016</b>	201 - 400	85	72 (85%)	€305,533 (85%)	13 (15%)	€53,582 (15%)	€359,114
	401 - 600	53	43 (81%)	€252,950 (82%)	10 (19%)	€57,181 (18%)	€310,130
	600 +	13	13 (100%)	€113,712 (100%)	0 (0%)	€0 (0%)	€113,712
	<b>Total</b>	<b>151</b>	<b>128 (85%)</b>	<b>€672,194 (86%)</b>	<b>23 (15%)</b>	<b>€110,762 (14%)</b>	<b>€782,956</b>
<b>2017 (Jan. – Apr.)</b>	201 - 400	36	31 (86%)	€34,924 (85%)	5 (14%)	€6,170 (15%)	€41,094
	401 - 600	102	85 (83%)	€153,284 (84%)	17 (17%)	€28,976 (16%)	€182,260
	600 +	14	13 (93%)	€39,842 (94%)	1 (7%)	€2,493 (6%)	€42,335
	<b>Total</b>	<b>152</b>	<b>129 (85%)</b>	<b>€228,050 (86%)</b>	<b>23 (15%)</b>	<b>€37,639 (14%)</b>	<b>€265,689</b>
<b>2018 Proje cted</b>	<b>Total</b>	<b>158</b>	<b>129 (82%)</b>	<b>€813,200 (82%)</b>	<b>29 (18%)</b>	<b>182,813 (18)</b>	<b>€996,013</b>

## Goods and Services

Goods and services are used for contracted labour and services, uniforms for forest guards, weapons for guards and office equipment, among other expenditures. Two to three officials are paid through the goods and services economic category, since they are hired using project-based contracts.<sup>151</sup> KFA also uses goods and services on per diems for official travels, though donors tend to pay for these. Women have attended fewer (40%) official travels than men have, as of April 2017, receiving less (38%) from expenditures on per diems (Table 55). In prior years, women did not travel officially at all.

**Table 55. KFA and Regional Offices Employee Participation in Official Travels and Amounts Spent on Per Diems by Gender in 2015 – 2017**

Year	Total # of Staff in Official Travels	# and % of Women	# and % of Men	Per Diems Spent on Women	Per Diems Spent on Men	Total Per Diems Spent
2015	9	0 (0%)	9 (100%)	€0 (0%)	€2,148 (100%)	€2,148
2016	9	0 (0%)	9 (100%)	€0 (0%)	€2,009 (100%)	€2,009
2017 (Jan. – Apr.)	5	2 (40%)	3 (60%)	€326 (38%)	€538 (62%)	€865
<b>Total</b>	<b>23</b>	<b>2 (9%)</b>	<b>21 (91%)</b>	<b>€326 (6%)</b>	<b>€4,696 (94%)</b>	<b>€5,022</b>

As Table 56 illustrates, women employees have not participated in any official travels funded by different organizations outside the Government of Kosovo in 2017, as of April. In 2016, women made up only 20% of participants and 0% in 2015.

**Table 56. KFA Employees' Participation in Official Travels, Financed by Other Organizations by Gender in 2015 – 2017**

Year	# of Participants	# and % of Women	# and % of Men
2015	9	0 (0%)	9 (100%)
2016	15	3 (20%)	12 (80%)
2017 (Jan. - Apr.)	5	0 (0%)	5 (100%)
<b>Total</b>	<b>29</b>	<b>3 (10%)</b>	<b>26 (90%)</b>

## Capital Investments

KFA uses capital investments on managerial programs and projects; object renovation; improving forest roads in the Hunting Area of Special Interest of Blinajë; forestation of bare surfaces and the maintenance of these; and opening of fire prevention pools.<sup>152</sup> Capital investments are discussed and

<sup>151</sup> KWN meeting with the Head of the Kosovo Forestry Agency, 9 March 2017. Not included in Table 54, 15 August 2017.

<sup>152</sup> KWN meeting with the Head of the Agency, 9 March 2017.

planned with regional offices and municipalities. Public consultations are organized by respective municipalities.<sup>153</sup>

Table 57. KFA Capital Investments Contract Amounts in Three Parts and Operators in 2016-2018						
Project	Year	Operator	Part I	Part II	Part III	Total
Management Plans Drafting	2016	NSH “Natural Resources Solution” (Part I & II); “Arneni-P” Group from Deçan & “ITEG” SHPK from Prishtina (Part III)	€28,969	€26,882	€37,998	€93,849
Silvicultural Treatment of New Forests in Kosovo		NTP “Pobergja” from Deçan & NSHT “Lypeteni” from Kaçaniku <sup>154</sup>		€49,475		€49,475
Renovation of Dubočak Facility		“Sinan ing” Group SHPK & “Conex Group” SHPK from Prishtina	€32,772			€32,772
Maintenance of Autumn Forestations	2016	“JSG” L.L.C	€19,859	€19,996		€39,855
	2017		€40,010	€42,433		€82,443
Total Amount of Contract			€59,869	€62,429		€122,298
Autumn Forestations	2016	“JSG” L.L.C (Part I); NSHT “Lypeteni” (Part II and III)	€51,920	€41,045	€41,050	€134,015
	2017		€47,200	€36,199	€34,200	€117,599
	2018		€35,400	€40,199	€34,200	€109,799
Total Amount of Contract			€134,520	€117,443	€109,450	€361,413

## Programmes and Activities

This Agency also rents land to farmers for agricultural activities, such as planting crops or implementing activities supported by MAFRD grants and subventions. Women have benefited less from KFA services than men, comprising only 2% of beneficiaries between 2015 and 2017 (Table 58). No women had benefited from this service in 2017, as of March.

Table 58. Rented Land-to-Use Beneficiaries by Gender in 2015-2017			
Year	Total of Contracts	# and % of Women Beneficiaries	# and % of Men Beneficiaries
2015	90	1 (1%)	89 (99%)
2016	116	3 (3%)	113 (97%)
2017 (Jan. - Mar.)	2	0 (0%)	2 (100%)
<b>Total</b>	<b>208</b>	<b>4 (2%)</b>	<b>204 (98%)</b>

KFA also gives permission to farmers, such as for cutting wood and non-wood products, transporting wood and picking non-wood products. The Agency does not collect and maintain gender disaggregated data on permissions granted, though this is required by the Law on Gender Equality. The Agency also did not provide data on private forests given to farmers, based on their application and request.

