



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

WITH FUNDING FROM
 **AUSTRIAN
DEVELOPMENT
COOPERATION**

Budgeting for Improved Gender Equality in Diaspora Programs



© 2017 Kosovo Women's Network

ISBN-978-9951-737-22-7

This publication was made possible with the generous support of the Austrian Development Agency (ADA). The views herein represent those of the authors and not necessarily those of the Austrian government or ADA.

Printed using eco-friendly printing.

Budgeting for Improved Gender Equality In Diaspora Programs

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

Contents

Acronyms	2
Acknowledgements.....	3
Executive Summary.....	4
Introduction.....	5
About the Diaspora.....	5
The Ministry of Diaspora’s Responsibilities	6
Overall Budget and Expenditures.....	7
The Minister’s Office.....	10
The Central Administration.....	12
The Public Procurement Division.....	14
The Communication with Public Division.....	15
The Finance and General Services Department.....	15
The Legal Department.....	15
The Department of Cultural Centres for the Diaspora.....	17
The Department for the Preservation and Cultivation of Education and Culture in Diaspora	19
The Department for Diaspora Research and Investment Support	21
Annex 1. Ministry of Diaspora Subsidized Projects.....	23
Annex 2. Total Budget and Expenditures by Department or Body	30
Annex 3. Employee and Training Participation Tables for 2015-2017.....	31

Acronyms

ADBN	Albanian Diaspora Business Network
CDHRF	Council for the Defence of Human Rights and Freedom
D4D	Democracy for Development Institute
EU	European Union
GEO	Gender Equality Officer
GRB	Gender responsive budgeting
KABR	Kosovo Agency for Business Registration
KIPA	Kosovo Institute for Public Administration
KWN	Kosovo Women's Network
MEST	Ministry of Education, Science and Technology
MoD	Ministry of Diaspora
MTEF	Medium Term Expenditure Framework
MTI	Ministry of Trade and Industry
NGO	Non-governmental organisations
USAID	United States Agency for International Development

Acknowledgements

This analysis was made possible thanks to the Ministry of Diaspora's (MoD) dedication to implementing the new Law on Gender Equality provisions related to gender responsive budgeting (GRB). The Kosovo Women's Network (KWN) thanks MoD officials for their cooperation, namely Minister of Diaspora Mr. Valon Murati, General Secretary Mr. Osman Shahini, Director of Finance and General Services Department Mr. Ragip Zejnullahu, Head of Budget and Finance Division Mr. Hamdi Bërbatovci, Officer for Human Rights and Gender Equality Mrs. Elmas Sufta, and all of the heads of departments and divisions that contributed vital information.

The authors thank KWN Executive Director Igballe Rogova, Finance Manager Besa Shehu and Project Manager Zana Rudi for their ongoing support. Miranda Avdullahu assisted with conducting research, analysis and coordinating activities. Vanessa Robinson-Conlon contributed to the editing of the report. The publication was peer reviewed by Donjeta Morina.

Executive Summary

Women, men, girls and boys often have different needs and priorities. Policies and programs for the diaspora need to consider these differences. Gender responsive budgeting (GRB) involves mainstreaming gender in all phases of planning, executing, monitoring and evaluating state budgets. In Kosovo, all budget organizations are legally obliged to carry out GRB, towards furthering gender equality and better meeting the needs of diverse citizens. Conducting gender analysis is an essential first step in order to inform GRB. Therefore, the Ministry of Diaspora (MoD) and the Kosovo Women's Network (KWN) collaborated closely in conducting this gender analysis, towards identifying specific objectives and activities to further gender equality in the Ministry's work. The resulting recommendations aim to provide vital information for MoD's 2018 Budget, as well as future Medium Term Expenditure Frameworks (MTEF). The main findings and recommendations include:

- Some MoD 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 MoD programs towards better informing the planning of future expenditures.
- Aside from this report, the Ministry has not conducted any known gender analyses to inform the drafting or analysis of existing laws, policies and strategies related to the diaspora. The Ministry must conduct gender analyses to inform draft laws, policies, strategies, programs and action plans, analyzing how these may affect men and women differently. The Ministry should ensure participation of the Gender Equality Officer (GEO) in working groups.
- As of May 2017, women comprised only 23% of all beneficiaries of subsidies and transfers and received only 20% of expenditures (less than €22,000 of €110,000). MoD should establish affirmative measures to increase the percentage of subsidies and grants benefitting women.
- Procurement processes have not involved affirmative actions towards furthering gender equality as foreseen by the amended Law on Public Procurement. The Public Procurement Division can increase the inclusion of social objectives relating to gender equality, within contracts, obliging contractors to implement measures designed to promote gender equality during the implementation of their contracts.
- Fewer men than women have taken advantage of the opportunity for students from the diaspora to intern in different ministries. Women comprised 35% of all interns in 2015-2017. The Department of the Preservation and Cultivation of Education and Culture in Diaspora can use affirmative measures to encourage more men to participate in the internship program.
- More women (60%) than men (40%) employees have participated in trainings between 2015 and March 2017. Unless this is a purposeful affirmative measure towards women's career advancement, MoD should consider ensuring more balanced participation of women and men in trainings.
- In April 2017, 37% of MoD employees were women and 63% were men. Men received 70% of expenditures on wages and salaries in 2016. More men (81%) than women (19%) consistently have worked in better paid, decision-making levels. MoD should use affirmative measures to hire and promote more, qualified women contributing to more balanced expenditures in the wages and salaries economic category.
- Official travels attended by women comprised 20% of all official travels in 2016. Consequently, women officials received only 15% of official travel expenditures. MoD should ensure a gender balance among staff undertaking official travels.

This report includes specific objectives and activities for every Department of the Ministry, towards furthering gender equality via its future expenditures.

Introduction

Gender responsive budgeting (GRB) is a strategy that integrates a gender perspective into every stage of planning, executing, monitoring and evaluating budgets, expenditures and fiscal policies. Since 2015, the Law on Gender Equality has required all public institutions in the Republic of Kosovo to implement GRB. The Law defines GRB as:

[T]he implementation of Gender Mainstreaming in the budgetary process. This means the valorization 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.¹

Implementing GRB can contribute to an improved response in better meeting the needs of both women and men with state expenditures. As part of its budget circulars, since 2015 the Ministry of Finance has provided Kosovo institutions with templates to facilitate gender analysis for informing GRB in Medium Term Expenditure Frameworks (MTEF) and annual budgets.

The Ministry of Diaspora (MoD) is the sixth ministry that KWN has supported in institutionalizing GRB.² This report aims to assist MoD in carrying out GRB by providing a gender analysis of its past and current programming. Conducting a gender analysis is an essential first step in understanding any inequalities that may exist, so that MoD can better plan future expenditures.

About the Diaspora

In order to create policies and programs that meet the needs of the diaspora, an understanding of the diaspora is important. MoD has undertaken efforts to better understand the diaspora, largely through the Diaspora Registry, which has sought to register most persons living in the diaspora.

In June 2017, the Ministry published preliminary information regarding the Kosovo diaspora, based on the Diaspora Registry.³ Of the persons registered,⁴ most appear to live in Germany (36.8%) and Switzerland (29.8%). Others reside in Italy (4.9%), Sweden (4.6%), Austria (4.3%), France (3.8%), Belgium (2.5%), the UK (2.4%), USA (1.97%), Norway (1.6%), Slovenia (1.3%), Finland (1.1%), the Netherlands (0.9%), Denmark (0.7%), and Canada (0.6%), among other countries (3.2%). Most are Albanian (96.7%). However, Serbs (0.1%), Turks (0.1%), Bosnians (1.3%), Roma (0.3%), Ashkali (0.5%), Egyptians (0.1%), Gorani (0.2%) and other ethnic groups also have registered (0.5%).⁵

Women comprise 44.3% of the registered diaspora and men 55.7%. However, the 2011 census data suggests that the diaspora involves more of a balance of women (49.7%) and men (50.3%). This may mean that some women living in the diaspora have not been registered in the Diaspora Registry. Most members of the diaspora are ages 15-19 years old (9.52%). Among men, most diaspora members are ages 40-44, whereas most women are ages 15-19. While men have tended to emigrate for economic reasons (25.6% of the diaspora), women tended to emigrate for “family reasons” (29.6% of all

¹ 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.

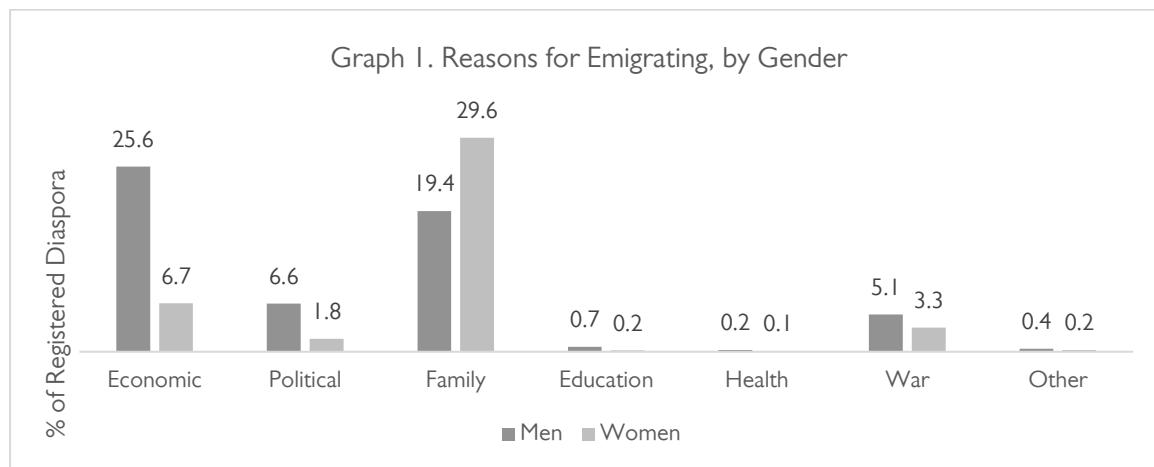
² Other ministries include the Ministry of Labour and Social Welfare, Ministry of Trade and Industry, Ministry of Environment and Spatial Planning, Ministry of Education, Science and Technology, and Ministry of Agriculture, Rural Development and Forestry. KWN also has supported several municipalities.

³ Government of Kosovo, Ministry of Diaspora, Preliminary Results of Diaspora Registry, Prishtina: 2017, at: <http://med.rks-gov.net/desk/inc/media/42176B11-3D08-4C9A-A27C-DF38A4706449.pdf>. Final results will be published in 2021.

⁴ Sample size was 342,803 as per 31 December 2016. Data taken from Preliminary Results of Diaspora Registry, Prishtina: 2017.

⁵ Additionally, 0.05% preferred not to respond (Preliminary Results of Diaspora Registry).

respondents). This could involve joining family members abroad, but also emigrating for the purpose of marriage.⁶



Men tend to have higher levels of education than women do, and more men in the diaspora are employed than are women. Only 0.74% of the registered diaspora owned their own businesses; men comprised 94.1% of these businesses owners and women 5.9%.

The Ministry of Diaspora's Responsibilities

The body preceding and that would later become the Ministry of Diaspora (MoD) was established in May 2011, originally as the Office for Non-Resident Issues under the administrative responsibility of the Prime Minister's Office. It was later instated as a national agency, becoming a Ministry in 2011.⁷ Its main responsibilities and priorities are to:

- Draft projects, policies and legislation relating to the diaspora, which includes Kosovars living outside Kosovo;
- Propose and administer the MoD's budget, considering the Ministry of Finance's and current legislative requirements;
- Promote, cultivate and preserve the cultural, educational and linguistic identity of the diaspora;
- Register individuals in cooperation with other relevant institutions;
- Draft and coordinate programs, studies and research in the field of diaspora;
- Serve as a communicative bridge between national institutions and diaspora;
- Implement the cultural policies and educational programs drafted by the Ministry of Education aimed at diaspora members;
- Provide information and support to diaspora members to make investments in Kosovo;
- Establish and coordinate cultural centres in Kosovo for the diaspora and, in collaboration with these centres, report on the situation to the government;
- Draft, coordinate and monitor the implementation of the diaspora strategy; and
- Coordinate activities in collaboration with civil society, municipal and state institutions, and other organisations, both within and outside of Kosovo, to improve the position of the diaspora.⁸

⁶ While rare, child marriage can involve emigration, placing young brides at risk of isolation and domestic violence (see UNFPA, "Child Marriage in Kosovo (Overview)", p. 7, at: <http://eeca.unfpa.org/sites/default/files/pub-pdf/unfpa%20kosovo%20overview.pdf>).

