main level Consulting AG

Kosovo Women's Network

External Evaluation of the Kosovo Women's Network, its Strategy for 2015-2018 and Key Programs Contributing to this Strategy

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Evaluation report

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

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Table of content

Results-Assessment Form for Mid-Term and Final Project Evaluations/Reviews**Error! Bookmark not defined.**

Executive summary 3

Full report 4

1. Evaluation background: the KWN strategy and key programmes 4
2. Methodological approach (summary) 7
3. Findings 9
4. Main challenges, conclusions and recommendations 32
   - 4.1 Challenges and lessons learned 32
   - 4.2 Conclusions 33
   - 4.3 Recommendations 36

Annex 1: methodological concept paper 38

Annex 2 – Questionnaire and interview guidelines 53

Table of figures

Figure 1 - Reconstructed theory of change of the KWN strategy and key programs supporting its implementation 6
Figure 2 - Evaluation's sequences and timeline 8
Figure 3 - Analytical frameworks of the evaluation 38
Figure 4 - Reconstructed theory of change 43
Figure 5 - Data collection process 48

Acronyms

ACO	Austrian Coordination Office (in Kosovo)
ADA	Austrian Development Agency
CSO	Civil Society Organization
EIDHR	European Instruments for Democracy and Human Rights
EQ	Evaluation questions
EU	European Union
GEAG	Gender Equality Advocacy Groups
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit (German International Cooperation)
KI	Key Informants
KWF	Kosovo Women's Fund
KWN	Kosovo Women's Network
LGE	Lobby for Gender Equality
UN	United Nations
TOR	Terms of reference
TOC	Theory of Change

Executive summary

The Kosovo Women's Network (KWN) is a network of 125 organizations that supports, protects and promotes the rights and interests of women and girls throughout Kosovo, regardless of their political beliefs, religion, age, level of education, sexual orientation, and ability.

In 2014, the KWN adopted its 2015-2018 Strategy, built on five programmatic areas: I) Building the Capacity of KWN; II) Women in Politics and Decision-making; III) Women's Health; IV) Gender-based Violence; and V) Women's Economic Empowerment.

Between December 2014 and 2017, the KWN has received support from the Austrian Development Agency (ADA) for a three-year program entitled "Advancing Women's Rights Initiative". In 2016 and 2017, the KWN also received support from the European Union Office in Kosovo, under the European Instrument for Democracy and Human Rights (EIDHR) CBSS for Kosovo, through the "Strengthening the Role of Women's Civil Society Organizations (CSOs) in Promoting Women's Human Rights and Political Participation" program. Both programs sought to contribute to the implementation of the KWN Strategy.

In December 2017, KWN contracted the services of Mainlevel Consulting AG to conduct **the external evaluation of the implementation of the KWN strategy and of the two key programs.**

The evaluation's objectives were to (1) assess the relevance, efficiency, effectiveness, impact, and sustainability of the EU and ADA programs in the context of the KWN strategy; (2) assess the implementation of the KWN Strategy to date, its the successes, challenges, and lessons learnt; (3) assess the organizational capacities of KWN; and (4) identify best practices, lessons learned, and recommendations. The evaluation followed the OECD-DAC criteria, operationalized the evaluation questions through a re-constructed theory of change, and collected data through face-to-face interviews and focus groups (in Prishtina and sampled municipalities) and an online survey.

The evaluation team evaluates very positively the design and intervention logic of the KWN Strategy and of the two key programs supporting its implementation. They build on the network structure of KWN, combining a presence at grass-root level and the strength of a recognized NGO such as KWN. The two programs are fully embedded within the Strategy, leading to a strong relevance and efficiency of both programs' implementation. A bottom-up approach to program design ensured that the needs at local level are considered. KWN also works to promote and protect the interests of vulnerable women (women with disabilities, of ethnic minorities, survivors of sexual violence).

The Kosovo Women's Fund (KWF) answers to the key issue of CSO funding at grassroots levels. The KWF grants, combining capacity building of the member organization recipients and outreach to women and girls at the local level, are implemented through a harmonized approach based on the KWN Code of Conduct.

In parallel, the reputation of KWN at the national level allowed for successful advocacy initiatives for policy changes at national and municipal levels, which have contributed to gender-based budgeting in ministries and municipalities, budget allocation for pensions to survivors of sexual violence during the war (foreseen to start in February 2018), establishment of Lobbies for Gender Equality (LGE) at municipal level, among many others (although it is an informal structure).

KWF grants have led to changes in the lives of girls and women at the local level in economic empowerment, participation in decision making, recognition and promotion of their rights, health and the fight against GBV. The sustainability of such changes is nevertheless not guaranteed, and the changes should be further followed, through continued support to KWN member organizations.

The efforts of KWN resulted in more women standing up for elections (for example, in Gjakova and Mitrovica municipalities), particularly of women who had attended KWN workshops. Their number in assemblies remain low.

An important challenge noticed in all areas of the evaluation was the dependence on donors. Despite key achievements, KWN member organizations are still passive in networking and fundraising, waiting for KWN guidance. KWN is in need of further funding, for the sustainability of some of its actions, to scale up its successful initiatives, and to continue working towards its long-term goal. This could also support the still-existing need of member organizations for support and mentoring (in advocacy particularly).

The work done by KWN to build the capacities of its member organizations is to be celebrated. The learning-by-doing approach has been very positively evaluated in surveys and interviews. Expectations coming from government and civil servants are also high, and based on KWN's solid reputation. The risk of overloading KWN staff with work is to be managed, and acquiring funds (via donor or activities such as more consultancy contracts) to support this demand (towards KWN itself) is recommended by the evaluation.

The sustainability of all achievements of KWN`s work, in a context where the political will to make change happen is often lacking, will require further financial support to KWN.

Full report

1. Evaluation background: the KWN strategy and key programmes

Background

- The Kosovo Women's Network (KWN) is a network of 125 organizations that supports, protects and promotes the rights and interests of women and girls throughout Kosovo, regardless of their political beliefs, religion, age, level of education, sexual orientation, and ability.
- As per KWN strategy, the mission of the KWN is "*to support, protect and promote the rights and interests of women and girls throughout Kosovo, regardless of their political beliefs, religion, age, level of education, sexual orientation, and ability. The KWN fulfils its mission through the exchange of experience and information, partnership and networking, research, advocacy, and service. The KWN envisions a Kosovo where women and men are equal and have equal opportunities to education, employment, political participation, healthcare, and a life without violence*."
- In 2014, the KWN adopted its 2015-2018 Strategy, built on five programmatic areas: I) Building the Capacity of KWN; II) Women in Politics and Decision-making; III) Women's Health; IV) Gender-based Violence; and V) Women's Economic Empowerment.
- Between December 2014 and 2017, the KWN has received support from the Austrian Development Agency (ADA) for a three-year program entitled "Advancing Women's Rights Initiative". In 2016 and 2017, the KWN also received support from the European Union Office in Kosovo, under the European Instrument for Democracy and Human Rights (EIDHR) CBSS for Kosovo, through the "Strengthening the Role of Women's Civil Society Organizations (CSOs) in Promoting Women's Human Rights and Political Participation" program. Both programs sought to contribute directly to the implementation of the KWN Strategy for 2015-2018.
- Meanwhile, in 2018, the KWN will enter into a participatory strategic planning process involving its member organizations, partners (in all sectors), and supporters. The KWN wants this process to be informed by externally verified evidence of progress made in implementing its Strategy for 2015-2018, lessons learned in implementing this Strategy, as well as a broader assessment of KWN and its organizational and advocacy capacities.
- The reconstructed theory of change of KWN strategy (integrating the results of the two key programs supporting the strategy's implementation) is presented on page 6.

ADA program

- From 01.12.2014 to 31.12.2017, the KWN implemented the ADA program "Advancing Women's Rights Initiative". Its outcome is: "Women's and girls' rights and interests are supported, protected, and promoted throughout Kosovo", its purpose is to improve the capacities of women-led CSOs and public officials in supporting, protecting and promoting women's and girls' rights and interests.
- This program has supported the KWN's vision, mission, and its Strategy 2015-2018 to a large extent. The program activities aimed at improving the capacities of women-led Civil Society Organizations (CSOs) and public officials in supporting, protecting, and promoting women's and girls' rights and interests. In particular, the program pursued the following achievements: i) Women-led CSOs have formed and cooperated in coalitions towards rights-based advocacy (training, mentoring and grant support to CSOs (KWF) and engaged with officials; ii) Women's participation in politics and decision-making at municipal and national level has further increased and improved, as per the Law on Gender Equality; iii) Awareness of and attention to addressing GBV has improved among officials and citizens.
- The program's budget was €481,840, including a €472,000 ADA contribution. The programme management structure consisted of KWN Executive director, and KWN program manager, of the KWF coordinator, a KWN finance and administration manager and a capacity development coordinator.

EU program

- From 01.01.2016 to 31.12.2017, the KWN implemented the EU (EIDHR CBSS) program "Strengthening the Role of Women's Civil Society Organizations in Promoting Women's Human

Rights and Political Participation". The overall objective of the program was to strengthen diverse women-led CSOs' capacities to better promote the human rights and political participation of women and girls, and its specific objectives to (a) enhance diverse women-led CSOs' capacities to increase and improve women's political representation and participation; and (b) enhance diverse women-led CSOs' ability to promote and protect women's and girls' rights.

- Thanks to the EU program, KWN was able to i) scale up sub-granting through KWF, which was previously supported by Kvinna till Kvinna (Sweden), the EU and by the Austrian Development Cooperation (ADC) and to ii) advocate at municipal and national levels through the Kosovo Lobby for Gender Equality (Lobby). It is also safe to say that this program is fully in line with the KWN's objective to promote political representation and participation of women and strengthen their capacities to promote and protect their rights at all levels of society.
- The program's budget was €212,735, including an EU contribution of €199,979. The programme management structure consisted of KWN Executive director, KWN program manager and the KWF coordinator.