Agency employees and regional offices receive training organized primarily by different projects and the Kosovo Institute for Public Administration (KIPA). Training has dealt with procurement and firefighting, among other themes. Women in the Agency and regional offices have participated more in training organized by KIPA than have men (Table 59).

<sup>153</sup> Ibid.

<sup>154</sup> Part I of the contract was cancelled due to budget review. Data from Finance Directory of Kosovo Forestry Agency.

Table 59. Employee Participation in KIPA Trainings by Gender in 2015 – 2017				
Year	Participants	Total # of Participants	# and % of Women	# and % of Men
2015	KFA Office	1	1 (100%)	0 (0%)
	Regional Office in Peja	1	1 (100%)	0 (0%)
	Regional Office in Mitrovica	1	1 (100%)	0 (0%)
Total 2015		3	3 (100%)	0 (0%)
2016	KFA Office	4	3 (75%)	1 (25%)
2017 (Jan. – Apr.)	KFA Office	3	2 (67%)	1 (33%)
Total		10	8 (80%)	2 (20%)

## Recommended Objectives

1. Increase the percentage of women workers in KFA, including in decision-making positions from 15% in April 2017 to 18% in 2018, thereby increasing expenditures on women from 14% to 18%.
2. Increase the percentage of persons undertaking official travel that are women, from 40% in April 2017 to 45% in 2018, thereby increasing expenditures from the Kosovo budget on women workers from 38% to 45%. Also, increase the percentage of women undertaking official travels, organized by different organizations.
3. Increase the percentage of women renting and using government land from 0% in March 2017 to 5% in 2018.
4. Increase the percentage of men employees participating in KIPA training from 25% in 2016 to 35% in 2017.

## Recommended Activities

1. Use affirmative measures to hire more, qualified women in KFA and its directorates.
2. Ensure a gender balance among participants in all official travels.
3. Use affirmative measures to improve the gender balance in use of government land, so more, qualified women farmers can apply for and benefit from grants and subventions. Considering that few women in Kosovo own their property, due to socio-cultural resistance in families and communities, women in particular could benefit substantially from this program. Collaborate closely with municipal GEOs and women's organizations to share with diverse women involved in this sector information about such opportunities and how to apply.
4. Ensure a gender balance among persons attending KIPA training.

## Kosovo Agriculture Institute

The Kosovo Agriculture Institute is a public research institute, responsible for monitoring the quality of agricultural inputs and food; researching the creation of wheat varieties, maize hybrids and other grains; evaluating the fertility of land; and researching, identifying and inventorying harmful biological agents such as pests and pathogens.<sup>155</sup> The Institute's organisational structure includes one experimental farm; the Land and Water Laboratory; the Plant Protection Laboratory; the Quarantine Laboratory; the Seeds Quality Control Laboratory; and the Analytical Laboratory, which includes the Food Quality Control Laboratory, Chemical Waste Laboratory, Food Microbiology Laboratory and Biotechnology Laboratory.<sup>156</sup>

This Institute does not apply directly for donations, but applies through MAFRD. In addition, the Head of the Institute participates in the IPA II board. Currently, one major project, KosAgri, is financed

<sup>155</sup> Kosovo Agriculture Institute Webpage, at: <http://www.mbpzhr-ks.net/sq/instituti-bujqesor-i-kosoves>.

<sup>156</sup> KWN correspondence with the Kosovo Agriculture Institute Laboratory, 10 May 2017.

by the General Direction for Development Cooperation in the Italian Ministry of Foreign Affairs and International Cooperation (DGCS-MAECI). It seeks to improve vegetable production, according to EU standards.<sup>157</sup> The project aims to increase MAFRD's institutional capacities, including of this Institute by supplying new laboratory equipment, fertile dirt and other supplies.<sup>158</sup> The World Bank finances another major project, the Agriculture and Rural Development Project (ARDP), which aims to ensure monitoring of agricultural lands and the final products of 50 farmers.<sup>159</sup>

## Wages and Salaries

Altogether, 37 people work at the Institute; 28 have regular contracts, while the others have project-based contracts, paid by through the goods and services economic category.<sup>160</sup> Women comprise only 32% of workers in this Institute (Table 60).

Table 60. Kosovo Agriculture Institute Employees by Gender in May 2017 <sup>161</sup>			
Employee Category	Total #	# and % of Women	# and % of Men
High Professional and Administrative Staff	19	6 (32%)	13 (68%)
Average Technical and Administrative Staff	9	5 (56%)	4 (44%)
Supporting Staff as per the Labour Law	7	1 (14%)	6 (86%)
Unpaid Staff	2	0 (0%)	2 (100%)
<b>Total</b>	<b>37</b>	<b>12 (32%)</b>	<b>25 (68%)</b>

The Institute plans to open positions and increase its staff to 48 people in 2018. However, when asked if affirmative actions could be taken to hire more women as the underrepresented gender, the Head of the Institute replied that these new positions involve field work; due to socioeconomic norms, men are expected to apply and be hired more.<sup>162</sup> This suggests potential occupational discrimination against women in hiring, which would be counter to the Law on Anti-discrimination, as well as EU Directives. Further, such practices would contribute to increased gender inequalities within the Institute and with regard to its expenditures, counter to the Law on Gender Equality.

Table 61. Employees in Kosovo Agriculture Institute by Gender and Salary Level in 2015-2018							
Year	Salary Level	Total Number of Staff	# and % of Men	Amount Spent on Men	# and % of Women	Amount Spent on Women	Total Amount Spent
2015	201 – 400	17	12 (71%)	€37,679 (56%)	5 (29%)	€29,576 (44%)	€67,255
	401 – 600	10	7 (70%)	€70,790 (86%)	3 (30%)	€11,865 (14%)	€82,655
	600 +	1	1 (100%)	€7,912 (100%)	0 (0%)	€0 (0%)	€7,912
	<b>Total</b>	<b>28</b>	<b>20 (71%)</b>	<b>€116,382 (74%)</b>	<b>8 (29%)</b>	<b>€41,440 (26%)</b>	<b>€157,822</b>
2016	201 - 400	14	9 (64%)	€37,679 (56%)	5 (36%)	€29,576 (44%)	€67,255
	401 - 600	15	12 (80%)	€70,790 (86%)	3 (20%)	€11,865 (14%)	€82,655
	600 +	1	1 (100%)	€7,912 (100%)	0 (0%)	€0 (0%)	€7,912
	<b>Total</b>	<b>30</b>	<b>22 (73%)</b>	<b>€116,382 (74%)</b>	<b>8 (27%)</b>	<b>€41,440 (26%)</b>	<b>€157,882</b>
2017 (Jan. – Apr.)	201 - 400	12	7 (58%)	€11,801 (57%)	5 (42%)	€8,927 (42%)	€20,728
	401 - 600	16	13 (81%)	€31,547 (82%)	3 (19%)	€6,972 (19%)	€38,519
	600 +	1	1 (100%)	€3,311 (100%)	0 (0%)	€0 (0%)	€3,311
	<b>Total</b>	<b>29</b>	<b>21 (72%)</b>	<b>€46,660 (75%)</b>	<b>8 (28%)</b>	<b>€15,898 (28%)</b>	<b>€62,558</b>
2018 Proje cted	<b>Total</b>	<b>48</b>	<b>24 (50%)</b>	<b>€126,192 (50%)</b>	<b>24 (50%)</b>	<b>€126,192 (50%)</b>	<b>€252,383</b>