⁷ KWN interview with the Head of Finance and General Services, 27 March 2017.

⁸ MoD, "History and Priorities", at: <http://med.rks-gov.net/Faqe.aspx?id=11&l=0>. This report was drafted prior to the 2017 parliamentary elections, after which additional responsibilities may exist.

To fulfil these responsibilities, the Ministry's *Strategy on Diaspora and Migration 2013-2018*, outlines four general objectives:

- Promotion and Advancement of Diaspora Political and Social Rights;
- Identity Protection and Strengthening of Diaspora Connections;
- Integration of Diaspora Members in Their Resident Countries; and,
- Diaspora Inclusion in Socio-Economic Development.⁹

As reported by the media, public consultations took place in 23 different countries where the diaspora resides, in order to inform the current *State Strategy on Migration and Action Plan 2013-2018*.¹⁰ This plan includes the following objectives:

- Prevent and deter irregular migration;
- Improve legal and circular migration management;
- Transform and develop migration into a positive economic factor.¹¹

However, the Strategy has not mainstreamed gender into its specific objectives, planned measures, activities, indicators, or the implementation, monitoring and evaluation plan. In accordance with the Law on Gender Equality, public institutions should mainstream gender in all policies, strategies, actions plans and documents. Officials responsible for drafting these policy documents should collaborate with the GEO to conduct gender analyses in order to ensure that policies consider a gender perspective, namely how they may impact women and men differently.

Overall Budget and Expenditures

The Department of Finance and General Services provided expenditures and budget plans for each economic category for 2015 through 2020. The Central Administration budgetary code includes planned and actual expenses for all departments, divisions and cultural centres of the Ministry, except for the Minister's Office, which has its own budgetary code.¹² Table I summarizes the budget and planned expenditures for 2015-2017.

	2015			2016			2017			2018	2019	2020
	Budgeted	Spent	% of Budget Used	Budgeted	Spent	% of Budget Used	Budgeted	Spent	% of Budget Used (Jan. – May)	Requested	Projected	Projected
Employees	66	63	95%	66	65	98%	66	65	98%	66	66	66
Total Budget	€1,856,628	€1,531,794	83%	€1,606,803	€1,752,549	109%	€1,626,562	€503,104	31%	€1,631,362	€1,636,161	€1,638,59
Wages and Salaries	€473,889	€424,884	90%	€458,989	€476,868	104%	€478,748	€153,213	32%	€483,548	€485,966	€488,396
			79%			114%			27%		€994,695	€944,695

⁹ MoD, *Strategy on Diaspora and Migration 2013-2018*, Pristina: July 2013, at: http://www.kryeministri-ks.net/repository/docs/Strategjia_per_Diasporen_dhe_plani_i_veprimit_2013-2018.pdf.

¹⁰ KosovaLive360, 15 July 2013, at: <http://www.kosovalive360.com/hartohet-strategjia-per-diasporen-dhe-mergaten.html>.

¹¹ The Republic of Kosovo, *State Strategy on Migration and Action Plan 2013-2018*, Pristina: September 2013, at: https://www.mpb-ks.org/repository/docs/Strategjia_per_Migrim_ANG.pdf.

¹² KWN correspondence with the Head of the Division of Finance, 1 August 2017.

Goods and Services	€1,227,239	€969,802		€992,314	€1,135,696		€992,314	€264,561		€992,314		
Municipal Expenses	€25,500	€9,719	38%	€25,500	€9,985	39%	€25,500	€2,330	9%	€25,500	€25,500	€25,500
Subsidies and Transfers	€130,000	€127,389	98%	€130,000	€130,000	100%	€130,000	€83,000	64%	€130,000	€130,000	€130,000

Wages and Salaries

Table 2 illustrates that, as of April 2017, 37% of employees were women, with expenditures on women's wages and salaries comprising 30% of the total expenditures on this budget category. Women were least represented in high paid decision-making roles, holding only 19% of such positions. In accordance with the Law on Gender Equality, the Ministry should ensure equal representation of women and men at all decision-making levels, defined as fifty percent of each gender. However, the Ministry does not foresee opening any new positions in 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	1 (100%)	€5,841 (60%)	0 (0%)	€3,972 (40%)	€9,813
	401 - 600	32	16 (50%)	€109,023 (52%)	16 (50%)	€98,672 (48%)	€207,694
	600 +	31	23 (74%)	€173,646 (84%)	8 (26%)	€33,731 (16%)	€207,377
	Total	64	40 (63%)	€288,510 (68%)	24 (38%)	€136,374 (32%)	€424,884
2016	201 - 400	0	0 (0%)	€143 (100%)	0 (0%)	€0 (0%)	€143
	401 - 600	38	19 (50%)	€110,363 (52%)	19 (50%)	€99,876 (48%)	€210,240
	600 +	27	22 (81%)	€221,762 (83%)	5 (19%)	€44,723 (17%)	€266,485
	Total	65	41 (63%)	€332,269 (70%)	24 (37%)	€144,599 (30%)	€476,868
2017 (Jan.-Apr.)	201 - 400	0	0 (0%)	€349 (100%)	0 (0%)	€0 (0%)	€349
	401 - 600	38	19 (50%)	€39,187 (53%)	19 (50%)	€35,196 (47%)	€74,383
	600 +	27	22 (81%)	€67,581 (86%)	5 (19%)	€10,899 (14%)	€78,481
	Total	65	41 (63%)	€107,117 (70%)	24 (37%)	€46,096 (30%)	€153,213
2018 Planned	201 - 400	3	1 (33%)	€4,626 (33%)	2 (67%)	€9,441 (67%)	€14,067
	401 - 600	41	22 (54%)	€127,543 (53%)	19 (46%)	€113,839 (47%)	€241,382
	600 +	22	19 (86%)	€180,512 (86%)	3 (14%)	€30,506 (14%)	€211,018
	Total	66	42 (64%)	€312,682 (67%)	24 (36%)	€153,786 (33%)	€466,468

Overall, women have comprised the majority of MoD employees participating in training every year, with women comprising 55% in 2015, 66% in 2016, and 67% as of March 2017 (Table 3).

Year	Total # of Participants	# and % of Women	# and % of Men
2015	51	28 (55%)	23 (45%)
2016	41	27 (66%)	14 (34%)
2017 (Jan. - Mar.)	9	6 (67%)	3 (33%)
Total	101	61 (60%)	40 (40%)

¹³ Staff numbers in 2015 and 2016 are as of December of that year, whereas the wages and salaries are the sum of all expenditures on employees in each respective year. This is why in some cases no employees are listed (as none existed as of December), but expenditures are presented (from prior months). This remains true for April 2017 and all employee tables in this report, except the Procurement Division. Data received from the Division of Human Resources, 30 August 2017.

¹⁴ This table does not include information pertaining to trainings attended by persons in the Minister's Cabinet.

Further qualitative analysis could examine the reasons why more women employees have attended training than men have. While more equal representation in training would contribute to more balanced expenditures on women and men, perhaps the training provided also could be considered an affirmative measure towards providing women with new knowledge and skills, enhancing their chances for career advancement and/or promotion. In this case, additional training for women may be seen as a positive initiative by MoD.

Goods and Services

Table 4 indicates that fewer women than men have undertaken official travel on behalf of MoD, comprising 20% of persons travelling in 2015 and 2016, and 29% in 2017. Related, the Ministry spent 21% of expenditures related to official travel on women in 2015, 15% in 2016 and 17% as of July 2017.

Year	2015	2016	2017 (Jan. - Jul.)
Total # of Official Travels	270 (100%)	305 (100%)	42 (100%)
# and % of Official Travels Attended by Women	53 (20%)	61 (20%)	12 (29%)
# and % of Official Travels Attended by Men	214 (79%)	244 (80%)	30 (71%)
# and % of Participants with Unidentifiable Gender	3 (1%)	0 (0%)	0 (0%)
Total Amount Spent on Food (Per Diem)	€86,896 (100%)	€98,570 (100%)	€39,244 (100%)
Spent on Women	€18,629 (21%)	€17,682 (18%)	€7,572 (19%)
Spent on Men	€67,825 (78%)	€80,888 (82%)	€31,673 (81%)
Spent on Participants with Unidentifiable Gender	€442 (1%)	€0 (0%)	€0 (0%)
Total Amount Spent on Accommodation	€61,210 (100%)	€74,309 (100%)	€29,548 (100%)
Spent on Women	€11,283 (18%)	€8,275 (11%)	€3,293 (11%)
Spent on Men	€48,929 (80%)	€66,034 (89%)	€26,255 (89%)
Spent on Participants with Unidentifiable Gender	€997 (2%)	€0 (0%)	€0 (0%)
Total Amount Spent on Other Expenses	€16,429 (100%)	€17,931 (100%)	€9,276 (100%)
Spent on Women	€5,037 (31%)	€2,807 (16%)	€1,245 (13%)
Spent on Men	€11,246 (68%)	€15,125 (84%)	€8,032 (87%)
Spent on Participants with Unidentifiable Gender	€146 (1%)	€0 (0%)	€0 (0%)
Total Amount Spent on Official Lunch Outside Country	€148 (100%)	€901 (100%)	€1,011 (100%)
Spent on Women	€66 (45%)	€0 (0%)	€1,011 (100%)
Spent on Men	€82 (55%)	€901 (100%)	€0 (0%)
Total Amount Spent for Official Travels	€164,683 (100%)	€191,711 (100%)	€79,079 (100%)
Total Amount Spent on Women	€35,016 (21%)	€28,764 (15%)	€13,121 (17%)
Total Amount Spent on Men	€128,082 (78%)	€162,947 (85%)	€65,959 (83%)
Total Amount Spent on Participants with Unidentifiable Gender	€1,585 (1%)	€0 (0%)	€0 (0%)

Subsidies and Transfers

The process of MoD's project subsidy allocation begins with an initial public call for project applications. Project scopes include, but are not limited to: culture, art, sports, literature, scientific research, youth and education. The most allocated to a project is €5,000. Applicants can be national or foreign, physical or juridical subjects.¹⁶ Women currently benefit less from MoD subsidies than men do, comprising approximately one-fifth of the beneficiaries from 2015 through May 2017 and receiving only 20% of the total subsidy budget (Table 5).

¹⁵ Disaggregated and calculated by KWN based on participants' names.

¹⁶ MoD webpage, Regulations, Regulation No. 1/2016 on Criteria and Way of Subsidizing Diaspora Projects, at: <http://giuhaime.rks-gov.net/desk/inc/media/909040BF-524D-4BC2-8EB8-69F7338A42F4.pdf>.