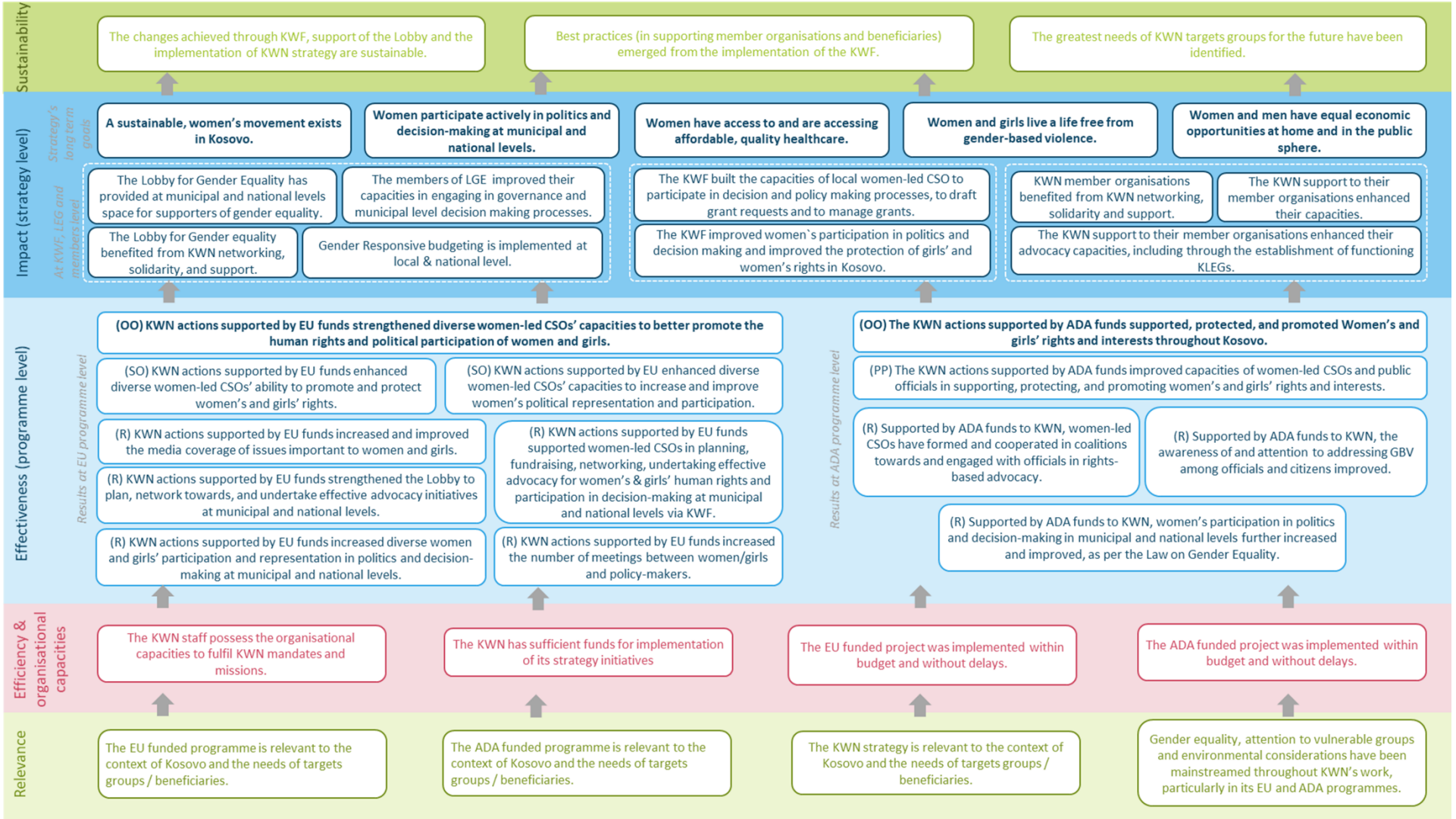

Figure 1 - Reconstructed theory of change of the KWN strategy and key programs supporting its implementation

2. Methodological approach (summary)

Objectives of the evaluation

- Assess the relevance, efficiency, effectiveness, impact, and sustainability of the two-interrelated actions, including in the context of the implementation of the KWN Strategy for 2015-2018;
- Assess the implementation of the KWN Strategy to date, providing an independent view of the successes, challenges, and lessons learnt;
- Assess the organizational capacities of KWN;
- Identify best practices, lessons learned, and specific recommendations to inform KWN's upcoming strategic planning, follow-on programs, and organizational strengthening.

Evaluation period

- January 2018

The evaluation team

- Dr. Felipe Isidor-Serrano – team leader;
- Rozeta Hajdari – evaluation expert;
- Alice van Caubergh – evaluation expert.

Methodology used for the evaluation

- The full evaluation methodology can be found as annex 1 (page 40) of this report (i.e. the evaluation methodological concept paper which was developed during the inception phase).

- A concept paper was developed during the first days and weeks of the evaluation to contribute to:
  - a common understanding of the methodological approach between the KWN and Mainlevel;
  - transparency and clarity of the evaluation process;
  - a smooth cooperation between the KWN and Mainlevel.

- This evaluation is based on four analytical frameworks:
  - (1) The evaluation questions from the ToR;
  - (2) The OECD DAC criteria and a reconstructed theory of change model of the KWN strategy and key programs. The theory of change can be found in the concept note, annex 1 of this report;
  - A mixed-method approach for the data collection, including
    - (3) bilateral interviews, focus groups interviews,
    - (4) an online survey.

1st and 2nd frameworks: the evaluation questions, and the OECD DAC criteria

- The evaluation answered to all 13 evaluation questions (EQ) listed in the terms of reference (ToR), the full list of questions split by OECD DAC criteria can be found in the concept note (annex 1)

3rd and 4th frameworks: data collection via interviews and online survey

- The data collection in the field was organized in two phases:
  - **First phase: meetings in Prishtina:** Bilateral interviews with key stakeholders: KWN management staff and board members, government stakeholders, KWN partners.
  - **Second phase: meetings in selected municipalities** (Gjakova, Dragash, Mitrovica and Prishtina): focus group interviews and interviews with KWN member organizations, with municipal officials – assembly and executive officials, and with KWF grant beneficiaries. Due to the limited number of CSOs in Dragash, a group discussion was organized with KWF grant beneficiaries in Prizren and another group discussion with final KWF beneficiaries in Drenas.

- To ensure the comparability of answers, the evaluation team (ET) developed an interview guideline during the inception phase, which was tested and further adapted during the first interviews. Based on the results of the first phase, a more detailed questionnaire was developed for the second phase and the online survey (submitted to KWN on the 18.01.2018). Both can be found as annex 2 of this report.

- The criteria for selecting the municipalities were:
  - Diverse ethnicity of population (Albanian, Serbian, Gorani, Bosnian, Roma, Ashkali and Egyptian);

- Size of the municipality (a diverse range of sizes);
- Municipalities with recipients of KWN support (through KWF-or as KWN members);
- Municipalities where the LGE is active (see the full concept note).

- The KWF recipients were sampled based on the following criteria to ensure a representative sample:
  - Size of the organization;
  - Diversity of organizations representing interests of different vulnerable groups;
  - Geographical location of the organization;
  - Participation in other KWN activities.

- **Online Survey:** the questionnaire developed for the selected municipalities was also shared via an online survey and distributed to the largest sample possible:
  - KWN staff members.
  - all KWN member organizations;
  - all beneficiaries of KWF grants;
  - all final beneficiaries (from local authorities and from the civil society), with email addresses;
  - all KWN partners, international and local ("partners lists").

- The survey was distributed to 170 email addresses of KWN member organizations, 585 email addresses of national and international partners, 92 email addresses of LGE members and 12 KWN staff members. It received 133 responses (response rate of 13%, a satisfactory rate based on the evaluation team's experience and considering the short time-frame given for the survey completion).

Timeline and methodological sequences of the evaluation

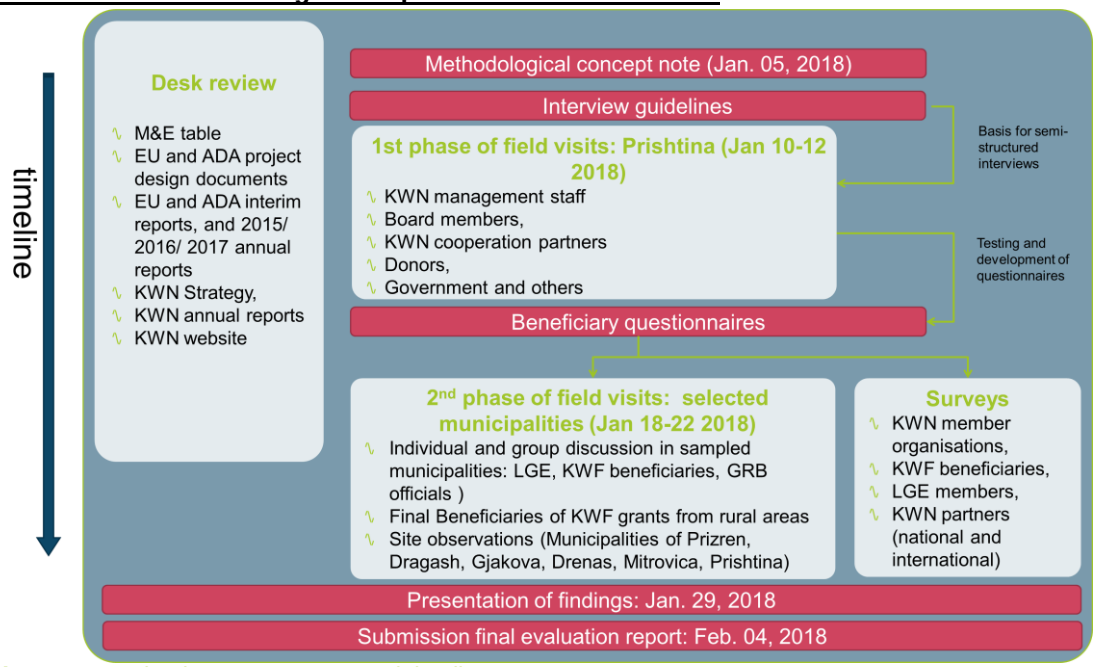

Figure 2 - Evaluation's sequences and timeline

- **The evaluation was conducted in a 30-day period (including reporting) with the following implications**:
  - The online survey was online and open for only one week. The KWN informed all potential recipients of the survey about the evaluation team through introduction emails, and reminded all recipients of the survey the importance of their response and answers a few days before the survey was closed. The response rate of the survey remained relatively low.
  - The document review was also affected by simultaneous deadlines for reporting by the KWN (the reports of EU and ADA programs were sent to the evaluation team only a few days before the submission of the draft evaluation report). This meant that the document review was dominantly used for triangulating and verifying data of the field visits. In this evaluation, the focus was laid on giving beneficiaries a voice, especially because implementation and achievements are very well documented by the KWN. The limited number of days given to the evaluation of the two programs and KWN strategy, did not allow for a rigid analysis of outcomes.

3. Findings

The findings of the evaluation are listed below, in numbered paragraphs and according to the 13 evaluation questions. They represent the analysis of the evaluation team of the data obtained from the field visits (both in Prishtina and in the selected municipalities), from the desk review and the online survey.

EQ 1. How relevant has the KWN Strategy and these two actions been to the current context in Kosovo, particularly the needs of target groups and beneficiaries?

1. According to the evaluation team, the Strategy and the supporting programs of the EU and ADA are **very relevant to the context of Kosovo and the needs of target groups/beneficiaries**:
   - The KWN Strategy was developed through a bottom-up approach, and is said by all interviewed stakeholders to be highly aligned with their needs.

     "*KWN's voice is expressing the needs of their members/ target groups, who are the final beneficiaries of the KWN grants. However, everybody who applies goes through a selection procedure of our transparent commission. "*

     Statement from KWN staff.

   The strategy was developed through regularly organized workshops and meetings with KWN member organizations, where CSO had the opportunity to bring in their needs at grass-roots level. The workshops and meetings are mentioned in many documents and were also appreciated by numerous interviewees. 83.7% of the online survey respondents who answered the survey question "*To what extent have you had an opportunity to participate in/contribute to the design of KWN strategy or their actions?"* confirmed that they participated in the design of the strategy, only 16.3 % answered that they did not participate.

   "Everything what is said and proposed from member organizations, during our workshops and meetings, is recorded and processed by the KWN".

   Statement from KWF Beneficiary

   The structure of the KWF, funded by both programs, is well designed: needs are identified by grass-roots organizations which are very close to the actual challenges women face in Kosovo.

   The ADA financed program *"Advancing Women's Rights Initiative"* was fully aligned with KWN's vision, mission, and its Strategy 2015-2018.

   The EU financed program *"Strengthening the Role of Women's Civil Society Organizations in Promoting Women's Human Rights and Political Participation*" was fully in line with the KWN's objective to promote political representation and participation of women and strengthen their capacities to promote and protect their rights at all levels of society.