<sup>157</sup> KosAgri Webpage, at: <http://www.kosagri.org/>.

<sup>158</sup> KWN meeting with the Head of the Institute, 13 April 2017.

<sup>159</sup> Ibid.

<sup>160</sup> KWN interview with the Head of the Institute, 13 April 2017.

<sup>161</sup> KWN correspondence with the Head of the Institute, 10 May 2017.

<sup>162</sup> KWN interview with the Head of the Institute, 13 April 2017.

## Goods and Services

Goods and services are spent on salaries of employees who have project-based contracts, official travel, office supplies, laboratory equipment maintenance and agricultural input supply, among other expenses. Women comprised only 25% of employees undertaking official travels in 2015 and 0% in 2016 (Table 62). In 2015, women received 16% of per diems and 12% of other expenses. No official travels had occurred in 2017, as of March.

Year	2015	2016
<b>Total # of Staff Who Attended Official Travels</b>	<b>8 (100%)</b>	<b>6 (100%)</b>
<b># and % of Women</b>	<b>2 (25%)</b>	<b>0 (0%)</b>
<b># and % of Men</b>	<b>6 (75%)</b>	<b>6 (100%)</b>
<b>Total Amount Spent on Per Diems</b>	<b>€3,383 (100%)</b>	<b>€3,748 (100%)</b>
<b>Amount of Per Diems Spent on Women</b>	<b>€543 (16%)</b>	<b>€0 (0%)</b>
<b>Amount of Per Diems Spent on Men</b>	<b>€2,840 (84%)</b>	<b>€3,748 (100%)</b>
<b>Total Amount Spent on Accommodation</b>	<b>€1,860 (100%)</b>	<b>€1,300 (100%)</b>
<b>Amount for Accommodation Spent on Women</b>	<b>€0 (0%)</b>	<b>€0 (0%)</b>
<b>Amount for Accommodation Spent on Men</b>	<b>€1,860 (100%)</b>	<b>€1,300 (100%)</b>
<b>Total Amount Spent on Other Expenses</b>	<b>€723 (100%)</b>	<b>€219 (100%)</b>
<b>Amount for Other Expenses Spent on Women</b>	<b>€89 (12%)</b>	<b>€0 (0%)</b>
<b>Amount for Other Expenses Spent on Men</b>	<b>€634 (88%)</b>	<b>€219 (100%)</b>
<b>Total Amount Spent on Tickets</b>		<b>€217 (100%)</b>
<b>Amount for Tickets Spent on Women</b>		<b>€0 (0%)</b>
<b>Amount for Tickets Spent on Men</b>		<b>€217 (100%)</b>
<b>Total Amount Spent for Official Travels</b>	<b>€5,966 (100%)</b>	<b>€5,484 (100%)</b>
<b>Total Amount Spent on Women</b>	<b>632 (11%)</b>	<b>€0 (0%)</b>
<b>Total Amount Spent on Men</b>	<b>5,334 (89%)</b>	<b>€5,484 (100%)</b>

## Capital Investments

The Institute uses capital investments for object renovation; increasing laboratories' capacities including modern equipment that meets EU standards; and increasing research and production capacities on the Institute's agricultural lands.<sup>163</sup> All capital investments are ongoing since 2015. In 2018, the Institute plans to invest in the National Programme for Kosovo Agricultural Lands Inventory, which should continue until 2024. The respective municipalities benefitting from these investments organize public consultations regarding capital investments.<sup>164</sup> However, information was unavailable regarding the extent to which women and men participated in identifying these investment priorities, planning their construction, and participating in their implementation.

Project Title	2015	Budget 2016	2017
Capacity Building of Laboratories of Kosovo Agriculture Institute	€230,000 (40%)	€0 (0%)	€250,000 (57%)
Renovation of Agriculture Institute of Kosovo	€250,800 (44%)	€170,000 (77%)	€150,000 (34%)
Increase Research and Production Capacities of Kosovo Agriculture Institute Immovable Properties	€90,000 (16%)	€50,000 (23%)	€40,000 (9%)
<b>Total</b>	<b>€570,800 (100%)</b>	<b>€220,000 (100%)</b>	<b>€440,000 (100%)</b>

<sup>163</sup> KWN meeting with the Head of the Institute, 13 April 2017.

<sup>164</sup> Ibid.

## Programmes and Activities

The Institute offers opportunities for students to intern in different laboratories towards increasing their capacities. Fewer men have taken advantage of this opportunity than women have, comprising only 17% of all interns in 2017 (Table 64).

Year	Total # of Participants	# and % of Women	# and % of Men
2015	3	3 (100%)	0 (0%)
2016	12	8 (67%)	4 (33%)
2017	18	15 (83%)	3 (17%)
<b>Total</b>	<b>33</b>	<b>26 (79%)</b>	<b>7 (21%)</b>

However, more men (55%) than women (45%) have been involved in the Institute's scientific work in 2015 and 2016 (Table 65).