Year	# of Beneficiaries	# of Women	# of Men	Total Spent on Women	Total Spent on Men	Total Spent on Women and Men
2015	69	14 (20%)	55 (80%)	€35,820 (28%)	€93,250 (72%)	€129,070
2016	67	14 (21%)	53 (79%)	€24,675 (19%)	€104,152 (81%)	€128,827
2017 (Jan. – May)	64	15 (23%)	49 (77%)	€21,850 (20%)	€88,150 (80%)	€110,000 ¹⁷
Planned 2018	71	30 (42%)	41 (58%)	€50,000 (38%)	€80,000 (62%)	€130,000

Recommended Objectives

Based on this gender analysis, MoD can take steps towards furthering gender equality in its expenditures in future years. Baseline data can inform targets on specific indicators linked to the budget. For example, indicators and targets can include:

1. When job openings exist, increase the proportion of employees who are women, including in decision-making positions, from 37% as of April 2017.
2. Increase the percentage of persons undertaking official travel who are women from 20% in 2016 to 30% in 2018, thereby increasing expenditures on women from 15% to 25%;
3. Increase the percentage of subsidies distributed to women from 23% in May 2017 to 42% in 2018, increasing expenditures on women from 20% to 38%.
4. Improve collection and use of gender-disaggregated data, in accordance with the Law on Gender Equality for all departments and divisions of the Ministry.

Recommended Activities

Towards achieving these targets, MoD can take positive actions to:

1. Recruit, hire and promote qualified women, by using affirmative measures when new positions open, in accordance with the Law on Gender Equality, which calls for 50% representation of women and men at all levels. This will contribute to improved gender balance in expenditures on wages and salaries for women and men.
2. Select more women to undertake official travel, contributing to equal expenditures on official travels (per diems, accommodation and other expenditures).
3. Use affirmative measures to improve the gender balance among subvention recipients, giving funds to more, qualified women. This will contribute to more equal expenditures on women and men.
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 Minister's Office

The Minister's Office represents MoD, proposes draft laws and policies and ensures the implementation of Ministry policies. It plans the Ministry budget and allocates funding from the Kosovo Budget, using a transparent and responsible process. The office also raises fraud awareness and takes

¹⁷ MoD planned to award €130,000 in subsidies in 2017. By May 2017, €110,000 had been awarded to non-governmental organization (NGO) projects.

measures to prevent fraud and corruption. Further, it ensures ministerial policies are discussed among target groups and other interested parties.¹⁸

Wages and Salaries

The proportion of women employees decreased from 27% of all employees in 2015 to 24% in 2016, but increased slightly to 25% as of April 2017 (Table 6.) Expenditures on women's wages and salaries, however, decreased each year, comprising 17% of total expenditures so far in 2017.

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	1 (100%)	€945 (71%)	0 (0%)	€394 (29%)	€1,339
	401 - 600	6	4 (67%)	€18,465 (69%)	2 (33%)	€8,347 (31%)	€26,811
	600 +	8	6 (75%)	€66,112 (83%)	2 (25%)	€13,539 (17%)	€79,651
	Total	15	11 (73%)	€85,521 (79%)	4 (27%)	€22,280 (21%)	€107,801
2016	201 - 400	0	0 (0%)	€0 (0%)	0 (0%)	€0 (0%)	€0
	401 - 600	9	6 (67%)	€31,893 (71%)	3 (33%)	€12,738 (29%)	€44,631
	600 +	8	7 (88%)	€86,594 (87%)	1 (13%)	€13,315 (13%)	€99,908
	Total	17	13 (76%)	€118,487 (82%)	4 (24%)	€26,052 (18%)	€144,539
2017 (Jan. - Apr.)	201 - 400	0	0 (0%)	€0 (0%)	0 (0%)	€0 (0%)	€0
	401 - 600	9	5 (56%)	€11,025 (60%)	4 (44%)	€7,371 (40%)	€18,396
	600 +	7	7 (100%)	€25,879 (100%)	0 (0%)	€0 (0%)	€25,879
	Total	16	12 (75%)	€36,904 (83%)	4 (25%)	€7,371 (17%)	€44,274

Goods and Services

Fewer women participated in official travel, comprising 15% of all employees undertaking official travel in 2015, 12% in 2016, and 25% as of July 2017 (Table 7). Therefore, men received more than women did from the budget allocated to per diems, accommodation and other expenses.

Year	2015	2016	2017 (Jan. - Jul.)
Total # of Official Travels	104 (100%)	121 (100%)	8 (100%)
# and % of Official Travels Attended by Women	16 (15%)	14 (12%)	2 (25%)
# and % of Official Travels Attended by Men	86 (83%)	107 (88%)	6 (75%)
# and % of Participants with Unidentifiable Gender	2 (2%)	0 (0%)	0 (0%)
Total Amount Spent on Food (Per Diem)	€32,338 (100%)	€34,807 (100%)	€10,191 (100%)
Spent on Women	€5,052 (16%)	€3,787 (11%)	€774 (8%)
Spent on Men	€26,845 (83%)	€31,019 (89%)	€9,417 (92%)
Spent on Participants with Unidentifiable Gender	€442 (1%)	€0 (0%)	€0 (0%)
Total Amount Spent on Accommodation	€23,788 (100%)	€27,033 (100%)	€12,540 (100%)
Spent on Women	€3,468 (15%)	€1,238 (5%)	€305 (2%)
Spent on Men	€20,007 (84%)	€25,795 (95%)	€12,234 (98%)
Spent on Participants with Unidentifiable Gender	€313 (1%)	€0 (0%)	€0 (0%)
Total Amount Spent on Other Expenses	€7,410 (100%)	€4,790 (100%)	€3,088 (100%)
Spent on Women	€2,581 (35%)	€98 (2%)	€105 (3%)
Spent on Men	€4,683 (63%)	€4,692 (98%)	€2,983 (97%)

¹⁸ 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.

¹⁹ Disaggregated and calculated by KWN based on participants' names.

Spent on Participants with Unidentifiable Gender	€146 (2%)	€0 (0%)	€0 (0%)
Total Amount Spent on Official Lunch Outside Country	€0 (0%)	€675 (100%)	€0 (0%)
Spent on Women	€0 (0%)	€0 (0%)	€0 (0%)
Spent on Men	€0 (0%)	€675 (100%)	€0 (0%)
Total Amount Spent for Official Travels	€63,536 (100%)	€67,305 (100%)	€25,818 (100%)
Total Amount Spent on Women	€11,100 (17%)	€5,124 (8%)	€1,184 (5%)
Total Amount Spent on Men	€51,535 (81%)	€62,182 (92%)	€24,634 (95%)
Total Amount Spent on Participants with Unidentifiable Gender	€901 (1%)	€0 (0%)	€0 (0%)

Recommended Objectives

1. Increase the percentage of qualified women employees in higher paid positions from 25% in April 2017, through hiring and promotion when positions open, consequently increasing expenditures on women from 17%.
2. Increase the percentage of employees undertaking official travel that are women from 12% in 2016 to 30% in 2018, thereby increasing expenditures on per diems and other office travel expenses spent on women employees from 8% to 16%.

Recommended Activities

1. Use affirmative measures to hire and promote more, qualified women as per the Law on Gender Equality.
2. Nominate more women to undertake official travel.

The Central Administration

The Central Administration manages the budgets of the General Secretary's Office, the Public Procurement Division, the Public Relations Division, the Internal Auditing Division, the Department of Finance and General Services and its divisions, the Legal Department and its divisions, the Department for Cultural Centres in Diaspora and its divisions, three Cultural Centres, the Department of Preservation and Cultivation of Education and Culture in Diaspora and its divisions, and the Department for Research and Investments Support in Diaspora and its divisions.

Wages and Salaries

As Table 8 indicates, in April 2017 women comprised 41% of the employees working in all departments and divisions under the Central Administration budgetary code; women received 36% of the total gross salary expenditures. The position of the Head of the Legal Department was vacant as of March 2017. In addition, a new position will open in 2017 within the Department for the Preservation and Cultivation of Education and Culture in Diaspora.

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	0	0 (0%)	€4,897 (58%)	0 (0%)	€3,577 (42%)	€8,474
	401 - 600	26	12 (46%)	€90,558 (50%)	14 (54%)	€90,324 (50%)	€180,882
	600 +	23	17 (74%)	€107,535 (84%)	6 (26%)	€20,192 (16%)	€127,727
	Total	49	29 (59%)	€202,990 (64%)	20 (41%)	€114,094 (36%)	€317,083

²⁰ The number of staff in these tables are only as of April 2017, whereas the amounts spent on staff are summed from all months until April. Hence, there is an amount of money spent, though no employees figure in the table.

2016	201 - 400	0	0 (0%)	€143 (100%)	0 (0%)	€0 (0%)	€143
	401 - 600	29	13 (45%)	€78,470 (47%)	16 (55%)	€87,139 (53%)	€165,610
	600 +	19	15 (79%)	€135,169 (81%)	4 (21%)	€31,408 (19%)	€166,577
	Total	48	28 (58%)	€213,782 (64%)	20 (42%)	€118,547 (36%)	€332,329
2017 (Jan. - Apr.)	201 - 400	0	0 (0%)	€349 (100%)	0 (0%)	€0 (0%)	€349
	401 - 600	29	14 (48%)	€28,162 (50%)	15 (52%)	€27,826 (50%)	€55,989
	600 +	20	15 (75%)	€41,701 (79%)	5 (25%)	€10,900 (21%)	€52,602
	Total	49	29 (59%)	€70,213 (64%)	20 (41%)	€38,725 (36%)	€108,939

Goods and Services

Women working in the Central Administration and the departments and divisions under its budget code undertake official travel less frequently than men do; women comprised 22% of the participants in 165 official travels undertaken in 2015, 26% in 2016 and 29% as of July 2017. Thus, men have received more expenditures from the Goods and Services economic category than women did for per diem, accommodation and other expenses.

Table 9. Central Administration Staff Participation, Per Diems, Accommodation, Tickets and Other Expenses for Official Travel by Gender in 2015 – 2017²¹

Year	2015	2016	2017 (Jan. - Jul.)
Total # of Official Travels	165 (100%)	184 (100%)	34 (100%)
# and % of Official Travels Attended by Women	37 (22%)	47 (26%)	10 (29%)
# and % of Official Travels Attended by Men	128 (78%)	137 (74%)	24 (71%)
# and % of Participants with Unidentifiable Gender	€0 (0%)	€0 (0%)	€0 (0%)
Total Amount Spent on Food (Per Diem)	€54,559 (100%)	€63,763 (100%)	€29,054 (100%)
Spent on Women	€13,578 (25%)	€13,895 (22%)	€6,798 (23%)
Spent on Men	€40,981 (75%)	€49,869 (78%)	€22,255 (77%)
Spent on Participants with Unidentifiable Gender	€0 (0%)	€0 (0%)	€0 (0%)
Total Amount Spent on Accommodation	€36,737 (100%)	€47,275 (100%)	€17,008 (100%)
Spent on Women	€7,815 (21%)	€7,037 (15%)	€2,988 (18%)
Spent on Men	€28,922 (79%)	€40,239 (85%)	€14,020 (82%)
Spent on Participants with Unidentifiable Gender	€0 (0%)	€0 (0%)	€0 (0%)
Total Amount Spent on Other Expenses	€9,019 (100%)	€13,141 (100%)	€6,188 (100%)
Spent on Women	€2,457 (27%)	€2,708 (21%)	€1,140 (18%)
Spent on Men	€6,562 (73%)	€10,433 (79%)	€5,049 (82%)
Spent on Participants with Unidentifiable Gender	€0 (0%)	€0 (0%)	€0 (0%)
Total Amount Spent on Official Lunch Outside Country	€148 (100%)	€225 (100%)	€1,011 (100%)
Spent on Women	€66 (45%)	€0 (0%)	€1,011 (100%)
Spent on Men	€82 (55%)	€225 (100%)	€0 (0%)
Total Amount Spent for Official Travels	€100,462 (100%)	€124,405 (100%)	€53,261 (100%)
Total Amount Spent on Women	€23,916 (24%)	€23,640 (19%)	€11,937 (22%)
Total Amount Spent on Men	€76,546 (76%)	€100,765 (81%)	€41,324 (78%)
Total Amount Spent on Participants with Unidentifiable Gender	€0 (0%)	€0 (0%)	€0 (0%)

Recommended Objectives

1. Increase the percentage of women workers in Central Administration and all its departments and divisions when new positions open from 41% in April 2017 to 45% in 2018, contributing to increasing expenditures on women from 36% to 45%.
2. Increase the percentage of official travels undertaken by women from 26% in 2016 to 30% in 2018, thereby increasing expenditures on women from 19% to 25%.