   The EU program, designed and implemented after the ADA program had started, was to ensure complementarity *and* synergy with the ADA program activities (and Kvinna till Kvinna support).
2. **KWN Strategy and the two programs strongly align with the Kosovo development/reform processes**, and the EU integration process. The EU progress report, among other political documents, underlines the importance of increasing women's representation in politics and gender mainstreaming in law making, topics which KWN, through EU and ADA support, largely contributed to during the review period (including both in gender equality mainstreaming in general laws in Kosovo and laws and policies specific to gender issues.
3. **KWN's Strategy and the two programs directly contribute to SDG 5** (gender equality and empowerment of all women and girls) achievement in Kosovo. In addition, they fit well to the EU Gender Action Plan or the period 2016-2020, which stresses the need for working on women's and girls' full human rights as well as on gender equality and the empowerment of women and girls. The KWN's programmatic work clearly addresses both gender justice and women's economic empowerment.
4. **The KWF, supported by both programs, addresses the gap in CSO funding at grass-roots level**. the fund supports KWN member organizations by providing grants, paired with trainings and capacity

building measures. It reaches CSO who have a recognized very limited access to funding. Field findings corroborated the fact that the KWF has helped CSOs at grass-roots level to survive.

5. **The intervention logics of EU and ADA programs** are very complementary and well embedded in the KWN Strategy`s own intervention logic.
6. **According to key stakeholders and donors, supporting gender equality in Kosovo through KWN is extremely relevant**, as it is the only thematic network in Kosovo. KWN is well-positioned in bringing forward discussions on gender equality, gender mainstreaming, EU perspective, and other issues related to human rights. EU and ADA intend to further support KWN's initiatives.

EQ 2. How effective has KWN been: to what extent has KWN achieved the expected results, specific objectives, and overall objectives set forth in its original proposals to the EU, ADA, and KWN's Strategy?

7. **The KWN has effectively worked towards the achievement of the results of its strategy, including through the implementation of the ADA and EU programs**.
   Numbers of KWN's internal indicators are achieved or overachieved. At this stage, no concrete evidence of development impacts was found, but there is evidence of important preconditions and prerequisites, crucial for achieving development impacts at later stage.
8. **KWN has increased the implementation of its Strategy** from 0% in 2015 to at least 79% in 2017, surpassing its target of implementing 75% of its Strategy. The EU and ADA programs have directly contributed in achieving the targets established in all programmatic areas of the strategy:

   (I) Building the capacity of KWN: since 2015, the KWN successfully increased the capacities of KWN members in planning and project writing, and in aligning their internal processes to the agreed Code of Conduct, and undertaking effective advocacy initiatives. Moreover, it supports KWN members in being continuously informed and part of different reform processes (at national level – commenting on drafts of laws, at municipal level, participating in public hearing on policies). The ET assesses that the KWN has been particularly efficient and effective working in this area: through KWF grants, using a "one-stone-two-birds" approach (the grants supported women and girls, and thanks to a successful mentoring from KWN; built the capacities of the CSO. Only in 2017, KWN staff members provided 1,143 mentoring sessions via e-mail, telephone or one-on-one meetings). All interviewed KWN members have underlined their great satisfaction of the support received from KWN (although underlining that their needs for financial and technical support was a permanent issue). Furthermore, this approach allowed for a powerful risk management in the funds provided by external donors, such as EU and ADA: By uniformly implementing KWN's Code of Conduct in grant management by KWN members, the KWN ensured to its donors a uniformed application of management and quality standards. These achievements were made possible by the permanent efforts of KWN staff. In that sense, effectiveness in CSOs capacity building within ADA and EU programmes was very high. Both programs benefited from the permanent and long-standing existence of the network (in comparison with a purely program-based mentoring, which would have involved a support to CSOs limited to the length of the program, while bearing the costs of reaching out and identifying all beneficiaries CSO), which supported the capacities of organizations already part of the KWN, while reaching out for new members where and when relevant.

   - ***(II) Women in politics and decision-making:*** Data does not show an increase in the number of women elected, but there is evidence of beneficiaries of KWF-funded advocacy initiatives having won their seats by votes (instead of by the application of the 30% gender quota). In addition, the establishment of the Kosovo Lobby for Gender Equality (KLGE), and the creation and support to Lobby groups in 27 municipalities are key achievements in supporting the representation of women's interests at political level. It was made possible by the experience and implementation of KWN (particularly, its support to the former GEAG), and by the financial support of ADA, EU and Kvinna till Kvinna (who support the LGES meetings, ensuring their permanence in localities). These lobbies have increased the representation of women's rights at municipal level, not only in quantitively, but also qualitatively (interviews in municipalities showed that the LGE developed women's and men's capacities to advocate for women's priorities, by providing examples of best practices and skills development activities
   - ***(III) Women's health***: the KWN strategy mentions a long-term goal in the thematic of health of "Women have access to and are accessing affordable, quality healthcare.", through an increased public

accountability of public officials and institutions, and increasing the number of women accessing quality healthcare. KWN, through the KWF, directly supported women's access to healthcare (supported by KWN grants, 515 women accessed free medical check-ups/ healthcare in 2016 and 2017). In addition, aligned with the strategy's specific result 3.1.3, advocacy initiatives were implemented by KWN member organizations in different municipalities, resulting in more public officials, women, girls and men being aware of women's right to health care and violations of their rights (sexual and reproductive health and rights, access to care, importance and definition of midwifery in maternity clinics). Aligned with its outcome 3.1, the KWN also increased the data and evidence available on women's access to health through the published research report "Access to Health Care in Kosovo". Increasing women's knowledge of and advocacy for their right to health, and the accountability of public officials and health institutions, KWN established the Health Advocacy Group (HAG), a working group composed of NGOs and representative from the MoH, to increase exchanges, information and accountability on the violations of women's right to healthcare. The HAG met in October 2017 with the newly appointed Minister of Health.

- ***(IV) Fight against Gender-based violence.*** The key achievement of KWN in this programmatic area are connected to the development of a legal framework on S-GBV. KWN was highly engaged in the implementation of the legal framework on domestic violence**.** KWN has constantly cooperated with some of its member organizations in advocating for the implementation of the legal framework. KWN was part of the 2016 Ministry of Justice domestic violence technical working group, and supported the drafting of the Strategy and Action Plan for Protection from Domestic Violence 2016-2020. This strategy was published in May 2017, and included over 70% of KWN's report's recommendations "No More Excuses". In addition, the KWN collaborated in 2017 with the Balkan Investigative Reporting Network (BIRN) to monitor the implementation of the legal framework for domestic violence. **Through** continuous advocacy efforts (campaigns, marches, protests..) aimed at raising awareness among citizens in reporting domestic violence and the legal framework that helps them address domestic violence.
- ***(V) Women's economic empowerment:*** KWN achieved results both at local and national levels in WEE.
  - **At national level**, KWN successfully advocated to extend the time limit of the Administrative Instruction on Joint Registration of Property, which ended in early 2017, while registration itself was supported at local level through KWF grants. KWN, as part of the working group on the amendment the Law on Labor (advocating especially on amending the articles related to maternity leave, breastfeeding and on a provision for joint parental leave).
  - **At local level**, KWN successfully raised the awareness of the representatives of the institutions and diverse private sector organization on gender-based discrimination in the workplace and in accessing employment. In addition, KWN advocacy efforts at local levels resulted in more women and men knowing their rights and being informed on the process of property registry, as a single owner or jointly. A total of 6,088 citizens in five municipalities (3150 women and 2938 men) met with KWN members during the KWN awareness raising campaign "My house, my right" and are now more aware of the importance of registration of property by women. Finally, KWN supported, at local level, women's' claims for their alimony rights, specific agriculture grants for women, and women business initiatives.
  - KWN's also contributed to the economic empowerment of survivors of sexual violence during the war, via the project "Supporting Survivors of Sexual Violence", supported financially by UN Women as part of their Global Project "Gender Sensitivity in Justice in transition", funded by the EU and implemented by Medica Gjakova; Medica Kosova; KRCT; and WRPC. These organizations allocated micro-grants to 177 women survivors of sexual violence during the war, as well as psychological support.

9. **The KWF is evaluated as a particularly effective and efficient tool contributing to KWN strategy and to the EU and ADA programmes objectives.**

The KWF allows for KWN to leverage: its constitution as a network, the field implementation and local knowledge of its member organizations and the experience of KWN staff in grants implementation for efficient implementation of grants. The KWF grants fund advocacy initiatives, which have led to concrete outputs and support to beneficiaries, coupled with training and mentoring efforts from KWN to its members. The KWF offers small grants to the members of the KWN network that do not have access to

other sources of financing and work towards increasing women's rights, but which are recognized, trusted by beneficiaries, and well aware of concrete and specifics needs of women in their municipalities.

Strengthened capacities of KWN member organizations (diverse women-led CSOs) to better promote the human rights and protect women and girls. The KWN member organizations are diverse, and funding from the EU and ADA allowed for the promotion of the rights of diverse groups of vulnerable women:

- Women with disabilities: The organization "Women for Women with Disabilities" has implemented the project "integration of persons with disabilities in the political and social life", and "health care is good when there is access to all". The Association of the Blind and Partly Sighted implemented the initiative "Raising awareness about the support for blind persons" and informed 46 blind persons from Rahovec Municipality and villages about their health, social and legal rights, as well as 50 family members of these persons about the proper treatment of blind persons. The Committee of Blind Women of Kosovo implemented the initiative "More rights for blind women", informing 33 women and men about their rights to education, guaranteed by Law 04/L- 092. The organization of "'Persons with Muscular Dystrophy" worked with 34 persons with muscular dystrophy, among whom 24 are women, for an increased access to public institutions.
- Young women, adolescents: The organization "Modern Women" informed 75 girls and young women from high school, primary schools and various universities about reproductive health, sexuality and family planning.
- Survivors of sexual violence: The ''Artpolis Centre'', has been supported by the KWF in 2016, and organized the festival ''FemArt'', which included awareness raising on the survivors of sexual violence during war.
- Elder women: Vita Jeta (Life) implemented the initiative "Diabetes in the elderly" and informed 284 women and 43 men from the villages of Matiçan, Kolovicë, Bërnicë, Shashkovc and Mramor in the municipality of Prishtina on diabetes, food, therapy, and hygiene of persons with diabetes.

> "Thank God there are these centers for our age. We come here, talk to one another as friends, we go out together, from time to time the doctors come here to talk about conditions.''
>
> KWF documentary

- Rural women: The association of women farmers "Krusha e Vogel" has trained seven farmers on the production of cheese and yogurt as part of the KWF initiative ''advancement of women and girls in rural areas. They have also been trained in how to establish or advance their businesses. Additionally, the female farmers were successfully informed about how to apply for grant opportunities of the municipal directorate of agriculture and rural development. In fact, all trained farmers applied for a grant. In the end, four girls were employed by "Krusha e Vogel'' in the area of milk production. NGO Rona implemented the initiative "Advocacy for the Empowerment of Women Farmers of Malisheva" and increased awareness of 125 women. As a result, 11 women have opened small family businesses for the cultivation of plants as well as for processing fruits and vegetables.