Year	Scientific Works	# of Institute Staff Involved	# and % of Women	# and % of Men
2015	Study on the fertility of agricultural lands in agricultural areas of Peja, Istog, Klina and Deçan	2	2 (100%)	0 (0%)
	Essential oil composition in three cultivars of Ocimum L., Online International Interdisciplinary Research Journal	4	2 (50%)	2 (50%)
	Study some of Potato cultivars regarding the leafy surface, root and system (Solanum tuberosum L.), Online International Interdisciplinary Research Journal	4	2 (50%)	2 (50%)
	Testing some of Potato (Solanum tuberosum L) cultivars regarding the content of mineral substance in Kosovo, Online International Interdisciplinary Research Journal	4	2 (50%)	2 (50%)
	Comparison of methods used for detection and identification of soil-borne plant pathogens affecting vegetable crops. Sixth International Scientific Agricultural Symposium "Agrosym 2015". Jahorina – Bosnia and Herzegovina. October 15-18, 2015.	2	0 (0%)	2 (100%)
	Xanthomonas euvesicatoria in pepper seeds: implementation of its detection and preliminary study on its genetic fingerprints. Poster presented at XXI National Congress of the Italian Phytopathological Society (SIPaV), Torino – Italy, September 21-23, 2015	2	0 (0%)	2 (100%)
2016	Chemical protection of potato late blight and resistance of varieties toward pathogen. Online International Interdisciplinary Research Journal	2	1 (50%)	1 (50%)
<b>Total</b>		<b>20</b>	<b>9 (45%)</b>	<b>11 (55%)</b>

Women employees also participated less than men did in seminars, study visits and trainings, comprising 25% of participants in 2017, as of May (Table 66). While a more equal percentage of women and men attended such activities in 2015, in 2016 women also comprised only 15% of participants.

<sup>165</sup> Disaggregated and calculated by KWN based on the names of participants supplied by Kosovo Agriculture Institute.

<sup>166</sup> Disaggregated and calculated by KWN based on the names of participants supplied by Kosovo Agriculture Institute.

Table 66. Participants in Seminars, Study Visits and Trainings by Gender in 2015 - 2017 <sup>167</sup>				
Year	Study Visit, Seminar or Training	Total # of Staff	# and % of Women	# and % of Men
2015	Study visit: learning about methods used for fertilizer analyses, Prague	3	1 (33%)	2 (67%)
	Study visit: determining pesticide residues in plants, Agricultural Institute of Slovenia, Central Laboratories	3	2 (67%)	1 (33%)
	Study visit on Croatia control	2	1 (50%)	1 (50%)
	Open World Leadership Program "Agricultural Business Development"	1	1 (100%)	0 (0%)
<b>Total 2015</b>		<b>9</b>	<b>5 (56%)</b>	<b>4 (44%)</b>
2016	Study visit: soil classification according to World Reference Bases for Soil Resources (WRB)	3	1 (33%)	2 (67%)
	Study visit: CETIT Institute in Podgorica	3	1 (33%)	2 (67%)
	State Sector of Seeds and Saplings of the Republic of Albania	2	0 (0%)	2 (100%)
	Seminar: Veterinary Diagnostics and Food Testing, Pristina	4	1 (25%)	3 (75%)
	USAID - AGRO Program, workshop on "Planting Material in Kosovo"	1	0 (0%)	1 (100%)
	USAID - Boost Berries Program, organized on the topic "Conference on Blueberries"	1	0 (0%)	1 (100%)
	KosAgri Project, technical training related to the diagnosis of fungal and bacterial diseases	1	0 (0%)	1 (100%)
	DAAD Project and UP Faculty of Agriculture, International Conference on Agriculture and Biodiversity	1	0 (0%)	1 (100%)
	Twining Project, Inter-laboratory Network and Training of Laboratory Courses	1	0 (0%)	1 (100%)
	KosAgri Project, training related to the selection of pure autochthon clones	2	0 (0%)	2 (100%)
	IARTC, Training on Integrated Pest Management	1	0 (0%)	1 (100%)
<b>Total 2016</b>		<b>20</b>	<b>3 (15%)</b>	<b>17 (85%)</b>
2017 (Jan. - May)	Determination of Mycotoxins in Food and Feed, Poland	3	1 (33%)	2 (67%)
	KosAgri Project, Training on Management of Vineyards by IPM and Organic Agriculture	2	0 (0%)	2 (100%)
	Twining Project, Inter-laboratory Network and Training of Laboratory Courses	1	1 (100%)	0 (0%)
	Global GAP International Standard Certification	2	0 (0%)	2 (100%)
<b>Total 2017</b>		<b>8</b>	<b>2 (25%)</b>	<b>6 (75%)</b>
<b>Total</b>		<b>37</b>	<b>10 (27%)</b>	<b>27 (73%)</b>

## Recommended Objectives

1. Increase the percentage of employees that are women in this Institute from 32% in May 2017 to 50% in 2018.
2. Increase the percentage of employees that are women undertaking official travels from 0% in 2016 to 10% in 2018, thereby increasing expenditures on women from 0% to 10%.
3. Improve involvement of women in construction of investment projects.
4. Increase the percentage of men interns in the Institute from 17% in May 2017 to 25% in 2018.
5. Increase the percentage of women employees participating in seminars, study visits and trainings, from 15% in 2016 to 30% in 2018.
6. Improve collection and use of gender-disaggregated data, in accordance with the Law on Gender Equality.

<sup>167</sup> Disaggregated and calculated by KWN based on the names of participants supplied by Kosovo Agriculture Institute.

## Recommended Activities

1. Use affirmative measures to hire and promote more, qualified women, contributing in equal expenditures on women and men from the category of wages and salaries, as per the Law on Gender Equality. Educate women and men, towards undoing occupational gender stereotypes, encouraging women to apply for positions, and installing policies that will support work-life balance, enabling women to undertake travel as part of their jobs.
2. Ensure a gender balance among employees undertaking official travel.
3. In procurement processes and contracts, encourage companies carrying out public investment projects to employ a balance of women and men at all decision-making levels.
4. Encourage more young men to apply for internships.
5. Ensure a gender balance regarding staff participation in seminars, study visits and trainings.
6. Establish simple databases in Excel with gender-disaggregated data towards tracking the involvement of women and men interns, and women and men's scientific work, respectively.



## Annex 1. Total Budget and Expenditures by Department or Body, 2015-2017

This Annex contains the total budget and expenditures of each Department, Agency and Institution in MAFRD over time. By following trends in budgeting and expenses, while considering forthcoming needs (including based on gender analyses) officials can predict more accurately budget forecasts for the coming year. Columns presenting the percentage of the budget used can be useful for assessing over- and under-spending towards more efficient and effective planning of budgets for future years.