²¹ Disaggregated and calculated by KWN based on participants' names.

Recommended Activities

1. Install affirmative actions to hire and promote women in the Central Administration, its departments and divisions.
2. Select more women to participate in official travels.

The Public Procurement Division

The Public Procurement Division reports to the Secretary General's Office. It manages the strategy, planning and implementation of public procurement policy and requirements, in adherence with relevant laws, regulations and procedures. The Division also is responsible for defining the methodology for tender procurement and price assessment procedures, while supporting management in making decisions related to contract disputes.

In Kosovo, by law, procurement procedures and operations now can consider social factors: "Contracting authorities may decide, inter alia, specific contract conditions which allow social objectives to be considered".²² 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".²³ Therefore, as a contracting authority, MoD can take affirmative actions towards encouraging businesses that are women-owned and/or with more women workers, to apply.

However, as of March 2017, the Division had not used affirmative actions as part of procurement processes to further gender equality. Nor has it collected or maintained gender-disaggregated data regarding registered supplier companies and their staff.²⁴ However, the Division plans to include a gender perspective in its future contracts with potential suppliers during its work.²⁵

Recommended Objectives

1. Increase the inclusion of social objectives, namely gender equality, within contracts, obliging contractors to implement during the execution of the contract, measures designed to promote gender equality.
2. Improve collection, maintenance and analysis of gender-disaggregated data related to procurement in order to inform a baseline and targets for utilizing public procurement processes to further gender equality in Kosovo.

Recommended Activities

1. With the support of the GEO and gender experts, include in the procurement contract template standardized text requiring contractors to further gender equality. In procurement processes, encourage businesses contracted to employ a balance of women at all levels in accordance with the Law on Gender Equality. Consider allocating additional points in scoring of applications to applicants that have a gender balance in their proposed key staff. Include in contracts statements making contractors responsible for implementing the Law on Gender Equality, ensuring application of principles of equal opportunities for women and men, and ensuring anti-discrimination policies and practices are in place.
2. Collect and maintain gender-disaggregated data regarding supplier companies and their staff by requiring contractors to include such information in their bids and reports.

²² 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>.

²³ Ibid, Art. 17.

²⁴ KWN interview with the Head of the Division, 27 March 2017.

²⁵ Ibid.

The Communication with Public Division

The Communication with Public Division assists the Ministry with organizing press conferences, press releases and other media publications. It also proposes and implements public communication and information plans.

KWN did not receive any information from this Division and therefore was unable to review and comment on their public communication and information plans from a gender perspective. However, it is important for this Division to ensure that these plans integrate a gender perspective including how MoD will reach different women and men with information about MoD programs and services.

The Finance and General Services Department

The Finance and General Services Department contains the Human Resources Division, the Informative Technology and Logistical Services Division, and the Budget and Finance Division. It monitors and supports division services, including recruitment procedures, ensuring they align with current legislation. The Department also prepares, implements, assesses and reports on the Ministry's budget, as well as coordinates the timely payment of financial obligations.²⁶

Recommended Objectives

1. Further institutionalize GRB in accordance with the Law on Gender Equality.
2. Improve use of affirmative measures in recruitment procedures.

Recommended Activities

1. Utilizing the recommendations in this report, continue to encourage all departments and divisions to fully implement their responsibilities related to GRB, including maintaining gender-disaggregated data and conducting gender analyses to inform policies and programs.
2. Introduce affirmative measures into the recruitment process, towards actively recruiting more women at all decision-making levels, as the under-represented gender within the Ministry.

The Legal Department

The Legal Department manages the Division for Drafting and Harmonization of Legislation, and the Division to Oversee the Implementation of Laws, Legal Support and Inter-Institutional Cooperation in the Field of Legislation. It provides legal support within the scope of the Ministry, is responsible for drafting primary and secondary legislation, and prepares strategic and legislative documents, including recommendations and instructions. The Department harmonizes the legislation of the European Union (EU) *Acquis Communautaire* with relevant legislation related to the work of MoD in Kosovo. In order to represent MoD in judicial contexts, the Legal Department also collaborates with the Ministry of Justice.²⁷

According to the Head of the Department, the Department implements laws relating to the diaspora, makes recommendations and amendments to laws, interprets sublegal acts, and drafts agreements and decisions for the Secretary General.²⁸ In 2017, the Department was working on a concept document and new law for diaspora. In 2018, two strategies will be drafted by this Department. First, the new subvention regulation will require that funding given to non-governmental organisations

²⁶ MoD, "Finance and General Services Department", at: <http://med.rks-gov.net/Faqe.aspx?id=29&l=0>.

²⁷ MoD, "Legal Department", at: <http://med.rks-gov.net/Faqe.aspx?id=25&l=0>.

²⁸ KWN interview with the Head of the Department, 27 March 2017.

(NGOs) by way of subsidies and grants will be regulated at a government level. The second, regarding MoD's organisational structure, will take effect in 2018, once new positions open.

The Department currently is addressing the status of cultural centres, as they are not independent institutions. In line with its strategy, it also is working to increase the Ministry's involvement in the assembly. The Legal Department has proposed the *Strategy on Diaspora and Migration 2013-2018* and will draft a proposal for the new strategy in 2018. The GEO did not participate in previous working groups drafting laws and regulations, though this is required by the Law on Gender Equality. According to the Head of the Department, this is because the working groups discussed specific legal issues and technical legal jargon was used. Even so, in order for the GEO to carry out her responsibilities, it is essential for her to be part of these processes, developing technical expertise to follow them, as needed.

When drafting strategies and laws relating to the diaspora, the Department organises public consultations. The most recent were held in April and May 2017.²⁹ The Department neither collects nor maintains gender disaggregated data on these consultations, though this is required by the Law on Gender Equality. Since feedback from public consultations sometimes is lacking, the MoD obtains additional input via an online public consultation platform on the Prime Minister's Office webpage.³⁰ This platform ensures minimum standards for public consultations are met in accordance with Regulation No. 05/2016.³¹ It also provides an opportunity for members of the diaspora to participate in public consultations. At the time of this analysis, no public consultations were advertised on the platform between January and June 2017. As the Department has not maintained gender-disaggregated data on persons participating in consultations, it is unclear the extent to which women and men have participated. In terms of content, no known gender-related issues have been raised during public consultations that were subsequently addressed in laws and policies drafted by the Department.

The Department has a network of 130 lawyers who are consulted when drafting regulations and strategies. Women comprised 45% of its members in 2015-2017; not all lawyers are registered with the MoD.³² A list of diaspora lawyers was expected to be available on the Kosovo Bar Association webpage since 2016. However, the webpage still only contains a general list of lawyers.

In the "Collaboration Opportunities among Kosovo Institutions and Diaspora Jurists" conference organized in 2016, women comprised 36% of participants. The Kosovo Bar Association and Ministry of Justice organized this conference. However, the Department did not collect and maintain gender-disaggregated data on participants in other lawyers' conferences.³³ The Ministry also is organizing an international conference regarding diaspora in collaboration with other donors such as the World Bank and International Organization for Migration. Topics will relate to the diaspora's impact on economic development through activities, programs and best practices.

The Department also collaborated with the Ministry of Internal Affairs, the Ministry of Foreign Affairs, the Ministry of Local Government Administration, the Kosovo Border Police and the Democracy for Development Institute (D4D) to draft an informative leaflet for the diaspora, which includes: information about how to register in the online system for diaspora registration; information on documents required to apply for civil status; information on which institutions register deaths and births in countries where the diaspora lives; and information on border points. This leaflet is updated annually and distributed at border points, the airport and in diaspora registrations tents. According to the Head of the Department, gender equality has been discussed with members of the working group that developed the leaflet. However, the leaflet has not incorporated a gender perspective.

²⁹ KWN correspondence with the Head of the Department, 27 March 2017.

³⁰ The Republic of Kosovo Prime Minister's Office, Public Consultations Platform, at: <http://konsultimet.rks-gov.net/>.

³¹ The Government of Kosovo Regulation No 05/2016 on Minimum Standards for Public Consultations Process, at: http://www.kryeministri-ks.net/repository/docs/Regullore_ORK_Nr._052016_per_standardet_minimale_per_procesin_e_konsultimit_public.pdf.

³² KWN correspondence with the Head of the Department, 6 April 2017.

³³ KWN interview with the Head of the Department, 27 March 2017.

Recommended Objectives

1. Improve the extent to which gender is mainstreamed in new policies and laws.
2. Improve collection, maintenance and use of gender disaggregated data to better inform the planning of expenditures for conferences that benefit both women and men.
3. Ensure a gender perspective in discussions regarding linkages between diaspora and economic development (including potential for “brain gain”, human capital investments, as well as financial investments). This is important given the different ways that women and men experience and are involved in diaspora communities, have ties to “home”, as well as how women and men may contribute to development in different ways.
4. Ensure gender analysis informs the creation and distribution of leaflets and other informative public relations materials, towards ensuring that they reach both women and men.

Recommended Activities

1. Involve the GEO and consult with diverse women’s rights groups in drafting laws and policies, towards ensuring that these are gender mainstreamed.
2. Create a simple database in excel and a participants list template that can be used during conferences to collect information regarding participants; task a staff member with typing this information into the database and analysing it to inform budget planning.
3. Invite gender experts with expertise related to diaspora to take part in panels and discussions during conferences, towards a more inclusive approach in discussing relations between diaspora and development.
4. Involve the GEO and women’s rights activists with expertise in this regard in reviewing informative leaflets, towards suggesting an improved gender perspective within them.

The Department of Cultural Centres for the Diaspora

The Department of Cultural Centres for the Diaspora is composed of the Division for Establishment and Supervision of Cultural Centres in Diaspora (in Turkey, Switzerland and Sweden), and the Division on Drafting and Updating the Registry on Diaspora and Migration.³⁴ The Department and its divisions are responsible for preparing necessary documents for establishing cultural centres, after the Government of Kosovo decides places of interest for establishing such centres. The Department is responsible for drafting centre plans, proposals and documents, and updating the Diaspora Register, as a government project. The Department also promotes effective scientific, technical, sporting, economic and technologic collaboration between Kosovo and its diaspora, as well as organizes meetings with Kosovars and leading organisations of diaspora members to encourage capital investments in Kosovo. This includes programs and plans to enhance capital investments from the diaspora. Other obligations include preserving the Albanian language and cultural heritage, as per current legislation; organising and promoting cultural, sports and educational events; and supporting youth and other diaspora groups.³⁵

Currently, three cultural centres exist in Turkey, Switzerland and Sweden, respectively. They organize several activities each month, whereas the Ministry, due to a limited budget cover the expenses of at least one activity per month. The Government of Kosovo has decided to fund the opening of additional cultural centres,³⁶ but they have not opened due to budget limitations. In the future, these centres will be located in USA, Germany, France and Austria. Albania and Kosovo also have collaborated towards opening common cultural centres as per a memorandum of collaboration between the Ministry

³⁴ Regulation No.24/2013 on Internal Organization and Systematization of Jobs in the Ministry of Diaspora, Art. 6, at: <http://med.rks-gov.net/desk/inc/media/CAA4ABA8-C35D-42A0-8825-F2061D850FA1.pdf>.

³⁵ The Ministry of Diaspora Department of Cultural Centres for the Diaspora, at: <http://med.rks-gov.net/Faqe.aspx?id=26&l=0>.