10. **Enhanced capacities of KWN member organizations to better plan and write project proposals, to participate and advocate in policy making processes at central and local level (through workshops, trainings, and regular mentoring).**

In addition to the provision of grants, the KWF provided workshops and trainings on project writing and monitoring results, advocacy etc., and preparing CSOs to fulfil their organizational requirements taking into account the code of conduct agreed upon with KWN. Furthermore, regular mentoring sessions were provided by KWN staff upon request of CSOs in different municipalities. By using an innovative learning-by-doing approach (incl. regular mentoring), the KWN enabled the CSOs to better plan advocacy initiatives as well as to write project proposals and to fundraise One of the survey's questions (directed to CSO and KWN member organizations only) was "How would you evaluate the way KWN supported you?". A large majority of recipients (84,21%) answered that the support was excellent or very good. However, field findings also reveal that most CSOs are only familiar with the KWN template for project proposals and are struggling to use other donors' template to apply for grants. Thus, they mostly rely on the KWN to approach other donors for bigger projects. This support (through mentoring, part of KWN`s member services) from

KWN is essential but can in the long-term become a burden for KWN staff.

11. **Established partnerships between KWN member organizations (joint initiatives between KWF beneficiaries in human rights and rights-based advocacy).**

- With the support of partnership grants funded by ADA and the EU, the KWN encouraged and supported CSOs in collaborating with each other; even CSOs who were not involved in similar initiatives beforehand. Training, mentoring, and financial support enabled the CSOs to gain more experience in conducting effective advocacy related to women's and girls' human rights, as shown by their initiatives on advocacy measures and awareness events on rights (alimony, right to propriety, inheritance etc.). Some of the joint initiatives financed by KWF through ADA and EU funds are presented below as anecdotic proof for successful partnerships:
  - Medica Kosova and Cradle of Smile implemented the initiative "Supporting the access of mothers affected by the war to agricultural subsidy programs". Trainings were given to 40 women.
  - The Eagles of Dardana (*Shqiponjat e Dardanës*) and Window implemented the initiative "Advocacy for Empowerment of Farmer Women" in the villages of Lipjan and Graçanica. They informed 168 women and 7 men about ways to apply for various subsidies and grants.
  - Lawyers Association Norma and CWE offered legal aid to 20 women.
  - The Association Women for Women with Disabilities and Basketball Club with Wheelchairs "March" implemented the initiative "Integration of Persons with Disabilities in Political and Social Life". They supported the drafting of the Action Plan for People with Disabilities 2015-2017 at the local level for the city of Prizren, based on the National Strategy on the Rights of Persons with Disabilities in the Republic of Kosovo. This plan aims to improve the current situation of persons with disabilities in the fields of health, social welfare, employment, education, legal protection, participation, information.
  - Active Women of Gjakova and the Initiative for Integration of Communities implemented the initiative "Empowering women through raising awareness on property and inheritance rights in the municipality of Gjakova and Dragash". Besides raising awareness, these two organizations offered legal advice.
  - Partners Kosova and Aureola through their initiative "Women's advocacy for their property and inheritance rights" informed 158 women about their rights to property and inheritance.
  - Artpolis and the Centre for Promotion of Women's Rights carried out the initiative "Promotion of the rights of sexual and reproductive health through art, education and youth engagement" through which 180 women and girls from the municipalities of Pristina and Drenas became aware of reproductive and sexual health rights.
  - Open Door & Hand to Hand implemented the initiative "Empowering women community activists with digital knowledge to raise their activism role on women's human rights and gender equality through participation, information and web and social media communication". They trained 22 Albanian and Serbian women from Dobrotin, Uglar, Laplje Selo, Graçanicë, Hajvali, Bardhosh and Slivovo.
  - Rikotta and the Women's association GORA implemented the initiative "Make yourself aware that your health is important for the society" and informed 120 Gorani, Torbesh and Serb women from the villages in the Municipality of Prevallac (Mushnikova, Gornosella, Recan, Grncare and Lubinje) about sexually transmittable diseases, modern family planning methods, HIV / AIDS, etc.
  - The Women's Centre ATO and the Initiative for Agricultural Development in Kosovo implemented the initiative "Economic empowerment and capacity building of women in rural areas of Vushtrri municipality". Through this project, three women applied for grants from the Municipality of Vushtrri and one woman received a grant to establish orchards with raspberries.
  - NGO Fire and NGO Our Paradise implemented the initiative "Women's right on property and inheritance". These two organizations raised awareness and offered legal advice to women from the Ferizaj and Lipjan municipalities.
- In the online survey, the possibility of joint grants was described by some recipients as one of the key achievements of KWN's work in the last 2 years (open ended question). When asked about the added

value of joint grants, 77% of the respondents answered that networking, and 69 % responded that joint advocacy initiatives were the biggest added value.

- In the online survey, 62 respondents answered to a question (multiple choice) about what they believed was KWN key added values to the women's movement in Kosovo: 48 selected "networking", 38 "solidarity" and "43 joint advocacy initiative" as main added values of the KWN.

12. **KWN and member organizations (CSO) work with political parties and municipal assemblies on "preparing the ground" to increase and improve women's political representation and participation.**

The KWF has funded advocacy initiatives aiming at increasing and improving women's political representation and participation. The "Mitrovica Women's Association for Human Rights" targets better communication, debate culture, public presentation, and leadership. With the support of the KWF, this association implemented the program "The Decision Making Women", which aimed at increasing the number of female candidates for the Municipal Assembly. There are currently very few female candidates for the municipality assembly and a very small number of women in decision making positions, but more women are standing for elections, including direct beneficiaries of KWN advocacy workshops, and some who already won their seats in their municipal assembly.

> "We have endeavored advocacy in a way to influence that women become part of decision making because they are now part of politics and in youth forums, in women forums, however not that active in the decision making processes."

Statement from MMWAR

> "The project "Decision Making Women" helped me a lot, in fact it gave me the reason to decide to become a candidate in this municipal election. The project helped me through various trainings, and I believe that thanks the public presentations I had in the project I won votes for the municipal assembly''-

Statement from an assembly member

13. **Strengthened the Lobby on Gender Equality in municipalities: assembly members working on "Women First" advocacy and policy advocacy at municipal and national level.**

- Both KWN members (CSOs) and LGEs provided opportunities for women to participate more actively in politics. Through their advocacy initiatives (supported by ADA and EU), KWN member organizations have provided trainings and workshops on advocacy themes and encouraged women to stand up for elections and be part of decision making. KWN and member organizations' (CSO) advocacy includes also communication and work with political parties as well as with municipal assemblies on "preparing the ground" to increase and improve women's political representation and participation. As a consequence, more young women nowadays stand up for local municipal elections, who were (are still) part of advocacy workshops and trainings organized by the KWN with its member organization. However, field findings corroborate that there is still room for improvement since there are still only few women involved in political decision-making processes at national level and in leading positions in municipal directorates.
- Supported by ADA and the EU, the document review and field findings evidence that KLGE members have undertaken several advocacy initiatives in majority of municipalities within Kosovo. Successful initiatives in sampled municipalities include advocacy for: supporting women's participation in politics and decision making; more women elected in the last municipal election; budget re-allocations that contributed to securing funding for women assembly members; more women in decision making position in municipality; more women taking part in municipal assembly meetings; regulation for public participation in decision making processes; institutionalizing gender responsive budgeting in their municipality; exemption from municipal taxes for persons who jointly register their property; more women to be heads of village councils; installment of affirmative measures for granting municipal scholarships to girls (changing the regulation for scholarships); allocation of subsidies to women farmers; establishing free of charge medical check-ups; healthcare for women, improved response to domestic violence; supporting (financially) an organization for women with disabilities; marking important dates (International Day against breast cancer; International Day for the Elimination of Violence against Women - 16 days of activism); opening a Safe House (shelter) for women and

children victims of domestic violence[1]; municipality to exempt single mothers from payments for children in pre-school institutions; opening a public kindergarten in Prizren, needed to meet the needs of employed mothers; better access to public buildings for people with disabilities; public transport enabling women to travel to/from work.

14. **KWN actions strengthened the Lobby to plan, network towards, and undertake effective advocacy initiatives at municipal and national level**.

Interviews with municipal LGEs-assembly members, the Office for Gender Equality, and KWN member organizations corroborate the finding that assembly members from different political parties do collaborate well under a "Women First" spirit (as mentioned by assembly members of interviewed LGE, who also used the expression "no surname") without seeing their political differences on their advocacy initiatives at municipal and national level. Sharing stories and anecdotes about advocacy initiatives apparently led to trust and the will to learn from each other. As a result, members of the Lobby started planning new initiatives based on the experiences and examples shared by the different municipalities during the group networking meetings. Political support in the advocacy itself, enabled them to learn specific advocacy techniques and to proceed effectively. Even municipalities that used to be a bit more isolated (e.g. Dragash) are nowadays very active in asking Lobby groups from other municipalities to visit and to share their experiences with Dragash. This networking has provided Dragash (and other municipalities) with new ideas and support for their own advocacy.

51 members of the LGE completed the online survey (15 municipal assembly members, 11 civil servants, 3 CSO representative responded to this question). 90% of the respondents answered that their needs were taken into account by KWN. All of them answered that the KWN was relevant and scored the achievements in their municipalities in each of the strategy objectives over 3.5 out of 5 (5 being achieved "to a great extent", and 1 "not at all"). Their evaluation of the KWN support to LGE is also excellent (76% "excellent" or "very good").

15. **Although the situation of SGBV remains worrying in Kosovo, KWN support to the fight against violence against violence led an increased visibility of the cause, improved Increased awareness on GBV among officials and citizens with follow up actions taken from Kosovo Government – legal recognition, reparation, and financial reimbursement**.

The KWN has also put a lot of efforts into advocacy against violence against women. The KWN is the first actor in Kosovo, standing up for war victims of sexual violence (already in March 2012). The KWN was accompanied by women activists who celebrated the International Women's Day with a manifestation in support of women victims of sexual violence during the war. The manifestation was organized by the KWN (incl. over 80 women's organizations). This was the first time that the situation of existing war victims of sexual violence was officially addressed. According to UN numbers, several thousands of women were raped during the conflict in Kosovo, but until now no systematic investigation has been conducted and none of the offenders have been brought to trial. The KWN demanded justice for the victims and wanted them to receive compensation from the government. Advocacy initiatives of the KWN certainly led to an increased awareness on GBV among officials and citizens, even pushing the GBV issue as a priority of Kosovo Government, leading to the amendment of the law No. 03 / L-054 on The Rights of Martyrs, Invalids, Veterans, Members of the Kosovo Liberation Army, Civilian Victims and their Families. At the same time, the KWN's cooperation with UN Women facilitated additional UN grants (180,487.46 EUR) disbursed through the KWF to four NGOs, which work on identifying war victims of sexual violence in Kosovo. These four NGOs are: Medica Kosova, Medica Gjakova, Organization of Women's Rights in Drenas Municipality, and KRCT in Prishtina (The Kosova Rehabilitation Centre for Torture Victims). So far, only in the Drenas and Skenderaj municipalities war victims of sexual violence have been identified (167 women). The KWN's advocacy efforts on this issue finally contributed to the actual establishment of the National Council for Support for Survivors of Sexual Violence during the War in Kosovo, which (in close cooperation with the four NGOs) will implement the amended law No. 03 / L-054 on The Rights of Martyrs, Invalids, Veterans, Members of the Kosovo Liberation Army, Civilian Victims and their

1 *LGE in Novoberde advocated for opening a Safe House (shelter) for women and children victims of domestic violence; KFOR provided equipment (ADA final report, annex 6)*

Families. This already led to the legal recognition with follow up budget allocation of 1 million euros as pension for the year 2018.