Year	2015			2016			2017			2018	2019	2020
	Budgeted	Spent	% of Used Budget	Budgeted	Spent	% of Used Budget	Budgeted	Spent (Jan. – Mar.)	% of Used Budget	Requested	Projected	Projected
Employees	11	11	100%	14	14	100%	14	20	143%	20	20	20
Total Budget	€168,523	€157,985	94%	€201,545	€236,161	117%	€198,268	€57,088	29%	€251,015	€251,770	€252,529
Wages and Salaries	€117,523	€108,625	92%	€135,545	€173,372	128%	€132,268	€39,924	30%	€151,015	€151,770	€152,529
Goods and Services	€51,000	€49,361	97%	€66,000	€62,789	95%	€66,000	€17,164	26%	€100,000	€100,000	€100,000

Year	2015			2016			2017			2018	2019	2020
	Budgeted	Spent	% of Used Budget	Budgeted	Spent	% of Used Budget	Budgeted	Spent (Jan. – Mar.)	% of Used Budget	Requested	Projected	Projected
Workers	3	3	100%	3	3	100%	4	4	100%	4	4	4
Total Budget	€30,531	€24,158	79%	€29,489	€28,830	98%	€35,024	€6,633	19%	€36,756	€39,270	€40,523
Wages and Salaries	€21,558	€19,712	91%	€20,516	€20,500	100%	€26,051	€6,515	25%	€27,729	€30,052	€31,305
Goods and Services	€8,973	€4,446	50%	€8,973	€8,330	93%	€8,973	€118	1%	€9,027	€9,218	€9,218

Year	2015			2016			2017			2018	2019	2020
	Budgeted	Spent	% of Used Budget	Budgeted	Spent	% of Used Budget	Budgeted	Spent (Jan. – Mar.)	% of Used Budget	Requested	Projected	Projected
Workers	40			44			73	71	97%	43	43	43
Total Budget	€2,505,155	€5,060,078	202%	€3,706,469	€3,602,946	97%	€3,678,308	€792,599	22%	€3,748,451	€3,802,744	€3,822,467
Wages and Salaries	€303,780	€288,632	95%	€308,033	€313,199	102%	€285,873	€71,046	25%	€340,166	€394,459	€414,182

<sup>168</sup> Data received from the Budget and Finance Division, except columns “Budgeted 2015” and “Budgeted 2016”, which are from the Law on Budget of 2015 and the Law on Budget of 2016. Values on column “Budgeted 2017” provided by this Division may vary from values in the Law on Budget of 2017 because they represent values after the Budget Review. This information regarding the source of data holds true for all budget and expenditure table in this annex. Additional information has been added to some departments and agencies, explaining the impact of the Budget Review.

Goods and Services	€487,055	€842,211	173%	€657,353	€995,807	151%	€657,352	€113,801	17%	€673,202	€673,202	€673,202
Municipal Expenses	€55,420	€51,934	94%	€58,183	€44,618	77%	€58,183	€8,040	14%	€58,183	€58,183	€58,183
Subsidies and Transfers	€1,078,900	€3,707,732	344%	€2,682,900	€2,249,323	84%	€2,676,900	€599,713	22%	€2,676,900	€2,676,900	€2,676,900
Capital Investments	€580,000	€169,569	29%									

Table 4. Total Budget and Expenditures of the Forestry Department, by Economic Category, 2015-2017												
Year	2015			2016			2017			2018	2019	2020
	Budgeted	Spent	% of Used Budget	Budgeted	Spent	% of Used Budget	Budgeted	Spent (Jan. – Mar.)	% of Used Budget	Requested	Projected	Projected
Workers	7	7	100%	7	7	100%	7	7	100%	7	8	8
Total Budget	€102,892	€95,102	92%	€95,946	€61,836	64%	€95,797	€11,546	12%	€98,617	€105,123	€105,123
Wages and Salaries	€50,872	€44,125	87%	€43,926	€44,146	101%	€43,777	€10,950	25%	€46,597	€53,103	€53,103
Goods and Services	€52,020	€50,978	98%	€52,020	€17,689	34%	€52,020	€596	1%	€52,020	€52,020	€52,020

Table 5. Total Budget and Expenditures of the Department of Advisory and Technical Services, by Economic Category, 2015-2017												
Year	2015			2016			2017			2018	2019	2020
	Budgeted	Spent	% of Used Budget	Budgeted	Spent	% of Used Budget	Budgeted	Spent (Jan. – Mar.)	% of Used Budget	Requested	Projected	Projected
Workers	12	12	100%	12	12	100%	16	15	94%	16	17	18
Total Budget	€680,478	€644,139	95%	€567,845	€562,851	99%	€593,540	€35,728	6%	€610,859	€620,859	€620,859
Wages and Salaries	€79,098	€66,931	85%	€66,465	€70,934	107%	€92,160	€21,861	24%	€109,479	€119,479	€119,479
Goods and Services	€601,380	€577,208	96%	€501,380	€491,917	98%	€501,380	€13,868	3%	€501,380	€501,380	€501,380

Table 6. Total Budget and Expenditures of the Department for Economic Analysis and Agricultural Statistics, by Economic Category, 2015-2017 <sup>169</sup>												
Year	2015			2016			2017			2018	2019	2020
	Budgeted	Spent	% of Used Budget	Budgeted	Spent	% of Used Budget	Budgeted	Spent (Jan. – Mar.)	% of Used Budget	Requested	Projected	Projected
Workers	8	8	100%	8	8	100%	9	9	100%	11	11	11
Total Budget	€594,700	€528,007	89%	€601,080	€260,380	43%	€614,545	€22,893	4%	€626,082	€626,444	€626,809
Wages and Salaries	€53,815	€49,888	93%	€47,527	€52,599	111%	€60,992	€15,241	25%	€72,529	€72,891	€73,256

<sup>169</sup> According to a finance officer, the statement in footnote 168 explains why expenses from subsidies and transfers and capital investments are not made in 2016, even though money are budgeted for that year, in these economic categories.