³⁶ Law No. 04/L-095 for Diaspora and Migration.

of Culture of Albania, Ministry of Culture of Kosovo and Ministry of Diaspora. They plan to open common cultural centres in England and Norway. It was unclear whether public consultations were held prior to selecting these locations or opening these centres. Rather, speculations are that a government decision led to the selection of these locations, as a higher concentration of persons from the diaspora reside there. Considering that the Diaspora Registry suggests that most members of the diaspora live in Germany (36.8%)³⁷ and that several business owners from the diaspora live in Germany, opening a cultural centre there seems practical.³⁸ Similarly, several members of the registered diaspora and business owners live in Switzerland (29.8%) and Sweden (4.6%) where cultural centres already exist. While slightly fewer registered diaspora members live in the UK (2.4%) and USA (1.97%),³⁹ they are more likely to own businesses (4.5% and 4.2% of business owners, respectively) than persons in other states are, which may be part of the reasoning behind selecting these countries as sites for cultural centres.

Cultural centres organize projects and activities with their member associations and volunteers. The annual work plan for activities and projects is decided among the Department and divisions of the Ministry. In 2015-2017, women comprised 26% and men 74% of the 19 working group members, largely because the members are MoD heads of departments and divisions, which tend to be men. The Ministry has not carried out gender analyses to inform the planning of project activities. Nor has the Ministry collected and maintained gender-disaggregated data regarding participants in events organized. Without such data and gender analysis, it may prove difficult to plan cultural activities that appeal to the needs of both women and men using these centres. Further, it is difficult to know how many women and men are benefitting from the activities and services provided by the Ministry in Cultural centres; such information could prove useful for the Ministry in justifying future budget expenditures on such programs while helping to plan improved outreach efforts towards welcoming specific groups of people who do not utilize the centres and their services. The Department has expressed its willingness to require cultural centres to begin submitting gender-disaggregated data regarding participants.⁴⁰

Cultural centres send invitations via social media, to heads of associations, through email and by phone. The Department monitors these events through photos, work reports and participation, particularly in high budget activities, which are included in annual reports. The Department has not carried out monitoring with a gender perspective to date.

This Department also has been responsible for updating the aforementioned Registry on Diaspora and Migration since 2014. The registration process involved physically and electronically registering members of the diaspora. In 2016, 3,000 people were estimated to have applied to work as part of this program and only 245 (52% women and 48% men) were selected to work on physical registration of the diaspora population for two months. Their selection considered gender equality, minorities and inclusion of disabled persons.⁴¹ The possibility always exists that some women and men from the diaspora may not have been reached or may not choose to register as part of this process, which can contribute to misleading information. Given the nature of diaspora communities, where people may not want authorities to know that they are there, may be working illegally, and/or may not have much access to others socially (particularly women),⁴² the possibility for avoiding registration is a risk to accurately understanding the age and gender composition of the diaspora.

Recommended Objectives

- I. Improve availability of gender analyses to inform planning for cultural centres.

³⁷ This includes 55.37% women and 44.63% men (Preliminary Results of Diaspora Registry, Prishtina: 2017).

³⁸ Preliminary Results of Diaspora Registry, Prishtina: 2017.

³⁹ People registered and results presented in the Preliminary Results of Diaspora Registry are from people who have visited Kosovo in 2015 and 2016. The process of registering will continue with phase two, using the electronic registration of diaspora members.

⁴⁰ KWN interview with the Head of the Department, 27 March 2017.

⁴¹ In the selection commission, women comprised 43% of the seven members.

⁴² For example, UNFPA has noted the potential for young women, particularly child brides, to be isolated in diaspora communities (Child Marriage in Kosovo (Overview), 2014, at: <http://eeca.unfpa.org/publications/child-marriage-kosovo-overview>).

Recommended Activities

- I. Conduct gender analysis regarding the beneficiaries of cultural centres and their programs, identifying which specific groups of persons may not be attending centres, why, and what types of services and information centres may provide in order to benefit diverse members of the diaspora. Consider expanding information availability and services provided to young women in the diaspora to include information about their rights and reproductive health, and how they can seek assistance in case they are in need.

The Department for the Preservation and Cultivation of Education and Culture in Diaspora

The Department for the Preservation and Cultivation of Education and Culture in Diaspora houses the Division for Additional Teaching in Diaspora, and the Division for Culture, Youth and Sport in Diaspora. It is responsible for creating conditions for teaching and learning national languages in accordance with the educational system of the Republic of Kosovo.

The Department collaborates with the Ministry of Education, Science and Technology (MEST) to support the educational and professional development of teachers in the diaspora and assists with organizing teaching in places where the diaspora lives. Together with MEST, it organizes training seminars for teachers working in the diaspora; distributes books and other educational materials; and organizes programs and projects that impact linguistic and cultural identity protection in the diaspora.

Further, the Department cooperates with the Ministry of Culture, Youth and Sports and cultural centres abroad, to facilitate projects and programs; it also coordinates and supervises cultural, educational and sporting activities for the diaspora.⁴³ While the General Secretary's Office distributes subventions (see Annex I, Table I), this Department monitors the implementation of MoD-supported projects. The Ministry supplies 60% to 80% of project funds via subventions (managed by the General Secretary), while the rest is co-financed by beneficiaries. Insufficient staff undermines proper monitoring of projects co-financed by the Ministry, including from a gender perspective, according to the Head of the Department. The Department does not maintain gender-disaggregated data regarding its activities.

Programs and Activities

As Table 10 illustrates, of diaspora members attending camps organized by the Department in 2015, 67% were women and 33% were men (for both camps). In 2016, women comprised 52% of Our Land participants, and 60% of Summer School participants, suggesting that women tend to participate more in these programs than do men.

Year	Camp Name	# of Participants	# and % of Women	# and % of Men
2015	First Camp	42	30 (71%)	12 (29%)
	Second Camp	52	33 (63%)	19 (37%)
2016	"Our Land"	31	16 (52%)	15 (48%)
	Summer School	35	21 (60%)	14 (40%)

The Department organizes educational quizzes. Table 11 shows that more girls

Year	# of Participants	# and % of Girls	# and % of Boys
2015	14	11 (79%)	3 (21%)
2016	14	9 (64%)	5 (36%)

⁴³ Ministry of Diaspora, "Department for Preservation and Cultivation of Education and Culture in Diaspora", at: <http://med.rks-gov.net/Faqe.aspx?id=27&l=0>.

participated in this program (79%) than boys did (21%) in 2015 and in 2016 (64% compared to 36%). The Department also places young women and men from the diaspora in different Kosovo ministries in order to carry out unpaid internships. As illustrated in Table 12, between 2015 and 2017 women interns generally outnumbered men.

Ministry	# of Internships	# and % of Women	# and % of Men
Ministry of Diaspora	42	27 (64%)	15 (36%)
Ministry of Finance	5	4 (80%)	1 (20%)
Ministry of Foreign Affairs	5	3 (60%)	2 (40%)
Ministry of Public Administration	1	1 (100%)	0 (0%)
Ministry of European Integration	2	2 (100%)	0 (0%)
Ministry of Justice	5	2 (40%)	3 (60%)
Ministry of Trade and Industry	2	2 (100%)	0 (0%)
Ministry of Economic Development	4	2 (50%)	2 (50%)
Ministry of Education of Science and Technology	2	1 (50%)	1 (50%)
Ministry of Agriculture, Forestry and Rural Development	2	2 (100%)	0 (0%)
Ministry of Environment and Spatial Planning	3	1 (33%)	2 (67%)
Ministry of Health	1	1 (100%)	0 (0%)
Total	74	48 (65%)	26 (35%)

During a trip offered at the end of the internship, women and men participated equally in 2016. The Ministry does not have information as to why more young women have tended to participate in the aforementioned programs than young men have.

The Department supports teaching in 22 different countries where members of the diaspora are located.⁴⁴ In seminars organized for teachers from Slovenia, Croatia and Italy, by the Ministry, women comprised 59% of 27 teachers participating in 2016. In a second seminar supported by the Ministry in 2017, women comprised 58% of the 45 participants in Greece. Of the diaspora teachers working in different countries, men held more positions (55%) than women did (44%) (Table 13). Australia, Denmark and New Zealand did not have any women teachers.

Country	# and % of Women	# and % of Men	# of Teachers
Australia	0 (0%)	1 (100%)	1
Austria	10 (53%)	9 (47%)	19
Belgium	13 (37%)	22 (63%)	35
Croatia	10 (83%)	2 (17%)	12
Denmark	0 (0%)	3 (100%)	3
England	4 (50%)	4 (50%)	8
Finland	7 (32%)	15 (68%)	22
France	1 (25%)	3 (75%)	4
Germany	11 (52%)	10 (48%)	21
Italy	7 (58%)	5 (42%)	12
New Zealand	0 (0%)	1 (100%)	1
Norway	3 (20%)	12 (80%)	15
Slovenia	7 (78%)	2 (22%)	9
Sweden	36 (43%)	47 (57%)	83
Switzerland	1 (25%)	3 (75%)	4
USA	16 (50%)	16 (50%)	32
Unidentified	3 (38%)	5 (63%)	8
Total	129 (44%)	160 (55%)	290

In 2016, the Ministry supported organization of sports Olympics in Austria, and students from Kosovo, Albania, Macedonia, Italy, Germany and Austria participated. Of 148 participants, girls comprised 45% and boys 55%.

⁴⁴ In Switzerland, Germany, Sweden, Croatia, France, Slovenia, Austria, UK, Belgium, Finland, Norway, Denmark, Italy, Greece, USA, Australia, New Zealand, the Czech Republic and Ukraine (KWN interview with the Head of the Department, 27 March 2017).

Recommended Objectives

1. Improve collection and use of gender-disaggregated data regarding beneficiaries of activities organized by this Department, in accordance with the Law on Gender Equality.
2. Improve the gender balance among young women and men attending programs.

Recommended Activities

1. Establish simple databases in Excel with gender-disaggregated data towards tracking women and men's participation in activities organized in by this Department.
2. Create a communications strategy to better advertise these programs in such a way to reach both women and men.

The Department for Diaspora Research and Investment Support

The Department for Diaspora Research and Investment Support includes the Division for Coordination and Investment Support of Diaspora, and the Division for Research and Analysis. It organizes a range of activities that encourage the diaspora to invest capital in Kosovo; collaborates with the diaspora towards sustainable economic development in Kosovo; implements policies that support such investments; and advises on development and investment policies in line with the diaspora analysis and policy models.

Moreover, this Department mirrors successful practices of neighbouring countries and applies EU standards relating to diaspora investments. In collaboration with the Department for the Preservation and Cultivation of Diaspora Education and Culture, it prepares statements with information on countries where the Diaspora resides. Cooperating with local councils, diplomatic representatives and cultural centres, it conducts field research in relevant countries, using the results and recommendations to amend diaspora development policy. However, according to the Head of the Department, research has not been possible due to budget restrictions and lack of staff.⁴⁵ The Department conducted research on best practices in attracting investments from the Diaspora, in collaboration with Riinvest in 2014, titled *Research and Analysis on Diaspora Investment Flow*.⁴⁶ This Department also publishes success stories of business networks established in new countries.

Other duties of the Department include maintaining and updating the Diaspora Economic Activities Register, used as a resource to identify investment areas and opportunities for the diaspora; preparing publications that encourage investment; and organising forums, conferences and meetings, in collaboration with various Kosovo institutions, to attract investors from the diaspora.⁴⁷ The data in the Diaspora Economic Activities Register are inaccurate, based on only a small number of businesses, though they were sent from the Kosovo Agency for Business Registration (KABR) within the Ministry of Trade and Industry (MTI). According to the Head of the Department, work needs to be done within KABR regarding this issue and the lack of data on diaspora businesses. Gender disaggregated data also is lacking. The Preliminary Results of the Diaspora Registry also contained minimal information as few businesses registered. According to the Diaspora Registry, businesses owned by women in the Diaspora comprised 5.9% of 1000 registered businesses, whereas men-owned businesses comprised 94.1%.