KWN members engaged in the implementation of the legal framework on domestic violence KWN has constantly cooperated with some of its members, in addition to other stakeholders, in advocating for the implementation of the legal framework. Following the approval of the national strategy on domestic violence, KWN has continued its efforts to raise awareness among citizens in reporting domestic violence and the legal framework that helps them address domestic violence. During 2017, in cooperation with BIRN, KWN monitored 179 reported cases of domestic violence in local institutions, including: Police, Center for Social Work, Prosecution, Courts and Victim Advocates, in 7 regions of Kosovo. During this monitoring it is seen that in general there is improvement of some institutions in the implementation of the legal framework. In addition, some KWN members were involved in advocating for the implementation of the legal framework throughout their municipalities, particularly during the 16 Days against Violence against Women.

KWN continuous advocacy for sustainable funding for shelters both at the central and local level, as well as to improve the quality of service monitoring, resulted to improvement of awareness and attention among officials and citizens regarding the treatment of gender-based violence, including domestic violence, rape and sexual harassment.

KWN has had more than 82 appearances in written, TV and social media platforms aimed at distributing messages on domestic violence and raise awareness among citizens and officials of the domestic violations. During 2017, KWN has also started the campaign “No More Excuses" (#NoMoreExcuses) on social media (Facebook, Instagram and Twitter) in order to raise awareness of various forms of domestic violence as well as on the ways of reporting domestic violence and sexual harassment. This resulted to more citizens informed about the legal framework and their rights, including men.

KWN’s advocacy also resulted in improved policies and procedures for addressing sexual harassment. In line with Istanbul Convention**,** KWN has submitted an amendment to include sexual harassment as a separate criminal offense within the amendments to the Criminal Code. This proposal aims at improving the procedure and treatment of sexual harassment in accordance with the seriousness and severity of this offense. In addition, KWN's written comments to explicitly include sexual harassment in the Code of Conduct for the Kosovo Security Force have been accepted and included in the Code.

KWN member organization Artpolis has compiled the **Policy Handbook for Addressing Sexual Harassment at Public Universities**. Also, the Kosovar Gender Studies Center has drafted “Policies against Sexual Harassment at Work in Kosovo”.

16. **KWN’s effective action and reaction on gender justice**.

The KWN advocated the respect of the criminal code, which foresees a classification of gender-based murder as a “serious murder”. Their efforts and events forced justice to be made. The KWN reacted effectively to the case of Zejnepe Berisha, killed by her husband in Suhareka (final sentence of 17 years of incarceration for "Serious Murder" under Article 179 of the Criminal Code of the Republic of Kosovo). The KWF grants also showed several results in increasing women’s access to their rights (particularly access to economical rights – alimony, inheritance, property). For example, the KWF supported a joint initiative of Norma Lawyers Association and Center for Women’s empowerment to support 400 identified women who had never sought their right to alimony. In addition to awareness raising activities, the grant also supported legal aid services to women, discussions with officials, and information given to basic courts in Ferizaj, Gjilan, Mitrovica, Peja, and Gjakova.

17. **KWN’s advocacy initiatives and awareness-raising efforts address domestic violence and other forms of gender-based violence in Kosovo**.

One of KWN’s long-term goals is that “Women and girls live a life free from gender-based violence”. In KWN’s new Strategic Plan, the KWN aims to continue working on supporting the implementation of the legal framework on GBV, on raising awareness, improving policies and increase institutional support of survivors of sexual violence during the war. The KWN also advocates for the prevention of sexual harassments and domestic violence (domestic violence is currently even a priority of the Government in Kosovo). For instance, the KWN has reacted to the murders of the women Diana Kastrati, and Zejnepe Bytyqi. They mobilized protests and made pressure to institutional justice to act. The KWN’s advocacy of gender equality and GBV also includes a cooperation with the Agency for Gender Equality, the Office for

Good Governance, and the Balkan Investigative Reporting Network (BIRN), aiming at including gender mainstreaming in each planning, monitoring and reporting process. For instance, the KWN offered a training to BIRN monitors on best practices for monitoring gender-based violence in Kosovo. Since July 2017, the KWN in close cooperation with BIRN has monitored the work of judges, prosecutors, victim advocates, police officers, and social workers at Centers for Social Work. Monitoring results show that there have been some improvements with regard to addressing GBV. Judges and prosecutors demonstrated positive changes in terms of treating GBV cases. The KWN advocated sustainable funding for shelters to Ministry of Labour and Social Welfare and the Ministry of Finance and improved the monitoring of the quality of services.

18. **The KWN contributed to changes at donor and policy level, while building on awareness-raising for gender issues.**

The Institute of Public Administration (IKAP), legally responsible for training civil servants, lacked a good training program and curricula on gender mainstreaming. In collaboration with GIZ, KWN supported (expertise services) the development of training material and curricula. The KWN's cooperation with GIZ also facilitated communication between IKAP and the Agency for Gender Equality. The curricula created by KWN was used by IKAP to train 170 civil servants, at local (38 municipalities) and national levels (51% women, 40% men) on gender equality and gender responsive budgeting. People trained and/or mentored include finance officers, heads of finance in municipal directorates, general secretaries of ministries, representatives of ministerial departments, divisions, and agencies as well as GEOs, who have gained new knowledge and capacities. They were trained on gender equality and gender responsive budgeting, mentored and assisted by KWN towards institutionalizing GRB in their budget planning process. In this context, the KWN developed curricula and training program on gender equality and gender responsive budgeting, which were adopted by IKAP and replicated for trainings also for judges and prosecutors. The KWN training program and curricula will also be used by other actors and donors in Kosovo. The KWN also supported six ministries on the collection and maintenance of gender disaggregated data for its MTEF and annual budget, as required by the Ministry of Finance. The beneficiary institutions at the national level included the Ministry of Education, Science and Technology; Ministry of Agriculture, Forestry and Rural Development (MAFRD); and the Ministry of Diaspora, as well as the Ministry of Environment and Spatial Planning, Ministry of Trade and Industry, and MLSW via follow-up monitoring and additional support, as a synergy with prior initiatives supported by the United States Agency for International Development (USAID) and GIZ. At local level, KWN worked with the municipalities of Kamenica, Gjakova, Hani i Elezit, and Pristina. Meanwhile, there have been discussions with responsible actors towards institutionalizing GRB in other municipalities, including Viti, Kllokot and Suhareka, supported by KLGE. The Ministry of Finance, AGE, and KIPA were stakeholders in KWN's advocacy for institutionalizing GRB (*see point below*).

19. **Enhanced capacities of central and municipal officials on Gender Responsive Budgeting (GRB) to advocate the adoption of budgeting templates for gender mainstreaming in municipalities**.

KWN directly supported four municipalities and six ministries to institutionalize GRB through the ADA program. Following KWN's advocacy and based on the Law on Gender Equality, the Ministry of Finance in collaboration with the Agency for Gender Equality officially started drafting a concept document to institutionalize GRB. With the support of ADA, the KWN updated and published new versions of its GRB booklets (originally developed with the support of GIZ and updated by the ADA project): A Practical User's Guide: Gender Responsive Budgeting at the Local Level and A Practical User's Guide: Gender Responsive Budgeting at the National level. They were adopted as part of the official curriculum of the Kosovo Institute for Public Administration (KIPA) and are currently also used for trainings for judges and prosecutors within the scope of the GIZ capacity building project on legal reform. It is also confirmed that the booklets and methodology will be utilized in trainings to civil servants in the future, thereby institutionalizing this approach. A significant success is also that these guidelines are regularly used and distributed among officials during official meetings. Experience and lessons learned in terms of to GRB are well documented and available for the future use by civil servants in Kosovo.

The document review of the ADA program reveals progress towards furthering the institutionalization of Gender Responsive Budgeting (GRB with at least 16 of 38 municipalities (42%) having GRB annexes to

their 2018 Medium Term Budget Frameworks (MTBF). At national level, the document review states that at least 10 ministries (out of 19) prepared annexes and nine submitted them to the Ministry of Finance with their 2018 budget planning documents. While KWN did not work with all Budget Organizations directly, this progress resulted from KWN's advocacy efforts, targeting the Ministry of Finance, requesting these documents from Budget Organizations.

EQ 3. How efficient has KWN's work been during the implementation of the two projects and its Strategy?

20. **Disbursements**

The KWN Strategy includes five strategic programs: I) Building the capacity of KWN; II) Women in politics and decision-making; III) Women's health; IV) Gender-based violence; and V) Women's economic empowerment. Each of the CSO member organizations fits in one of the five programmatic areas of the KWN Strategy. The KWF grant history since its establishment is listed below:

Main Grant Sources from program under this evaluation:	Grants	Amount (€)
ADA 2012-2017 (from ADA program under this evaluation)	57	202,756.10
EU EIDHR 2016 -2017 (from ADA program under this evaluation)	22	103,503.30
Grant sources from other programs not under this evaluation:		
EU CSF 2015 -2016	26	100,818.10
Kvinna till Kvinna 2012-2014	27	51,761.00
UN Women 2017	4	180,487.46
Total	**136**	**639,325.96**

21. **Some slight delays in implementing the ADA and EU funded programs because of changes at government level (decision-making a couple of months delayed).**

In the year 2017, Kosovo went through parliamentary elections (June 11, 2017) and local elections (October 22, 2017). This affected slightly the activities related to institutionalizing GRB, because political events caused slight delays in gathering data and thus finalizing the GRB reports. However, these delays were minor and the foreseen results were achieved nevertheless.

22. **Very efficient support through a focus on grass-roots level.**

Making use of a large women network to support grass-roots organizations appears to be efficient. The KWN works closely with its member organizations, which have a close communication with different communities and vulnerable groups in rural and urban areas. This ensures that KWF funds given from the ADA and EU programs are disbursed to grass-roots organizations representing the pressing needs of their members and target groups and addressing human rights issues through different advocacy initiatives. Information gathered in the field also shows that the KWN speaks directly to war victims of sexual violence, with gender based domestic violence victims etc. Thus, its strategic program areas are indeed designed based on the needs expressed at grass-roots level.

23. **The KWF is an efficient tool as it contributes simultaneously to capacity building and gender equality.**

All the grants are aligned with one of KWN's strategy objectives and contributed to both increased capacities and gender equality as confirmed by all interview partners and surveyed stakeholders.

24. **Risk assessments and M&E mechanisms for in-depth analyses are in place.**

When the KWF was initially established, it took the KWN staff almost two years to develop mechanisms for the KWF due to close consultations with members, i.e. mechanisms for application process, monitoring, reporting, set up of the commission. As a result, the monitoring system is very well structured. According to the evaluation team, it provides many valuable information for steering the programs and informing the stakeholders. The same applies to the well-structured risk assessment measures for sub

granting. Prior to allocating grants, the KWN staff conduct risk assessments of pre-selected organizations, which includes visits to the organization's offices to assess their implementation capabilities based on pre-established risk assessment criteria. These visits also enabled the KWN staff to know more about the types of assistance these potential grant recipients may need to implement their initiatives successfully. At the same time, it helped the KWN foster positive relations with its member organizations.

25. **Good structure and high transparency of review committee for selection of grants.**

The KWF grant review committee gives clear guidelines on how to use the KWF. Members of this committee are: EU, ADA, 2-3 external stakeholders, and one KWN staff. The review committee will not award the grant proposal if it does not fulfil the criteria of the grant application. The KWN regularly reports on the KWF disbursements in meetings and shares all information with its donors and member organizations. The information about the grant disbursements can even be found also on the KWN website and its reports which can be considered an indicator for high transparency.