Goods and Services	€40,885	€291,676	713%	€100,885	€207,781	206%	€100,885	€7,652	8%	€100,885	€100,885	€100,885
Subsidies and Transfers	€500,000	€186,443	37%	€250,000	€0	0%	€250,000	€0	0%	€250,000	€250,000	€250,000
Capital Investments				€202,668	€0	0%	€202,668	€0	0%	€202,668	€202,668	€202,668

**Table 7. Total Budget and Expenditures of the Department of Vineyards and Wine, by Economic Category, 2015-2017**

Year	2015			2016			2017			2018	2019	2020
	Budgeted	Spent	% of Used Budget	Budgeted	Spent	% of Used Budget	Budgeted	Spent (Jan. – Mar.)	% of Used Budget	Requested	Projected	Projected
Workers	11	11	100%	11	11	100%	11	11	100%	13	14	14
Total Budget	€98,685	€95,606	97%	€403,895	€359,923	89%	€334,173	€19,352	6%	€925,210	€604,637	€254,637
Wages and Salaries	€68,142	€68,288	100%	€68,353	€68,641	100%	€68,631	€17,157	25%	€81,468	€87,715	€87,715
Goods and Services	€28,928	€25,704	89%	€33,927	€32,777	97%	€33,927	€2,029	6%	€190,027	€163,207	€163,207
Municipal Expenses	€1,615	€1,615	100%	€1,615	€1,597	99%	€1,615	€166	10%	€3,715	€3,715	€3,715
Capital Investments				€300,000	€256,907	86%	€230,000	€0	0%	€650,000	€350,000	

**Table 8. Total Budget and Expenditures of the Legal Department, by Economic Category, 2015-2017**

Year	2015			2016			2017			2018	2019	2020
	Budgeted	Spent	% of Used Budget	Budgeted	Spent	% of Used Budget	Budgeted	Spent (Jan. – Mar.)	% of Used Budget	Requested	Projected	Projected
Workers	3	3	100%	3	3	100%	4	4	100%	5	5	5
Total Budget	€39,891	€38,061	95%	€39,980	€34,873	87%	€46,190	€8,885	19%	€55,893	€56,070	€56,247
Wages and Salaries	€23,231	€24,339	105%	€23,320	€23,281	100%	€29,530	€7,385	25%	€35,293	€35,470	€35,647
Goods and Services	€16,660	€13,722	82%	€16,660	€11,592	70%	€16,660	€1,500	9%	€20,600	€20,600	€20,600

**Table 9. Total Budget and Expenditures of the DRD & MA, by Economic Category, 2015-2017**

Year	2015			2016			2017			2018	2019	2020
	Budgeted	Spent	% of Used Budget	Budgeted	Spent	% of Used Budget	Budgeted	Spent (Jan. – Mar.)	% of Used Budget	Requested	Projected	Projected
Workers	6	6	100%	6	6	100%	13	13	100%	13	13	13
Total Budget	€20,097,067	€18,073,456	90%	€21,557,635	€19,596,683	91%	€21,982,218	€2,980,668	14%	€25,166,096	€27,177,855	€29,190,548
Wages and Salaries	€44,264	€44,175	100%	€43,810	€43,890	100%	€92,392	€22,917	25%	€97,012	€101,862	€106,955
Goods and Services	€52,803	€50,428	96%	€62,803	€30,596	49%	€62,804	€6,202	10%	€69,084	€75,993	€83,593
Subsidies and Transfers	€20,000,000	€17,983	90%	€21,451,022	€19,522,197	91%	€21,277,022	€2,951,549	14%	€25,000,000	€27,000,000	€29,000,000
Capital Investments							€550,000	€0	0%			

**Table 10. Total Budget and Expenditures of the Department for Agricultural Policies and Trade by Economic Category, 2015-2017<sup>170</sup>**

Year	2015			2016			2017			2018	2019	2020
	Budget ed	Spent	% of Used Budget	Budget ed	Spent	% of Used Budget	Budget ed	Spent (Jan. – Mar.)	% of Used Budget	Reques ted	Project ed	Projec ted
Workers	21	21	100%	21	21	100%	19	19	100%	23	23	23
Total Budget	€32,76 6,245	€29,99 6,166	92%	€25,74 8,560	€23,26 9,489	90%	€25,74 7,544	€2,004,9 95	8%	€33,05 7,665	€33,35 8,453	€33,35 9,246
Wages and Salaries	€158,2 08	€135,0 24	85%	€135,5 45	€146,3 90	108%	€134,5 28	€33,640	25%	€157,6 65	€158,4 53	€159,2 46
Goods and Services	€613,0 16	€1,008, 413	165%	€613,0 16	€999,7 06	163%	€613,0 16	€7,070	1%	€700,0 00	€700,0 00	€700,0 00
Subsidies and Transfers	€31,99 5,022	€28,85 1,128	90%	€23,00 0,000	€22,12 3,392	96%	€23,00 0,000	€1,964,2 85	9%	€30,00 0,000	€30,00 0,000	€30,00 0,000
Capital Investm ents		€1,600		€2,000 ,000	€ 0		€2,000 ,000	€0	0%	€2,200, 000	€2,500, 000	€2,500 ,000

**Table 11. Total Budget and Expenditures of the Agency for Development of Agriculture, by Economic Category, 2015-2017<sup>171</sup>**

Year	2015			2016			2017			2018	2019	2020
	Budget ed	Spent	% of Used Budget	Budget ed	Spent	% of Used Budget	Budget ed	Spent (Jan. – Mar.)	% of Used Budget	Reques ted	Project ed	Projec ted
Workers	29	29	100%	35	35	100%	66	56	85%	130	130	130
Total Budget	€408,92 5	€350,1 38	86%	€1,333, 726	€616,610	46%	€720,817	€155,688	22%	€2,388,0 06	€1,411,9 07	€1,436, 790
Wages and Salaries	€258,01 6	€207,8 42	81%	€242,8 17	€240,518	99%	€359,908	€94,265	26%	€1,011,0 91	€1,016,1 46	€1,021, 227
Goods and Services	€150,90 9	€142,2 96	94%	€160,9 09	€156,098	97%	€160,909	€32,371	20%	€366,315	€384,63 1	€403,86 3
Municipal Expenses					€16,539					€10,600	€11,130	€11,700
Capital Investm ents				€930,0 00	€203,456	22%	€200,000	€29,052	15%	€1,000,0 00		

**Table 12. Total Budget and Expenditures of the Kosovo Forestry Agency, by Economic Category, 2015-2017**

Year	2015			2016			2017			2018	2019	2020
	Budget ed	Spent	% of Used Budget	Budget ed	Spent	% of Used Budget	Budget ed	Spent (Jan. – Mar.)	% of Used Budget	Reques ted	Project ed	Project ed
Workers	140			158			158	152	100%	158	158	158
Total Budget	€2,292, 062	€1,899,9 55	83%	€2,365, 642	€1,829 ,389	77%	€2,85 6,920	€248 ,275	9%	€3,757, 846	€3,21 7,422	€3,302, 425
Wages and Salaries	€925,8 17	€757,226	82%	€788,8 09	€826,6 97	105%	€830, 087	€199 ,020	24%	€996,0 13	€1,00 0,589	€1,005, 592
Goods and Services	€621,4 83	€559,816	90%	€624,8 33	€473,2 20	76%	€624, 833	€36, 212	6%	€624,8 33	€624, 833	€624,8 33
Municipal Expenses	€44,763	€ 37,688	84%	€52,000	€30,361	58%	€52,000	€13,04 3	25%	€52,000	€52,00 0	€52,000
Capital Investments	€700,0 00	€545,225	78%	€900,0 00	€499,1 12	55%	€1,35 0,000	€0	0%	€2,085, 000	€1,54 0,000	€1,620, 000

<sup>170</sup> According to a finance officer, the statement in footnote 168 explains why expenses from capital investments are shown in 2015, but no money is budgeted for that year.