The Department's scope of work includes supporting the diaspora and analysing challenges related to investments and doing business in Kosovo and in other countries where the diaspora resides. An estimated 1500 to 2000 businesses have invested in Kosovo.⁴⁸ However, no formal data exists. A

⁴⁵ KWN interview with the Head of the Department, 29 June 2017.

⁴⁶ KWN was unable to find this report online or to secure it. Therefore, it was not possible to analyze the extent to which it contained gender analysis.

⁴⁷ The Ministry of Diaspora Department for Diaspora Research and Investment Support, at: <http://med.rks-gov.net/Faqe.aspx?id=28&l=0>.

⁴⁸ KWN interview with the Head of the Department, 29 June 2017.

complaints commission exists in the Department, which receives complaints from the Diaspora. Of 30 total complaints made, none have come from women in the Diaspora between 2015 and 2017.⁴⁹ This may relate in part to the fact that few women seem to own businesses through which they would be seeking to make investments.

The Head of the Department has suggested creating an Albanian Diaspora Business Network (ADBN), an idea supported by MoD and included in the Strategy on Diaspora and Migration 2013-2018. MoD has supported establishing businesses around the world, including with financial contributions from the Finland Government through the Diaspora Engagement in Economic Development (DEED) project and from the United States. The Network became functional in 2014 with its central office located in New York and another in Kosovo. It has numerous other offices in various countries. It has its own board and is independent from the Kosovo government. The Ministry does not monitor the Network's work. In the past, efforts to create a database with businesses from the Diaspora, including gender-disaggregated data on ownership, have failed, despite financing from USAID for MTI to create and update such a database. Kosovo also lacks accurate data pertaining to remittances from the diaspora.⁵⁰ The lack of data makes it difficult to understand the extent to which remittances and business investments have contributed to and can contribute to economic development in Kosovo, let alone sufficient information to understand these processes from a gender perspective.

Recommended Objectives

- I. Improve gender analysis regarding the diaspora and its investment potential, including opportunities for investing in women-led businesses.

Recommended Activities

- I. Collect more information regarding who invests in Kosovo, from where, and why; and support linkages between networks of businesswomen in the diaspora and in Kosovo.

⁴⁹ KWN correspondence with the Department, 6 July 2017.

⁵⁰ KWN meeting with Head of Department, 29 June 2017.

Annex 1. Ministry of Diaspora Subsidized Projects

Year	Project	Subsidy	Women	Men	Unidentified
2015	The poetic longing of Kosovo	€1,000		€1,000	
	Camp Hiking, walking to the top	€1,000		€1,000	
	Kosovo Cup Soccer in Germany	€3,000		€3,000	
	Literary Hours in Stuttgart, Germany, June 12, 2015	€1,200		€1,200	
	Jericho	€1,400		€1,400	
	Anibar International Animated Film Festival	€1,500		€1,500	
	The closing of the sixth soccer championship races	€2,000		€2,000	
	Activity of the cultural association of Albanian associations in Zara	€1,100		€1,100	
	The nationwide exhibition "Art Diaspora"	€2,000		€2,000	
	Changing Youth Culture in Bosnia in the Days of Diaspora	€800		€800	
	Experimental Youth	€500		€500	
	Festival of Albanian poetry and creative music in diaspora	€1,400		€1,400	
	Between two bridges	€1,000		€1,000	
	Diaspora 2015	€1,280		€1,280	
	The international festival of short film and documentary Dokufest	€2,000			€2,000
	Days of Diaspora "Nasinska Sovra"	€1,500	€1,500		
	Along with brothers from the diaspora	€1,400		€1,400	
	Publication of the book "Debating with the violence of the Albanian population from Mitrovica and their deportation in Albania"	€700			€700
	Organizing the manifestation of Diaspora Days 2015 in Zym	€800		€800	
	Documentary film	€2,000		€2,000	
	International Artistic Photography Competition "Pre Photo" edition 5 - Photography Marathon	€1,000		€1,000	
	Kosovo diaspora near you	€3,500	€3,500		
	Magazine for diaspora Porta	€3,000	€3,000		
	Kosovo is our homeland	€1,000		€1,000	
	Affirmation of Croat Cultural Heritage Monuments in Republic of Kosovo	€1,150		€1,150	

⁵¹ Disaggregated and calculated by KWN based on recipients' names. The total value of subventions in 2015 here does not correspond with the value of subventions spent on Table I in the report, because beneficiaries provided incorrect account numbers, and the payments could not be made during the 2015 fiscal year; they were proceeded as the following year's expenditures. For 2017, subventions cover the period up to July; more beneficiaries are expected to be recorded (KWN correspondence with Head of Finance and Budget Division, July 2017).

Table I. NGO Projects Subsidized by MoD by Gender of Recipient in 2015-2017⁵¹

Year	Project	Subsidy	Women	Men	Unidentified
	11th International Festival of Strip and Cartoon "Portraits for Diaspora 2015"	€1,095		€1,095	
	Meetings of Matrix I Diaspora - Bridges of Culture	€900		€900	
	Promoting Albanian culture and organizing the darts tournament	€1,500		€1,500	
	Diaspora as a factor for integration	€1,000		€1,000	
	"Welcome back Brother"	€784	€784		
	"Welcome back Brother"	€784		€784	
	International meeting of the Albanian associations of Slovenia	€1,200		€1,200	
	The Traditional Manufacture "Diaspora Days"	€1,300	€1,300		
	I believe, migration is not a solution	€1,000	€1,000		
	Artists of Kosovo at Art Berlin Contemporary	€4,000		€4,000	
	Ethnic Albanian days in Turkey	€1,500		€1,500	
	Albanian beauty	€4,900		€4,900	
	Welcome home	€4,000	€4,000		
	Near them, close to themselves - the idols read to you	€4,500		€4,500	
	Your alien / yours	€5,000		€5,000	
	Diaspora and Cultural Heritage - Kosovo Crafts in Vushtrri	€800	€800		
	Rugova's Traditional Games	€1,460		€1,460	
	Days of Margate in Kosovo 2015	€3,000	€3,000		
	Diaspora youth - their potential and achievements as well as their knowledge of the country's culture	€1,000		€1,000	
	Map of traditional foods	€2,500		€2,500	
	Artists for the Diaspora	€2,000		€2,000	
	Albanian Parade New York	€2,000		€2,000	
	Translation of selected texts by the National Renaissance and translation of films that best record our cultural and political effort for freedom and independence in the Scandinavian language (Germanic vertebrates)	€1,200	€1,200		
	Kamenica welcomes compatriots	€3,750	€3,750		
	Diaspora grew up in the hometown	€2,000		€2,000	
	Dialysis of Teaching Children in Diaspora - The national broadcaster	€1,500		€1,500	
	Training related to the business network in Kosovo	€1,500		€1,500	
	Presentation and recognition of Kosovo's cultural heritage values	€1,500		€1,500	

Table I. NGO Projects Subsidized by MoD by Gender of Recipient in 2015-2017⁵¹

Year	Project	Subsidy	Women	Men	Unidentified
	Promotion of diaspora values from among Egyptian Roma communities in Kosovo	€850		€850	
	International Pristina Festival Kids Fest	€1,700	€1,700		
	Summer School - Youth and Diaspora Youth Chamber "Art in Public Space"	€2,957		€2,957	
	Flo 2015	€1,000		€1,000	
	The Impact of Contextual and Social Factors on Psychological Wellbeing among Kosovar Adolescents Living in Switzerland	€1,200	€1,200		
	Around Kosovo for one day	€5,000	€5,000		
	Participation in sporting activities in the arena	€1,100		€1,100	
	Diaspora Days "Skorobisto 2015"	€800		€ 800	
	Children joined "Brothers from diaspora"	€1,700		€1,700	
	Diaspora Day in Ferizaj 2015	€1,400		€1,400	
	Arbëreshë culture Kosovar vision	€1,500		€1,500	
	Etno Fest	€1,500		€1,500	
	Youth exchanges in Germany	€3,320		€3,320	
	Albanian children's theater	€3,050		€3,050	
	Baushtellë: Balkan Temple	€2,000	€2,000		
	Handcrafts	€5,000	€5,000		
	Diaspora Concert 2015	€1,020		€1,020	
	Total 2015	€130,000	€38,734 (30%)	€88,566 (68%)	€2,700 (2%)
2016	Anibar Animation Festival, 7th Edition	€1,500		€1,500	
	Welcome Exiles	€1,100		€1,100	
	Generation after generation	€1,000	€1,000		
	Concert	€3,000		€3,000	
	Friendship Game In Kosovo, In The "Diaspora Days"	€1,800		€1,800	
	Autochthon – Pristina	€1,500	€1,500		
	Diaspora 2016 – Skënderaj	€1,400		€1,400	
	Alpine Muzzles 2016	€800	€800		
	Albanian EthnoDays In Turkey	€1,800		€1,800	
	Albanian Culture Days	€1,200		€1,200	
	Nasa Open Innovation Initiative	€1,050		€1,050	
	Short Film Festival "Swikos", 10th Edition	€5,000		€5,000	
	The Art and Youth of the Diaspora	€1,600		€1,600	
	The 8th International Film Festival edition in Pristina "Pri Fest"	€2,000	€2,000		
	In Search of Light With Ukrainian Albanians – Book	€1,200		€1,200	
	Soldier of Two Wars, Theater Show That Travels To USA	€1,300		€1,300	
	Days of Diaspora in Obiliq	€2,000		€2,000	

Table I. NGO Projects Subsidized by MoD by Gender of Recipient in 2015-2017⁵¹

Year	Project	Subsidy	Women	Men	Unidentified
	Exhibition - International Artistic Photography Competition, Photo Pre 2016 and Marathon	€1,000		€1,000	
	Hiking 2016	€1,500		€1,500	
	Promoting Minority Values for Cultural Diversity – Fushë Kosovë	€1,000		€1,000	
	Rugova Hosts Diaspora 2016-Peja	€1,200		€1,200	
	“Sofra” Festival in Gjakova	€1,500		€1,500	
	Theater For Children	€3,050		€3,050	
	Days of Diaspora 2016-Deçan	€1,000		€1,000	
	Week of Albanian Culture – Denmark	€2,800		€2,800	
	Migrants And Security Challenges	€2,000		€2,000	
	Albanian Film Week In Munich	€1,500		€1,500	
	Emigrant magazine Finland	€1,000		€1,000	
	You Are Part of Homeland	€1,790		€1,790	
	Diaspora Box – Ferizaj	€1,200		€1,200	
	Kamenica’s Welcome to the Homeland!	€2,775	€2,775		
	Traditional Manifestation “Days of Diaspora of Kosovo 2016” –Zym	€1,500		€1,500	
	Cultural Activities for Diaspora 2016	€1,200		€1,200	
	To Recognize Our Place	€1,500		€1,500	
	Art Liberalization Europe Diaspora Iv	€1,200		€1,200	
	Relationship with Origin	€2,000	€2,000		
	“Albanian Beauty”, Second Edition	€4,700		€4,700	
	Flying Lent	€4,000		€4,000	
	Idols Read For You	€4,500		€4,500	
	Global Art Competition “Kosovo Art 2016”	€1,500		€1,500	
	Bicycles to Recognize Rural Tourism	€1,200		€1,200	
	Albanian Popular Music Instruments	€2,880		€2,880	
	Poetry of Kosovo 2016	€1,100		€1,100	
	Forum Theater	€5,000			€5,000
	Monograph For Martyrs By Diaspora	€1,200	€1,200		
	CDHRF - Diaspora Green Card and Human Rights	€2,000	€2,000		
	You Are Part of Homeland, “Diaspora Days 2016”	€2,000	€2,000		
	The 13th International Strip and Cartoon Festival “Diaspora in the Portrait Frame 2016”	€1,500		€1,500	
	Your Festival	€1,500		€1,500	
	Diaspora and Cultural Heritage of Kosovo	€1,725		€1,725	