26. **Being part of the same network and following the same code of conduct ensures quick reaction of the KWN staff.**

KWN staff takes grant requests and capacity building needs of KWN member organizations very seriously and ensures that requirements are in line with the agreed code of conduct among KWN member organizations. Interview findings reveal that the KWN staff are always available for providing support on writing the grant application and follow up coaching (mentoring), ensuring that grant application are implemented successfully. Being part of the same network and agreeing to same code of conduct also ensures consistency, coherence and compatibility of processes and activities.

> "They respond to us so quickly. I don't know how KWF finds such a great and efficient staff."

Statement from KWN beneficiary

EQ 4. To date, what have been the intended impacts of Kosovo Women's Fund (KWF) grant recipients' initiatives on their beneficiaries at the household, local, and municipal levels?

27. Given the scope of the KWF grants, it was not possible for the ET to identify development impacts at this stage, particularly in the frame of a small-scale evaluation. However, in the text section below, important preconditions and prerequisites are listed that the ET considers crucial for achieving development impacts at later stage. The KWF enhanced advocacy practices, developed strategic partnerships at local scale, .

28. **Overall high impact of KWF initiatives - many CSOs re-activated:**

With the support of the KWF, many local women–led CSOs could be re-activated in municipalities in different initiatives to promote human rights and empowerment of vulnerable groups, economic empowerment, prevention of domestic violence, education and health, women political participation etc. Many CSOs in municipalities are struggling with self-sufficiency (because of the reduction of donors' funds to local CSOs); the same risk applies to KWN member organizations. However, thanks to the KWF, some organizations can continue providing important services to women in Kosovo. The impact of such reactivation is still hard to identify, as the KWF mainly support short-term initiatives.

> "I communicated and cooperated for many years with women, but in the last years, I almost lost their contacts because our organization lacked funds. I was going to close my office and stay at home. But KWF was the best thing that happened in this difficult time for CSOs at grass-roots level. I could re-activate my CSO and work with the same women I worked before - often only a small scale, but at least I am in contact with them and can implement some activities".

Statement from KWF beneficiary.

29. **KWF has funded 30 advocacy initiatives through ADA program and 21 advocacy initiatives through EU program support to KWN**. Focus group discussions with KWF beneficiaries/ CSOs in sampled municipalities and review of ADA and EU programs` documents identified small-scale impacts of ADA and

EU grants through KWF, however all these changes are in small scale/ addressing limited target groups needs and location. These include:

Increased awareness of municipal and health institutions to provide easier access to high quality services for women and girls (regular medical checks, assistance to persons with disabilities).

Increased awareness and proper treatment of blind people within the family and society; enrolling them to teaching courses for reading and writing; and in urban planning for the blind.

- Cost-free check-ups for breast and cervical cancer to the Health Directorate in municipality
- Improved implementation of the Law on Reproductive Health in Kosovo.
- Increased awareness of officials in Lipjan, Skenderaj, Drenas and Ferizaj in Women's rights in property division and inheritance
- Increased employment of women in agriculture production, and textile industry
- Women establishing their own businesses, through registered property.
- Women from rural and remote areas well informed on their health rights and receiving free gynecological visits, and mammography tests
- Increased awareness on women's rights in property division and inheritance.
- Increased awareness of the importance of the work of Mediation Office in Kosovo, so that women and girls can become more involved in resolving disputes; better access to justice for women regarding property disputes in municipalities of Junik, Decan, Gjakova.
- Elder women and men from villages of Matiçan, Kolovicë, Bërnicë, Shashkovc and Mramor in the Municipality of Prishtina, have better access to quality healthcare, and increased their self-control and awareness on diabetes, proper food, therapy, hygiene of persons with diabetes.
- Women from Krusha e Vogel, Prizren, Gjakova, Malisheva, Lipjan etc are well informed in about how to apply for grant opportunities of the municipal directorate of agriculture and rural development. In fact, all trained (women) farmers through KWF funded initiatives applied for grants and some of them benefited from subventions from the MAFRD. This resulted to more engagement of women in agriculture sector and their financial self-sustainability.
- Inheritance cases in four basic courts in Prizren, Ferizaj, Podujeva and Gracanica were sent to the Kosovo Judicial Council and the Chamber of Notaries. (200 women and girls from these municipalities were informed regarding their property rights and inheritance).
- Investigation of sexual harassment and improved security through a phone application will be installed in Kosovo Police system.
- Women of Fushe Kosova, Obiliq and Gracanica are running agriculture and artisanal small businesses supported by grant schemes and subsidies
- Positive change of behavior of women in prison and people around them in Lipjan.
- Increased awareness regarding the application of gender sensitive policies in municipalities.

30. **KWF beneficiaries collaborate in strong partnerships at local level.**

With the support of partnership grants funded by ADA and in follow up by EU, the KWN encouraged and supported CSOs in collaborating with each other; even CSOs who were not involved in similar initiatives beforehand. Out of 52 KWF grants disbursed through ADA and EU funds, 9 partnership grants are implemented by CSOs, through ADA funds, and 5 networking for change grants are implemented by CSOs, through EU funds). "Partnership for Change" grants have pushed co-operation among member organizations enormously, enabling organizations from different regions of Kosovo to join forces and empower their initiatives by advocating together. At impact level, many KWN initiatives brought changes, through partnerships initiates implemented by KWN member organizations:

- Women applying for agriculture subsidies from municipality, benefitting now from a greenhouse and motto cultivators, beehives and other accessories.
- Women well informed and applying for their right to alimony needed to pay for housing, food and education for children.
- Women informed about property and inheritance rights leading to women registering common property.
- Development and adoption of the municipal action plan for people with disabilities, including of health, social welfare, employment, education, legal protection, participation, information and communication.
- Increased awareness in reproductive and sexual health rights, and building mechanisms against sexual harassments in public universities.
- Empowering women community activists with digital knowledge to raise their activism role on women's

human rights and gender equality through participation, information and web and social media communication; respectively holding decision-makers accountable, initiating processes, and protesting governmental decisions that do not represent women and women's rights.

- Women economic empowerment in rural areas receiving grants to establish orchards with raspberries
- Women registering to Employment Office, brought closer to employment opportunities
- Free medical check-ups for women from rural and remote areas.

31. **Local women-led CSOs are more active in participating and contributing with their inputs to policy making processes at national and local level.**

Government commitments to work more closely with the civil society of Kosovo is based on its strategic objective: "Civil Society secured and empowered to participate in the formulation and implementation of policies and legislation". The KWN, as a strong partner of the government, is very active when it comes to sharing information with its member organizations, inviting them to participate with their comments and inputs in governmental processes on drafting laws and policies at national level. Interviews with KWN members corroborate the fact that they are very well informed about government processes.

With support from ADA, EU and Kvinna till Kvinna, KWN was able to influence policy changes at the municipal and national level[2]. Main changes where KWN inputs are reflected include: i) central and local budget organizations are including GRB in their budget documents and specific table templates devised by KWN are provided within them (nine of nineteen ministries (47%) included GRB annexes in their draft budgets for 2018). While KWN did not support them directly, KWN's advocacy to the Ministry of Finance resulted in them being required to prepare and submit such annexes, which KWN considers a success of its advocacy efforts; ii) adoption of law for gender equality, iii) law on protection against discrimination; iv) law on Ombudsperson; v) administrative instruction for joint property registration for both spouses, iv) adoption of The National Strategy and Action Plan on Protection from Domestic Violence with KWN inputs); v) defined Procedures for Recognition and Verification of the Status of Sexual Violence Victims during the Kosovo Liberation War which were approved in August 2016; vi) The Ministry of Finance allocated one million Euros to the budget for survivors of sexual violence, as per the legal framework, following KWN and other member organizations' advocacy; vii) established mechanism within Kosovo Police for better addressing the sexual harassment reports; viii) the National Program for the Implementation of Stabilization and Association Agreement 2017-2020 includes an improved gender perspective in follow up from KWN's advocacy etc. Interviews from field visits reveal that many additional advocacy initiatives are still in the process of creating policy changes, currently at the stage of "dialogue", or" ongoing discussions", "waiting for policy change". However, at local level, the follow-up on advocacy initiatives and technical push for policy change could be increased.

The document review revealed that KWN advocated successfully to the Ministry of Finance to implement budget circular provisions for GRB. This has led to 16 of 38 municipalities to submit GRB annexes with their MTEFs in 2017. It is worth to mention that field findings revealed that LGE members who were trained by KWN in GRB, has further advocated for further municipal planning and budgeting with reflecting GRB.

The document review of the ADA and EU program shows that through KWF support to KWN member organizations, some changes are brought in respective municipalities where KWN members are active. These changes include: i) The Association Women for Women with Disabilities and the Basketball Club with Wheelchairs "March" drafted an Action Plan for People with Disabilities 2015-2017, based on the National Strategy on the Rights of Persons with Disabilities in the Republic of Kosovo. The Action Plan has been adopted by the Municipality of Prizren; ii) NGO Bliri advocated successfully for the Main Family Medicine Centre in the Municipality of Drenas to provide free of charge gynecological and mammography services to 28 women and girl. iii) Together in Progress advocated successfully to the Directorate of Economy and Development and the Directorate of Agriculture in Gjakova Municipality to accept women farmers' request to use the Namasgjah space free of charge or for a very symbolic amount ; iv) Shqiponjat e Dardanes and Dritarja advocated successfully to the Municipality of Prishtina for members of their organizations (businesswomen) to become part of "Tregu mobil" in Prishtina so from now on all women which are producing their natural products in Lipjan and Gracanica have place to promote and sell them.

32. **Women-led CSOs -beneficiaries (of KWN support) are nowadays able to inform and support**

2 *Evidence of 124 policy changes through KWN /ADA support at municipal level, and 39 (baseline 9) at national level.*

women in rural areas and to apply for the grant subvention scheme in MAFRD, etc.
There is strong evidence that the KWN member organizations have successfully informed women in rural areas on how to apply for subvention for agricultural activities (to agriculture municipal directorates). This includes information on filling in the application form for subvention including registering the common property, which is one of the eligibility criteria to receive the subvention.

33. **Women-led CSOs -beneficiaries (of KWN support) enhanced their advocacy capacities and are currently involved in advocacy initiatives at municipal and national level.**
The KWN trainings provided to KWN member organizations also include training workshops on advocacy. As a result, many women now confirm that they are able to better communicate and to speak in front of the media and in open debates, etc. This apparently led to increased motivation of many women to be even more proactive and to speak up. It is safe to say that KWN support on advocacy certainly has increased women's self-confidence and empowerment on pushing their advocacy initiatives further at local level. Moreover, field findings show that women in Dragash, Mitrovica, Gjakova are very thankful for KWN's advocacy workshops, which prepared them to run for election.

> "The KWN organized really good workshops on different themes, interesting for female political participation, and other workshops on advocacy'""

Statement from municipal assembly member who worked with LGE.

EQ 5. What are the best practices and what could be done to improve the KWF in terms of the ways in which it supports KWN member organizations and their beneficiaries?

34. **KWF grant beneficiaries often involved in volunteer work to make it possible to reach objectives of grant project proposals.**
The evaluation team found that KWN member organizations often had planned more activities in their original grant proposal than finally approved by the review committee. Thus, some activities have been conducted on a voluntary basis. Voluntarism is promoted by KWN to foster ownership, commitments, sustainability, and that actions do not necessarily depend on donors. It can also be seen as risky for KWN members, and particularly for its staff.