<sup>171</sup> Ibid.

Table 13. Total Budget and Expenditures of the Kosovo Agriculture Institute, by Economic Category, 2015-2017												
Year	2015			2016			2017			2018	2019	2020
	Budget ed	Spent	% of Used Budg et	Budget ed	Spent	% of Used Budg et	Budget ed	Spent	% of Used Budget	Request ed	Projec ted	Projected
Workers	32	32	100%	32	32	100%	31	29	94%	48	54	60
Total Budget	€367,497	€558,093	152%	€584,460	€397,594	68%	€692,889	€81,205	12%	€1,921,783	€2,084,424	€2,002,616
Wages and Salaries	€187,605	€141,890	76%	€144,569	€156,737	108%	€162,997	€39,112	24%	€252,383	€283,924	€315,766
Goods and Services	€82,922	€75,914	92%	€82,922	€82,483	99%	€82,922	€12,306	15%	€158,900	€189,500	€225,850
Municipal Expenses	€6,970	€6,970	100%	€6,970	€6,457	93%	€6,970	€4,142	59%	€10,500	€11,000	€11,000
Capital Investments	€90,000	€333,320	370%	€350,000	€151,918	43%	€440,000	€25,646	6%	€1,500,000	€1,600,000	€1,450,000

## Annex 2. Additional Budget Information

Table 1. MAFRD Capital Investments Contract Descriptions and Values in 2015 - 2017 <sup>172</sup>		
Estimated Year of Commencement of Procurement	Contract Descriptions (2015 – 2017)	Estimated Contract Value
2015	Management, Usage and Insurance of Facility of Professional High School “Adem Gllavica” in Lipjan	€71,950
	Laboratory Equipment Supply – Kosovo Institute of Agriculture (KIA)	€230,000
	Renovations of Department for Vineyards and Wine (DVV) Facility	€300,000
<b>Total 2015</b>		<b>€601,950</b>
2016	Laboratory Equipment Supply for KIA	€130,000
	Renovations of KIA Administration Facility	€170,000
<b>Total 2016</b>		<b>€300,000</b>
2017	Rural Areas Development through the Improvement of Advisory Services	€200,000
	Agriculture Integrated Informative System	€200,000
	Improvement of Roads Network in Viticulture Areas of the Republic of Kosovo	€200,000
	Rehabilitation of Irrigation System in Kosovo	€2,200,000
<b>Total 2017</b>		<b>€2,800,000</b>

Table 2. MAFRD Capital Investments in 2016-2020 <sup>173</sup>						
Dept.	Project Name	Actual in 2016	Approved in 2017	Planned in 2018	Planned in 2019	Planned in 2020
Dept. of Finance and General Services	Rehabilitation and Modernization of Irrigation System at Radoniqi and Dukagjini Regional Irrigation Companies			€2,800,000	€2,600,000	
	Equipment Supply for Agriculture Institute Laboratory			€100,000	€300,000	
	<b>Total</b>			<b>€2,900,000</b>	<b>€2,900,000</b>	
Dept. for Agricultural Policies and Trade	Construction and Rehabilitation of Kosovo Irrigation Systems		€2,000,000	€1,187,332	€1,637,332	€1,637,332
	<b>Total</b>		<b>€2,000,000</b>	<b>€1,187,332</b>	<b>€1,637,332</b>	<b>€1,637,332</b>
Kosovo Forestry Agency	Management Plans Drafting	€84,026	€250,000	€250,000	€250,000	€250,000
	Bare Surfaces Afforestation	€191,516	€400,000	€320,000	€320,000	€320,000
	Object Renovation in Blinajë, National Hunting Area with Special Interest	€148,817	€400,000	€100,000		
	Object Renovation in Dubočok, National Hunting Area with Special Interest	€22,150				

<sup>172</sup> KWN correspondence with the Head of the Procurement Division, 16 March 2017.

<sup>173</sup> Data from MAFRD, MTEF 2018-2020.

	Building Fire Prevention Pools	€49,302	€100,000			
	Maintenance of Forested Areas for Three Previous Years		€100,000			
	Yard, Road, Stairway and Lighting Improvement of Renovated Object in Blinajë		€50,000			
	Forest Roads Renovation and Maintenance of National Hunting Area in Blinajë		€50,000			
	<b>Total</b>	<b>€495,811</b>	<b>€1,350,000</b>	<b>€670,000</b>	<b>€570,000</b>	<b>€570,000</b>
Kosovo Agriculture Institute	Establishment of laboratory capacities at Kosovo Agriculture Institute		€250,000	€250,000	€250,000	€250,000
	Renovation of Kosovo Agriculture Institute Administration Object	€105,855	€150,000	€150,000	€150,000	€150,000
	Building Capacities on Research and Production of Kosovo Agriculture Institute Lands	€46,063	€40,000	€40,000	€40,000	€40,000
	<b>Total</b>	<b>€151,918</b>	<b>€440,000</b>	<b>€440,000</b>	<b>€440,000</b>	<b>€440,000</b>
Dept. of Rural Development Policy-Managing Authority	Agency for Development of Agriculture Object Construction		€550,000			
	<b>Total</b>		<b>€550,000</b>			
Dept. for Vineyards and Wine	Road Network Improvement of Vineyard Areas in Kosovo		€200,000	€350,000	€350,000	€350,000
	Department's Facilities Renovation	€186,907	€30,000			
	Development of Grape Market	€70,000				
	<b>Total</b>	<b>€256,907</b>	<b>€230,000</b>	<b>€350,000</b>	<b>€350,000</b>	<b>€350,000</b>
Dept. for Economic Analysis and Agricultural Statistics	Integrated Agriculture Information System		€202,668	€202,668	€202,668	€202,668
	<b>Total</b>		<b>€202,668</b>	<b>€202,668</b>	<b>€202,668</b>	<b>€202,668</b>
Agency for Development of	Field Inspection Vehicles		€200,000			
	Agency for Development of	€203,456				