Table I. NGO Projects Subsidized by MoD by Gender of Recipient in 2015-2017 ⁵¹					
Year	Project	Subsidy	Women	Men	Unidentified
2016	We Offer Diaspora through Football-Dragash	€1,100		€1,100	
	This is Albania Tradition	€1,500	€1,500		
	Albanian School in Treviso - Italy	€1,550		€1,550	
	Famous Family Dukagjini and Painter Vittore Carpaccio in Koper	€1,400		€1,400	
	I'm Just Like You	€1,500	€1,500		
	Dream Albanian	€3,700	€3,700		
	Kosovo Change Makers – Reviving the Hope of Future Leaders	€1,500		€1,500	
	Work In Progress	€1,180			€1,180
	Oda Mobile-Diaspora 2016	€2,000		€2,000	
	Participation of Artists by Diaspora with Summer School Project as School 2016	€2,000		€2,000	
	Culture and Values of Kaçanik	€1,400	€1,400		
	Albanians in Croatian Parliament	€1,300	€1,300		
	Orllan Literature Festival – FLO	€1,500			€1,500
	Visit to Basel / Visit to Gjilan	€2,400			€2,400
	Around Kosovo for One Day	€4,500		€4,500	
	Documentary “Diaspora Days”	€4,000			€4,000
	Proactivity with the Purpose to Build Connections between Local Youth and Local Diaspora	€1,500	€1,500		
	Obligation from 2015	€1,200			€1,200
	Total 2016	€130,000	€26,175 (20%)	€88,545 (68%)	€15,280 (12%)
	2017	“Intravert Speaks”	€1,000		€1,000
Green Card, Security and Diaspora		€3,600			€3,600
Promotion of Online Registration of Diaspora through Cultural and Youth Activities “Sign Yourself”		€1,000		€1,000	
Albanian Beauty - Third Edition		€4,000		€4,000	
Idols read for you		€3,000			€3,000
One Language, One Nation, Leading with Classic Music (2017) - Edition III		€1,000			€1,000
Promotion of Cultural Heritage in Vushtrri		€1,500			€1,500
To paint Kosovo		€800			€800
All Together		€1,000			€1,000
Taste of Pristina		€3,000		€3,000	
9th International Film Festival, Festival in Prishtina / PRIFEST		€2,800			€2,800
Preserving Albanian Language and Culture in Young People Living in Diaspora		€2,300			€2,300
Big Book - Albanian Language		€1,200			€1,200
Alpine Muse 2017		€1,400	€1,400		

Table I. NGO Projects Subsidized by MoD by Gender of Recipient in 2015-2017⁵¹

Year	Project	Subsidy	Women	Men	Unidentified
	Albanian Culture - Our Wealth	€1,500			€1,500
	A part of the Country	€2,800	€2,800		
	Poetry National Festival and Diaspora Days	€1,100			€1,100
	Welcome in the Country	€1,000			€1,000
	Friendship Game in Kosovo in the Diaspora Days	€1,300			€1,300
	Fez for the Patriot – Concert and Party in Odë	€1,500			€1,500
	DIASPORA 2017	€2,000			€2,000
	AUTOKTON 2	€2,700		€2,700	
	Promoting and Investments from Diaspora in Kosovo	€2,000			€2,000
	Poetry Festival “Old Rock”	€900			€900
	Cultural Albanian Day in Koper, Slovenia	€2,000			€2,000
	Art and Photography	€800			€800
	Theatre for the Young	€1,600	€1,600		
	Announce the Merger for the Possibility of Business to be Invested in Kosovo	€1,300		€1,300	
	Shor Film Festival SwiKos - 11 Edition	€4,000			€4,000
	Education - Challenges and Opportunities of Youth - Exchange of Difficulties between Diaspora in Kosovo	€1,000			€1,000
	Traditional “Sofra”	€1,700			€1,700
	To Know our Country	€1,000			€1,000
	Poetry Independence 2017	€1,400			€1,400
	Translation and Publication of a Book	€2,000		€2,000	
	EKSPO-ART	€1,500		€1,500	
	Diaspora Month in Kamenica	€1,000			€1,000
	Albanian Image in Switzerland Media	€3,000			€3,000
	Literary Competition 2017	€1,000			€1,000
	Paint your Identity	€1,000	€1,000		
	Balkanroute	€2,000			€2,000
	Great Master in French	€1,600		€1,600	
	For Those Who are Not	€1,100	€1,100		
	Mother Force	€1,000			€1,000
	Diaspora Speaks	€2,000			€2,000
	Cultural Activities 2017	€1,500			€1,500
	Personal Exhibition “I’m Women”	€1,000	€1,000		
	Little Red Riding Hood	€3,400		€3,400	
	“SCHATZ, SCHATZ PO FTYRËN TA ZBARDHI”	€1,600			€1,600
	Albanian Dream II	€2,500	€2,500		
	Diaspora and the youngsters	€1,000			€1,000
	Albanian School	€1,000		€1,000	
	In our country, together for education	€1,000			€1,000

Table I. NGO Projects Subsidized by MoD by Gender of Recipient in 2015-2017 ⁵¹					
Year	Project	Subsidy	Women	Men	Unidentified
	Selected participants and students from Diaspora in School as School 2017	€3,700			€3,700
	Kosovo is my blood	€1,000		€1,000	
	Welcome	€2,000	€2,000		
	Creative Diaspora	€1,800		€1,800	
	HAPU-Festival of art at Public Space	€2,800			€2,800
	Traditional Manifestation, letter competition for "AZEM SHKRELI"	€1,000			€1,000
	Find diaspora through football	€1,000			€1,000
	Building Knowledge Research Sources for Podujevo Municipal Services	€2,500			€2,500
	Go Street	€1,200			€1,200
	App Realization / Diavent Platform	€1,800			€1,800
	Flying Bioscope For Diaspora	€950			€950
	Diaspora Culture	€850			€850
	Total	€110,000	€13,400 (12%)	€25,300 (23%)	€71,300 (65%)

Annex 2. Total Budget and Expenditures by Department or Body

This Annex contains the total budget and expenditures of each Department that has a budget code in MoD, over time between 2015 and 2020. By following trends in budgeting and expenses, while considering forthcoming needs (including based on gender analyses), officials can make more accurate 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. All numbers are rounded to the nearest Euro.

	2015			2016			2017			2018	2019	2020
	Budget ed	Spent	% of Budget Used	Budget ed	Spent	% of Budget Used	Budget ed	Spent	% of Budget (Jan. – May) Used	Requested	Projected	Projected
Employees	11			11			14	14	100%	14	14	14
Total Budget	€251,419	€224,523	89%	€266,262	€264,944	100%	€282,753	€85,125	30%	€284,486	€285,491	€287,486
Wages and Salaries	€106,979	€96,049	90%	€109,742	€128,750	117%	€126,233	€39,423	31%	€127,966	€128,971	€130,966
Goods and Services	€142,440	€126,825	89%	€154,520	€134,379	87%	€154,520	€45,034	29%	€154,520	€154,520	€154,520
Municipal Expenses	€2,000	€1,649	82%	€2,000	€1,816	91%	€2,000	€668	33%	€2,000	€2,000	€2,000

	2015			2016			2017			2018	2019	2020
	Budget ed	Spent	% of Budget Used	Budget ed	Spent	% of Budget Used	Budget ed	Spent	% of Budget Used (Jan. – May)	Requested	Projected	Projected
Employees	55	55	100%	55			52	52	100%	52	52	52
Total Budget	€1,605,209	€1,307,270	81%	€1,340,541	€1,487,605	93%	€1,343,809	€417,979	31%	€1,346,876	€1,350,670	€1,351,105
Wages and Salaries	€366,910	€328,835	90%	€349,247	€348,118	95%	€352,515	€113,791	32%	€355,582	€356,995	€357,430
Goods and Services	€1,084,799	€842,976	78%	€837,794	€1,001,317	92%	€837,794	€2,199,527	26%	€837,794	€840,175	€840,175
Municipal Expenses	€23,500	€8,069	34%	€23,500	€8,169	35%	€23,500	€1,661	7%	€23,500	€23,500	€23,500
Subsidies and Transfers	€130,000	€127,389	98%	€130,000	€130,000	100%	€130,000	€83,000	64%	€130,000	€130,000	€130,000

Annex 3. Employee and Training Participation Tables for 2015-2017

The following tables are organized according to the relevant department and division, as per the Central Administration Budgetary Code and are disaggregated by gender.

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	0	0 (0%)	€0 (0%)	0 (0%)	€0 (0%)	€0
	401 - 600	3	0 (0%)	€2,899 (15%)	3 (100%)	€16,983 (85%)	€19,883
	600 +	4	3 (75%)	€29,352 (79%)	1 (25%)	€7,731 (21%)	€37,083
	Total	7	3 (43%)	€32,252 (57%)	4 (57%)	€24,714 (43%)	€56,966
2016	201 - 400	0	0 (0%)	€0 (0%)	0 (0%)	€0 (0%)	€0
	401 - 600	3	0 (0%)	€0 (0%)	3 (100%)	€17,321 (100%)	€17,321
	600 +	4	3 (75%)	€31,624 (80%)	1 (25%)	€7,955 (20%)	€39,579
	Total	7	3 (43%)	€31,624 (56%)	4 (57%)	€25,276 (44%)	€56,900
2017 (Jan. - Apr.)	201 - 400	0	0 (0%)	€0 (0%)	0 (0%)	€0 (0%)	€0
	401 - 600	3	0 (0%)	€0 (0%)	3 (100%)	€6,072 (100%)	€6,072
	600 +	4	3 (75%)	€10,564 (80%)	1 (25%)	€2,658 (20%)	€13,222
	Total	7	3 (43%)	€10,564 (55%)	4 (57%)	€8,729 (45%)	€19,294

Year	Salary Level	Total # of Staff	# and % of Women	# and % of Men	Amount Spent on Women	Amount Spent on Men	Total Amount Spent (for 12 Months)
2015	201-400	0	0 (0%)	0 (0%)	€0 (0%)	€0 (0%)	€0
	401-600	1	1 (100%)	0 (0%)	€5,691 (100%)	€0 (0%)	€5,691
	600 +	1	1 (100%)	0 (0%)	€7,551 (100%)	€0 (0%)	€7,551
	Total	2	2 (100%)	0 (0%)	€13,242 (100%)	€0 (0%)	€13,242
2016	201- 400	0	0 (0%)	0 (0%)	€0 (0%)	€0 (0%)	€0
	401- 600	1	1 (100%)	0 (0%)	€5,715 (100%)	€0 (0%)	€5,715
	600 +	1	1 (100%)	0 (0%)	€7,584 (100%)	€0 (0%)	€7,584
	Total	2	2 (100%)	0 (0%)	€13,299 (100%)	€0 (0%)	€13,299
2017 (Jan.- Apr.)	201 -400	0	0 (0%)	0 (0%)	€0 (0%)	€0 (0%)	€0
	401 -600	1	1 (100%)	0 (0%)	€5,715 (100%)	€0 (0%)	€5,715
	600 +	1	1 (100%)	0 (0%)	€7,584 (100%)	€0 (0%)	€7,584
	Total	2	2 (100%)	0 (0%)	€13,299 (100%)	€0 (0%)	€13,299

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	0	0 (0%)	€4,121 (54%)	0 (0%)	€3,577 (46%)	€7,698
	401 - 600	12	6 (50%)	€30,240 (46%)	6 (50%)	€34,949 (54%)	€65,189
	600 +	6	5 (83%)	€34,547 (98%)	1 (17%)	€605 (2%)	€35,152
	Total	18	11 (61%)	€68,908 (64%)	7 (39%)	€39,132 (36%)	€108,039
2016	201 - 400	0	0 (0%)	€0 (0%)	0 (0%)	€0 (0%)	€0
	401 - 600	13	6 (46%)	€35,164 (47%)	7 (54%)	39,411 (53%)	€74,575
	600 +	5	5 (100%)	€42,450 (99%)	0 (0%)	€634 (1%)	€43,084

⁵² Data received from the Department of Finance and General Services, 12 April 2017.