> "A grant amount is generally small: when I receive less than I initially budgeted, I have to continue with my volunteer work."

Statement from KWF grant beneficiary

35. **Capacities of local women-led CSOs increased to better participate in planning and drafting grant requests**.
Staff of KWN member organizations participated in KWN trainings and workshops on writing a project proposal, monitoring results, advocacy, etc. This enabled CSOs preparing own project proposals for fundraising and when support was needed, they could freely ask for further support from KWN staff.

> "The KWN was like a faculty, teaching me how to write a project proposal."

KWN member.

36. **The mentoring of KWN member organizations is well appreciated good practice, and an enabler for the implementation of both EU and AD programs.** The seven-member KWF review committee also contributed to increased capacities of members by examining each application and providing practical advice, which helped KWN members submit better applications to the KWF and other donors subsequently. However, CSOs are still struggling with the different donors formats for grant applications.

> "I can write a good project proposal based on what we learned from KWN, but different donors are having different templates. This is a challenge for me."

KWN member organization.

37. **KWF grants are well aligned with capacity building measures of the KWN, contributing to both the success of the grant and the further capacity building of member organizations (in management and in advocacy).**
There is no evidence or examples of failures in the implementation of any grant initiative supported by KWF. Furthermore, training workshops on advocacy empowered women from different municipalities. They feel more confident to speak up and are better prepared on their communication in front of TV, media, workshops etc. The learning-by-doing approach (such as in writing project proposals or in monitoring advocacy initiatives) provided by KWN was highly valued by KWF beneficiaries. The mentoring and coaching sessions remain fundamental to increase capacities though, although some organizations regret that it is limited to few (1-2) staff members. Internal replication (within the organizations) should be envisaged (by member organizations) to ensure a sustainable capacity building of their staff, as part of their responsibilities within the network.

> "I feel well equipped for the agreed code of conduct and feel more empowered. This is thanks to the training support from KWN''

Statement from member organization.

38. **The KWF and the re-activation of women-led CSOs in municipalities as important success factors**.
CSOs in Kosovo are currently receiving less funds, particularly those based in municipalities. There is evidence that many CSOs closed down in Pristina as well as in other municipalities. The same risk applies also to KWN member organizations, no matter how long they have worked in certain areas related to human rights. Therefore, the KWF was established which made it possible to re-activate some "silent" CSOs and to continue important work in terms of supporting women in Kosovo.

39. **Duration of KWF grants is short (few months period) and they appear to be too small given the needs at grass-roots level.**
The KWF grants are mostly provided only for a short time period (up to five months). In addition, it should be noted that the KWF is small compared to the needs of CSOs at grass-roots level. Requests for extending the grants have already been sent to KWN, however, it led to no changes so far.

> "It takes time to initiate an advocacy activity. As soon as we reach the implementation phase the grant implementation period is already over."

Statement from KWF beneficiary.

Donors restrictions faced by KWN are passed on to KWN members, particularly duration and budget limits. KWN has been advocating since 2012 to raise donor awareness of the needs of women CSOs, and that short timeframes and small amounts hinder long-term changes.
It should also be noted that the limits in duration and budget of the KWF grants were useful during its instalment and first years (particularly to manage risks for KWN). Now that the KWF's mechanism have been tested and implemented, such restrictions are no longer useful for KWN.

> "We wanted to start the KWF in a small scale. It was reasonable to limit the grants scales while KWF mechanisms were still being consolidated."

Statement from KWN executive director

EQ 6. What has been the impact of KWN support for its member organizations? To which extent have they improved their capacities as organizations? To what extent have they enhanced their advocacy capacities? What other benefits exist of KWN networking, solidarity and other forms of support to its members?

40. **The KWN support to capacity building of its member organizations has also positive impact on fulfilling requirements of the agreed code of conduct**.

The code of conduct adopted in 2006 by KWN is a milestone in recognizing the principles of transparency and accountability followed by the network, and a milestone for the non-for-profit sector in Kosovo[3]. Adopted and signed by all member organizations of the KWN, the code contributes to the members' professionalism, and to the effectiveness of the network by harmonizing processes and concepts. It supports a coordinated approach and actions towards gender equality and advancing women's rights in Kosovo. The code includes six basic principles: Mission and Program; Good Governance; Human Resources; Financial Transparency and Accountability; Civic Responsibility; and Partnerships and Networking, and the extent to which an organization is fulfilling its responsibilities towards its beneficiaries, supporters, and the public at large is measured by a series of benchmarks. The code is aligned with Kosovo's legislative framework, and updated when necessary. In addition, the KWN encourages non-member NGOs in Kosovo to strive towards similar values of transparency and accountability in their work. The evaluation team found evidence of good use of this code to build capacities of new members, to push for transparency, accountability and good practices, and to support harmonized processes (i.e. in case of KWF sub grants given by KWN to its members).

- Policy manuals are in place to support the implementation of the code, and KWN supports all its members with coaching;
- New members of KWN, who often have lower capacities than existing members, receive introduction workshops on KWN's Code of conduct and policy manuals, and direct mentoring from KWN.

KWN members' increased implementation of the Code of Conduct from 66% in 2014 to 80% in 2017.

41. **The member organizations strengthened their networking and solidarity leading to solid partnerships in implementing grant projects**.
The main purpose of the meetings on gender equality with KWN member organizations and LGEs are networking, showing solidarity and exchange of experiences of municipal representatives (including LGEs, KWN member organizations and municipal gender offices). All interview partners confirmed that these meetings increased the solidarity among women, networking and provided a good platform for sharing experiences with each other. Women from different parts of Kosovo have started networking and even developed their own ideas for joint advocacy initiatives, which they were later able to submit for joint KWF grants. These joint advocacy initiatives also benefited from KWN back up support. All women interviewed in the municipalities feel more comfortable and empowered to advocate. They also confirm that they are very well informed on different issues of human rights and reform processes.

42. **Sharing experiences/ learning from each other.**
CSOs and LGE assembly members are very thankful for being continuously informed about events and opportunities for the further development of their organizational and advocacy capacities and for sharing stories on advocacy initiatives. KWN meetings bring together women from different parts of Kosovo (different CSOs), and women civil servants from different political parties (from municipal assemblies, municipal offices on gender equality) and local CSOs dealing with gender and human rights issues.

43. **The KWN (through KWF) has increased capacities for fundraising, for some members a first experience in managing KWF grants**.
Through the capacity building program, the KWN offers crucial services to its members, including information on different human rights issues and reform processes, technical support, project proposal-writing assistance, donor relations, advocacy strategies, and translation assistance. The KWN keeps members informed about political issues impacting women, each other's activities, funding opportunities, and local and international campaigns for women's rights. Considering that some organizations are new members in the KWN, KWN staff provides continuous support to enable them to write their own project proposal for their organizational fundraising, as well as to monitor their activities and results during the implementation.

EQ 7. What has been the impact of KWN support for the Lobby for Gender Equality? To what extent have members improved their capacities to engage in governance

3 *The KWN code of conduct was the first code of conduct ever adopted in the non-for profit-sector in Kosovo*

and municipal level decision- making processes? What other benefits exist of KWN networking, solidarity and other forms of support to the Lobby?

44. **Municipal assembly members of the LGE are working together on gender equality advocacy initiatives without seeing their political differences. Their focus is on "Women First".**

Supported by ADA and the EU, the document review and field findings evidence that KLGE members have undertaken several advocacy initiatives in majority of municipalities within Kosovo. Successful initiatives in sampled municipalities include advocacy for:

- supporting women's participation in politics and decision making;
- institutionalizing gender responsive budgeting in their municipality;
- exemption from municipal taxes for persons who jointly register their property;
- instalment of affirmative measures for granting municipal scholarships to girls;
- establishing free of charge medical check-ups; healthcare for women,
- improving the response to domestic violence;
- supporting (financially) an organization for women with disabilities;
- marking important dates (International Day against breast cancer; International Day for the Elimination of Violence against Women - 16 days of activism);
- opening a Safe House for women and children victims of domestic violence, supported by KFOR[4];
- opening a public kindergarten in Prizren, needed to meet the needs of employed mothers;
- better access to public buildings for people with disabilities;
- public transport enabling women to travel to/from work.

The following survey question, for instance, "To which extent did the Lobby for Gender successfully implemented its advocacy priorities at municipal level?" received 25 answers: 16 respondents confirmed "to a great extent" or "substantially", 7 "to some degree", and only 2 mentioned "to a little extent".

45. **The KWN member organizations (together with LGE) engage women in advocacy, public hearing processes at municipal level and further support women to stand up for elections**.

Many LGE advocacy initiatives in the municipalities led to positive and concrete results, e.g.: i) more women participating to public hearing of municipal policies, ii) more women stood up for elections thanks to LGE encouraging women to run for election, in follow up from KWNs advocacy related workshops. Other changes good to be mentioned, include iii) a regular bus line from Dragash to Prizren and vice versa, which enables more women to work and participate in decision-making processes, and to access public services (which was not possible before due to the lack of transportation); iv) adoption of the municipal action plan on disability in Prizren; v) the municipality of Gjakova recognizes non-formal education and diplomas; vi) release of business women from taxes in Mitrovica, and vii) the administrative guideline No. 03/2016 that includes the exemption from municipal taxes for joint property registration; viii) the construction of a kindergarten co-financed by CSOs at municipality level; and ix) mammography medical checks in Pristina municipality.

46. **The LGE and the KWN member organizations are always well informed by the KWN and contribute with their comments to different draft laws**.

LGEs and KWN member organizations confirm that they are always well informed by the KWN that invites them regularly to comment on different laws and documents. The main reason for this positive feedback is that the KWN is closely communicating with institutions at national level as well as in daily contact via emails with its member organizations. Furthermore, municipal offices for gender equality are also sharing documents and draft laws for comments. A big added value of the gender equality office is that it is part of different municipal structures and action groups, which gives the opportunity to have full access to municipal decision making and to share documents for comments.

47. **LGE structures in some municipalities do not functioning well**.

The LGE coordinating body in each municipality consists of three members from different political parties,

4 *LGE in Novoberde advocated for opening a Safe House (shelter) for women and children victims of domestic violence; KFOR provided equipment (ADA final report, annex 6)*

the municipal gender equality officer and one CSO (KWN member organization). While anyone can participate in the LGE group, each LGE group selects its own "coordinating body" that will attend cross-municipal events organized by KWN and report back to the other members of the group (as financing precludes inviting hundreds of Lobby members to joint events). Feedback was provided that the CSO often takes too much of a leading role in the meetings when it comes to the agenda and invited participants. Members sometimes feel the outcome of the meetings are biased. Assembly members of municipal LGEs are often only being informed from the CSO member to LGE/KWN member, about the list of who is invited for KWN regional meetings (example found in Gjakova municipality). Another issue that has been mentioned frequently is that young assembly members do not know the role of LGE well and former assembly members, who would be highly committed to continue their advocacy initiatives, are not understanding clearly that they can continue to be involved after leaving office.

EQ 8. How have furthering gender equality, attention to vulnerable groups and environmental considerations been mainstreamed throughout KWN's work, particularly related to its EU and ADA- funded programs?