Department of Agriculture	Agriculture Object Construction					
	<b>Total</b>	<b>€203,456</b>	<b>€200,000</b>			
<b>Total</b>		<b>€1,108,092</b>	<b>€4,972,668</b>	<b>€5,750,000</b>	<b>€6,100,000</b>	<b>€3,200,000</b>

Table 3. Direct Payments Program for 2017	
Supported Sector by Direct Payments	Planned Budget for 2017
Direct Payments for Sown Grain Surfaces	€6,750,000 (27%)
Direct Payments for Sown Grain Seeds	€150,000 (1%)
Direct Payments for Barley Sown Surfaces	€50,000 (0%)
Direct Payments for Rye Sown Surfaces	€30,000 (0%)
Direct Payments for Corn Sown Surfaces	€2,700,000 (11%)
Direct Payments for Sunflower Sown Surfaces	€20,000 (0%)
Direct Payments for Existing Vineyards	€2,150,000 (9%)
Direct Payments for Wine Production in Litters Which is Formally Declared	€350,000 (1%)
Direct Payments for Existing Orchards	€1,250,000 (5%)
Direct Payment for Planting Material Production of Fruit Trees and Grape Vines on Vegetative Sub-Plants	€100,000 (0%)
Direct Payments for Vegetables Grown in Open Fields	€1,700,000 (7%)
Direct Payments for Organic Farming	€100,000 (0%)
Direct Payments for Cows and Buffalos	€4,200,000 (17%)
Direct Payments for Sheep	€1,700,000 (7%)
Direct Payments for Goats	€150,000 (1%)
Direct Payments for Bees	€2,000,000 (8%)
Direct Payments for Milk by Categories	€1,100,000 (4%)
Direct Payments for Chicken	€300,000 (1%)
Direct Payments for Partridges	€25,000 (0%)
Direct Payments for Pigs	€25,000 (0%)
Direct payments for Reported Cattle Butchery	€75,000 (0%)
Direct Payments for Aquaculture	€75,000 (0%)
<b>Total Budget for 2017</b>	<b>€25,000,000</b>



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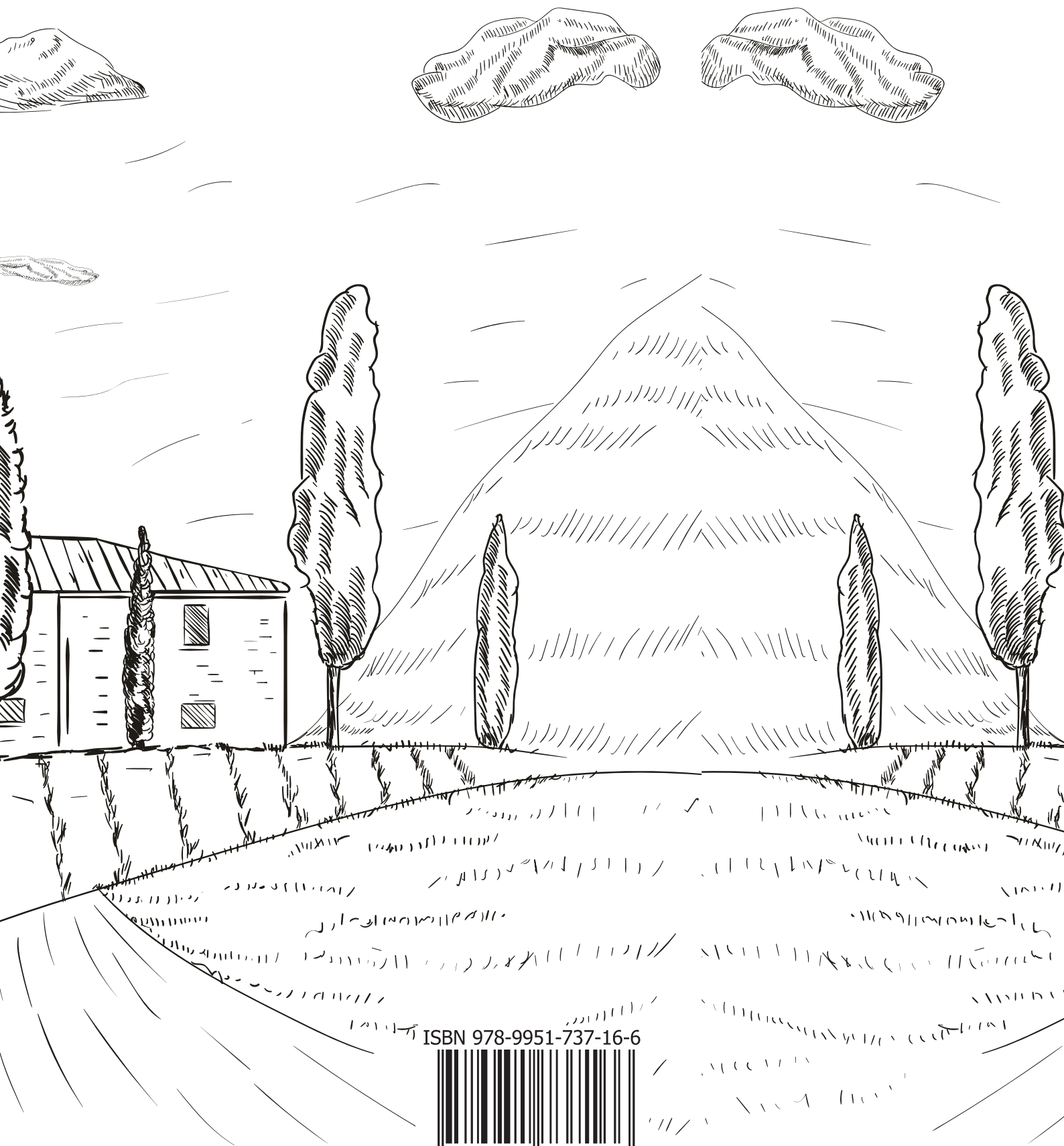
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