⁵³ The number of staff in these tables are only as of April, whereas the amounts spent on staff sum all months until April. Hence the possibility exists for money to be spent, but no current employees to be presented. The same is true for tables below.

	Total	18	11 (61%)	€77,614 (66%)	7 (39%)	€40,045 (34%)	€117,659
2017 (Jan.- Apr.)	201 - 400	0	0 (0%)	€0 (0%)	0 (0%)	€0 (0%)	€0
	401 - 600	13	6 (46%)	€11,746 (47%)	7 (54%)	€13,344 (53%)	€25,090
	600 +	5	5 (100%)	€14,029 (100%)	0 (0%)	€0 (0%)	€14,029
	Total	18	11 (61%)	€25,775 (66%)	7 (39%)	€13,344 (34%)	€39,119

Table 4. Employees in the Legal Department by Gender and Gross Salary Level

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	0	0 (0%)	€0 (0%)	0 (0%)	€0 (0%)	€0
	401 - 600	1	0 (0%)	€8,309 (59%)	1 (100%)	€5,757 (41%)	€14,066
	600 +	2	2 (100%)	€9,682 (100%)	0 (0%)	€0 (0%)	€9,682
	Total	3	2 (67%)	€17,991 (76%)	1 (33%)	€5,757 (24%)	€23,748
2016	201 - 400	0	0 (0%)	€0 (0%)	0 (0%)	€0 (0%)	€0
	401 - 600	1	0 (0%)	€0 (0%)	1 (100%)	€5,918 (100%)	€5,918
	600 +	2	2 (100%)	€15,619 (100%)	0 (0%)	€0 (0%)	€15,619
	Total	3	2 (67%)	€15,619 (73%)	1 (33%)	€5,918 (27%)	€21,536
2017 (Jan. - Apr.)	201 - 400	0	0 (0%)	€0 (0%)	0 (0%)	€0 (0%)	€0
	401 - 600	1	0 (0%)	€1,303 (73%)	1 (100%)	€494 (27%)	€1,797
	600 +	2	2 (100%)	€3,915 (100%)	0 (0%)	€0 (0%)	€3,915
	Total	3	2 (67%)	€5,218 (91%)	1 (33%)	€494 (9%)	€5,712

Table 5. Employees in Department of Cultural Centers for the Diaspora by Gender and Gross Salary Level

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	0	0 (0%)	€0 (0%)	0 (0%)	€0 (0%)	€0
	401 - 600	4	4 (100%)	€25,674 (90%)	0 (0%)	€2,904 (10%)	€28,578
	600 +	3	1 (33%)	€5,489 (49%)	2 (67%)	€5,660 (51%)	€11,149
	Total	7	5 (71%)	€31,163 (78%)	2 (29%)	€8,564 (22%)	€39,727
2016	201 - 400	0	0 (0%)	€0 (0%)	0 (0%)	€0 (0%)	€0
	401 - 600	4	4 (100%)	€24,187 (100%)	0 (0%)	€0 (0%)	€24,187
	600 +	3	1 (33%)	€7,266 (32%)	2 (67%)	€15,568 (68%)	€22,834
	Total	7	5 (71%)	€31,453 (67%)	2 (29%)	€15,568 (33%)	€47,021
2017 (Jan. - Apr.)	201 - 400	0	0 (0%)	€349 (100%)	0 (0%)	€0 (0%)	€349
	401 - 600	4	4 (100%)	€7,690 (100%)	0 (0%)	€0 (0%)	€7,690
	600 +	3	1 (33%)	€2,427 (32%)	2 (67%)	€5,219 (68%)	€7,647
	Total	7	5 (71%)	€10,467 (67%)	2 (29%)	€5,219 (33%)	€15,686

Table 6. Employees in Department for the Preservation and Cultivation of Education and Culture in Diaspora

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	0	0 (0%)	€0 (0%)	0 (0%)	€0 (0%)	€0
	401 - 600	6	2 (33%)	€12,393 (34%)	4 (67%)	€24,493 (66%)	€36,886
	600 +	3	2 (67%)	€10,122 (64%)	1 (33%)	€5,584 (36%)	€15,706
	Total	9	4 (44%)	€22,515 (43%)	5 (56%)	€30,077 (57%)	€52,592
2016	201 - 400	0	0 (0%)	€0 (0%)	0 (0%)	€0 (0%)	€0
	401 - 600	6	2 (33%)	€12,725 (40%)	4 (67%)	€18,703 (60%)	€31,428
	600 +	3	2 (67%)	€16,085 (69%)	1 (33%)	€7,251 (31%)	€23,336
	Total	9	4 (44%)	€28,810 (53%)	5 (56%)	€25,954 (47%)	€54,764
2017 (Jan. - Apr.)	201 - 400	0	0 (0%)	€0 (0%)	0 (0%)	€0 (0%)	€0
	401 - 600	7	3 (43%)	€5,523 (47%)	4 (57%)	€6,248 (53%)	€11,772
	600 +	3	2 (67%)	€5,373 (69%)	1 (33%)	€2,422 (31%)	€7,795
	Total	10	5 (50%)	€10,896 (56%)	5 (50%)	€8,670 (44%)	€19,567

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	0	0 (0%)	€776 (100%)	0 (0%)	€0 (0%)	€776
	401 - 600	0	0 (0%)	€11,043 (68%)	0 (0%)	€5,238 (32%)	€16,280
	600 +	5	4 (80%)	€18,343 (97%)	1 (20%)	€612 (3%)	€18,955
	Total	5	4 (80%)	€30,161 (84%)	1 (20%)	€5,850 (16%)	€36,011
2016	201 - 400	0	0 (0%)	€143 (100%)	0 (0%)	€0 (0%)	€143
	401 - 600	2	1 (50%)	€6,394 (52%)	1 (50%)	€5,786 (48%)	€12,181
	600 +	2	2 (100%)	€22,125 (100%)	0 (0%)	€0 (0%)	€22,125
	Total	4	3 (75%)	€28,662 (83%)	1 (25%)	€5,786 (17%)	€34,449
2017 (Jan. - Apr.)	201 - 400	0	0 (0%)	€0 (0%)	0 (0%)	€0 (0%)	€0
	401 - 600	1	1 (100%)	€1,900 (53%)	0 (0%)	€1,668 (47%)	€3,568
	600 +	3	2 (67%)	€5,393 (90%)	1 (33%)	€601 (10%)	€5,994
	Total	4	3 (75%)	€7,293 (76%)	1 (25%)	€2,269 (24%)	€9,561

Year	Total # of Participants	# and % of Women	# and % of Men
2015	8	7 (88%)	1 (13%)
2016	8	7 (88%)	1 (13%)
2017 (Jan. - Mar.)	2	2 (100%)	0 (0%)

Year	Training/Workshop	# and % of Women Staff	Amount Spent on Women from Budget of Kosovo
2015	Planning Workshop	1 (50%)	€309
2016	Electronic Procurement Training	2 (100%)	€1,121
2016	Training in Austria	1 (50%)	€1,461
2017 (Jan. - Apr.)	Electronic Procurement Kosovo Institute for Public Administration Training	2 (100%)	€0

Year	Total # of Participants	# and % of Women	# and % of Men
2015	31	14 (45%)	17 (55%)
2016	23	13 (57%)	10 (43%)
2017 (Jan. - Mar.)	4	2 (50%)	2 (50%)

Year	Total # of Participants	# and % of Women	# and % of Men
2015	2	1 (50%)	1 (50%)
2016	4	2 (50%)	2 (50%)

Year	Total # of Participants	# and % of Women	# and % of Men
2015	4	1 (25%)	3 (75%)
2016	1	1 (100%)	0 (0%)

Year	Total # of Participants	# and % of Women	# and % of Men
2015	6	5 (83%)	1 (17%)
2016	5	4 (80%)	1 (20%)
2017 (Jan. - Mar.)	3	2 (67%)	1 (33%)

BIBLIOGRAPY

- The Government of Kosovo, Law No. 03/L-189 on the State Administration of the Republic of Kosovo, at: <http://www.kuvendikosoves.org/common/docs/ligjet/2010-189-eng.pdf>.
- _____, Ministry of Diaspora, *Preliminary Results of Diaspora Registry*, Pristina: 2017, at: <http://med.rks-gov.net/desk/inc/media/42176B11-3D08-4C9A-A27C-DF38A4706449.pdf>.
- _____, Regulation No. 02/2011 on the Areas of Administrative Responsibility of the Office of the Prime Minister and Ministries, at: http://www.kryeministri-ks.net/repository/docs/Rregullorja_02-2011-e_miratuan nga_Qeveria-finale.pdf.
- _____, Regulation No. 05/2016 on Minimum Standards for Public Consultations Process, at: http://www.kryeministri-ks.net/repository/docs/Regullore_QRK_Nr._052016_per_standardet_minimale_per_procesin_e_konsultimit_public.pdf.
- _____, Regulation No. 24/2013 on Internal Organization and Systematization of Jobs in the Ministry of Diaspora, at: <http://med.rks-gov.net/desk/inc/media/CAA4ABA8-C35D-42A0-8825-F2061D850FA1.pdf>.
- KosovaLive360, *Diaspora and Migration Strategy Drafted*, 15 July 2013, at: <http://www.kosovalive360.com/hartohet-strategjia-per-diasporen-dhe-mergaten.html>.
- The Ministry of Diaspora webpage, "Department of Cultural Centres for the Diaspora", at: <http://med.rks-gov.net/Faqe.aspx?id=26&l=0>.
- _____, "Department for Diaspora Research and Investment Support", at: <http://med.rks-gov.net/Faqe.aspx?id=28&l=0>.
- _____, "Department for Preservation and Cultivation of Diaspora Education and Culture", at: <http://med.rks-gov.net/Faqe.aspx?id=27&l=0>.
- _____, "Finance and General Services Department", at: <http://med.rks-gov.net/Faqe.aspx?id=29&l=0>.
- _____, "History and Priorities", at: <http://med.rks-gov.net/Faqe.aspx?id=11&l=0>.
- _____, "Legal Department", at: <http://med.rks-gov.net/Faqe.aspx?id=25&l=0>.
- _____, "Regulations", Regulation No. 1/2016 on Criteria and Way of Subsidizing Diaspora Projects, at: <http://gjuhaime.rks-gov.net/desk/inc/media/909040BF-524D-4BC2-8EB8-69F7338A42F4.pdf>.
- _____, *Strategy on Diaspora and Migration 2013-2018*, Pristina: July 2013, at: http://www.kryeministri-ks.net/repository/docs/Strategjia_per_Diasporen_dhe_plani_i_veprimit_2013-2018.pdf.
- The Republic of Kosovo, *State Strategy on Migration and Action Plan 2013-2018*, Pristina: September 2013, at: https://www.mpb-ks.org/repository/docs/Strategjia_per_Migrim_ANG.pdf.
- _____, 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>.
- _____, Prime Minister's Office Public Consultations Platform, at: <http://konsultimet.rks-gov.net/>.
- UNFPA, "Child Marriage in Kosovo (Overview)", at: <http://eeca.unfpa.org/sites/default/files/pub-pdf/unfpa%20kosovo%20overview.pdf>.

Katalogimi në botim – (CIP)
Biblioteka Kombëtare e Kosovës “Pjetër Bogdani”

336.143(496.51:4/9)(083.77)
305-055.8(496.51:4/9)(083.77)

Budgeting for Improved Gender Equality In Diaspora Programs /
by Nerina Guri and Nicole Farnsworth. – Prishtina : Kosovo Women’s
Network, 2017. – 40 f. : ilustr. ; 21 cm.

1.Guri, Nerina 2. Farnsworth, Nicole

ISBN-978-9951-737-22-7