48. **The entire work of KWN aims at working towards gender equality in Kosovo.**

49. **KWF grants are delivered to KWN member associations including different ethnicities, vulnerable groups, people with disability, women in prison, youth initiatives, elderly, etc.**
The KWN's advocacy work is entirely aligned with gender equality with a focus on vulnerable groups. Vulnerable groups refer to: age, rural /urban, ethnicity, no access to funding, disability, and minority. So far, grants were successfully distributed to beneficiaries covering: war victims, people with disabilities, single moms, women in prison, and rural women with no access to funding, and marginalized young women and men). KWN increased the capacities of women-led CSOs addressing women with disabilities.

50. **Legal recognition of war victims of sexual violence is a victory of KWN and an incredible achievement for one of the most vulnerable groups in Kosovo society**.
The survivors of sexual violence during the war are an extremely vulnerable group in Kosovo. They live hidden, in fear of having communities know about their history, and their family often hide them. Reaching out to them is extremely delicate, as they cannot be publicly identified as such. Still a lot of work is needed for these women to live free (economically, psychologically, socially), but the work undertaken by KWN to protect them has been outstanding already.

51. **Agricultural support that has targeted a few beneficiaries has a potential to contribute positively to the environment, but mainstreaming remains very limited.**
The ADA project design included minimal recommendations to ensure that the project is environment-friendly, including a standard text on environmental protection in all grants guidelines to ensure energy conservation in the grant management (carpooling, printing, etc.) and organizing workshops on eco-friendly management. An achievement in the implementation of these recommendations was KWN 2017 annual meeting, which was paper-less.

    Some KWF grants supported women's empowerment in the agricultural sector. This area of work, although it is limited for KWN, could represent nevertheless an important opportunity to push for environment-friendly practices, integrating as criteria for evaluation of grants environment-friendly practices, seconded by trainings of grantees in environment-friendly practices.

EQ 9. What are the organizational capacity strengths and challenges faced by KWN staff?

52. **The KWN staff is well organized for project implementation.**
Beneficiaries confirm that the KWN staff is very efficient and respond quickly to requests of KWN member organizations (e.g. on project writing and other administrative requirements deriving from the code of

conduct). This support also benefits CSOs in protecting the interests of particularly vulnerable groups (such as CSOs defending the rights of women with disabilities). The KWN staff also provides support in monitoring KWF recipients' financial management and the actual implementation of KWF grants.
However, based on the needs of KWN member organization, KWN would definitely need more staff on advocacy to support its member organizations to work more efficiently at grass-root level. The evaluation team only found a limited number of limits in KWN staff capacity: the need to increase their capacity in monitoring and evaluation (to ensure that all staff have enough knowledge on M&E), and a need to increase capacities in advocacy.

53. **The KWN staff provides good and much appreciated trainings and mentoring on project writing and advocacy to KWN member organizations and to the LGEs.**
KWN results towards its strategic priority to build the capacities of KWN network are good. It regularly provides and organizes trainings on different themes, mostly on project writing, monitoring, and advocacy workshops on EU integration processes, human rights issues, including gender based violence and domestic violence and women participation in politics and decision making . The KWN also visits LGEs in different municipalities in person in order to provide mentoring services and additional support.

54. **Good and important model: there is no network like the KWN in the Balkan region.**
The KWN appears to be a good model as confirmed by all stakeholders interviewed in Prishtina and in municipalities.

> "The KWN works professionally and honestly to advance the position of women in our society."
>
> Statement from KWN member organization

Basically, all interviewed and surveyed persons confirm that the KWN is quality- and outreach-oriented and responds to requests promptly. Its advocacy and research work also provides important lessons learnt and recommendations for better policy making at national level. Among others, a good example is the National Strategy for Domestic Violence which was drafted with the support of KWN inputs.

55. **The KWN seems to lack sufficient time and financial resources for all the advocacy initiatives it would like to engage in.**
Evaluation findings show that there are high expectations for KWN to do even more on gender justice, in particular by government stakeholders. It can be observed that the expertise of the KWN is very much appreciated and needed for government reform processes. It is safe to say that KWN lacks sufficient time and financial resources to meet both their own and all stakeholders' expectations.

EQ 10. Over time, what has been KWN's long-term contribution (impact) to changes in Kosovo, particularly in relation to the areas on which KWN works (outlined in its Strategy), the implementation of key national legislation, and relevant international agendas.

56. **The KWN's achievement included several legal and legislative changes, supporting reform processes to increase the protection of women's rights and interests in Kosovo national policies and legal framework.**
The KWN has a very good reputation in all fields of gender mainstreaming, and a good recognition by the government as gender experts, which allowed them to network to actively and positively influence different reform processes in Kosovo, leading to better policy making. Although the implementation of such policies is a struggle in Kosovo (as outlined in EU Progress report 2018), the adoption of laws, bylaws and policies which take into consideration the rights and interests of women in an important achievement for sustainable change in Kosovo. KWN's contribution to a more gender sensitive legal and policy framework in Kosovo includes the following:

- **Drafting the Kosovo Gender Equality Program 2017-2021 of the Agency for Gender Equality in Kosovo**
  KWN was part of the working group responsible for drafting this strategic document which defines

the main goals, measures and actors responsible for achieving gender equality in all areas of social, economic, political, educational, health and cultural life for women and men in Kosovo in the period 2017-2021.

- **The National Strategy against Domestic Violence 2016-2020**
  (previously described)
- **Law on Gender Equality**
  As a member of the official governmental working group responsible for drafting the new Law on Gender Equality, the KWN reviewed and provided detailed comments on several versions of the draft law. Examples of KWN comments successfully incorporated in the Law include:
  - Article 5.1.8: All institutions should collect gender-disaggregated data and submit them to the Agency of Statistics of Kosovo (ASK);
  - Article 8.1.9 and 8.12: Analyses of the status of gender equality in Kosovo together with a report on the implementation of the law should be published and made publicly available.
- **Draft National Action Plan on the Rights of Persons with Disabilities 2017-2019**
  The KWN strongly cooperated with the Office for Good Governance within the Prime Minister's Office, jointly addressing human rights issues and providing inputs for drafting the national action plan on the rights of persons with disabilities 2017-2019.
- **Draft Law on Amending and Supplementing the Law No. 02/L-249 on Health Insurance**
  Based on the findings of its published research "Access to Health Care in Kosovo", KWN provided valuable inputs for drafting the Law on Amending and Supplementing the Law No. 02/L-249 on Health Insurance and advocated the support to health institutions and women's right to healthcare.
- **Draft regulation on NGO funding criteria, standards and procedures**
  After receiving numerous requests from the civil society, a regulation on funding NGOs has been approved. This regulation is complemented by a detailed implementation guideline, including templates and other necessary material for consistent implementation throughout public institutions. This is a result of the advocacy efforts of different civil society organizations, including the KWN.
- **Lobbying for changes in the maternity law**
  In 2017, the KWN was a member of the working group on amending the Law on Labor, advocating changes related to maternity leave and breastfeeding.

57. **KWN's work for the sustainable improvement of the protection of women's rights led to the institutionalization of Gender Responsive Budgeting in Kosovo,** a recognized important milestone for improved action and accountability of public bodies for gender equality.
    During 2016 and 2017, six ministries and three municipalities were assisted by the KWN - in collaboration with ADA, USAID and GIZ - to incorporate GRB in their budget planning process. The KWN's advocacy work in the Ministry of Finance led to adjustments in the budget templates allowing for gender-disaggregated data and performance indicators.

58. **KWN also supported an increased and improved gender mainstreaming in the programmes and policies of several core partners to Kosovo's development,** potentially multiplying the impact of its efforts and expertise on development and reforms in Kosovo. This include:

- **Support to the National Program for the Implementation of the Stabilization and Association Agreement (NPISAA) for 2017**
  KWN's research paper "How might EU Accession Impact Gender Equality in Kosovo?" informed the policy-making process related to Kosovo's EU Accession by learning lessons from other countries' experiences with this process. KWN has submitted comments on the NPISAA, towards integrating a gender perspective within it. Many of the comments have been accepted into the final version.
- **Support to the National Action Plan for the implementation of United Nations Security Council Resolution 1325 on Women, Peace and Security in Kosovo**, is drafted and approved after ten years of KWN advocacy for this plan. KWN implemented the monitoring project in Kosovo, providing a monitoring report with assessment of the implementation of UNSCR1325 in Kosovo, with the aim of ensuring successful ongoing advocacy of gender issues at the national level. These efforts have been supported by UNIFEM and UNDEF (United Nations Democracy Fund). This report analyses the main findings in sections defined by UNSCR1325 as key areas of obligation: 1. Inclusion of women at all decision-making levels; 2. Gender perspective and training of police and military personnel; 3. Protection and respect of human rights of women and girls; 4. Inclusion of gender perspective in UN reports.

- **KWN has been continuously involved in advocacy at EU level** on women, peace and security issues through various channels. KWN also has sent various advocacy letters related to the implementation of UNSCR 1325 to key decisionmakers around the world. KWN liaises regularly with representatives from the EU Parliament and with Ulrike Lunacek, European Parliament rapporteur for Kosovo. In November 2017, during bi-monthly meeting of KWN with member organizations and LGEs, in Prishtina, KWN executive director Igballe Rogova mentioned the 17th anniversary of the adoption of United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security Resolution that obliged institutions to contact and consult women, who until then were not consulted at all.
- The KWN continuously provided **technical support to the EU delegation**, the Ministry of European Integration, the Agency on Gender Equality at the Prime Minister's Office, Officers for Gender Equality for inclusion of the gender perspective in the IPA programs in Kosovo. In this context, the KWN has also supported the development of the Gender Action Plan of the EU delegation for the period 2016-2020 in Kosovo and the preparation of EC annual progress reports for Kosovo.

  Support to the EU Gender Action Plan 2016-2020: A KWN representative accompanied colleagues from the Kvinna till Kvinna Foundation to Brussels to meet key actors involved in implementing the European Union (EU) Gender Action Plan and supported them to advocate its implementation and the stronger involvement and support of women's civil society organizations (WCSOs). In 2015, the European Commission (EC) and the European External Action Service (EEAS) adopted the Joint Staff Working Document - Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016-2020, better known as the Gender Action Plan (GAP II), which represents a very important document for WCSOs. Among other, the GAP II aims at using more gender analyses to inform the planning of EU-funded programs; involving WCSOs and including National Gender Equality Mechanisms (NGEMs) (e.g. gender equality officers in programming); supporting WCSOs and women human rights defenders; and increasing funding to improve results for girls and women. The first annual report on the implementation of GAP II worldwide was published in August. Since it lacked information about GAP II implementation in Kosovo and the region, the KWN collaborated strongly with partners in the region to conduct an independent rapid assessment of GAP II, which involved interviewing 83 representatives of EU delegations, governments and WCSOs in six Western Balkans (WB) countries. The report has been published and launched. For 2018 the publication of three documents is planned with respect to the change of modalities of EU funds available for women's organizations, inclusion of a gender perspective in the financial and development documents of the Pre-Accession Assistance (IPA) Instrument and the assessment of implementation of the Gender Action Plan 2016-2020 (GAP II) of the Council of the European Union.

59. **Institutional and public support for persons who suffered from sexual violence during the war .**
The KWN has remained an active member of the working group formed by MLSW as a successor of the National Council of Presidents for Survivors of Sexual Violence during the War. Throughout 2017, the KWN participated in meetings of MLSW to support survivors who suffered from sexual violence during the war. These regular MLSW meetings contributed to improved co-ordination between different organizations and helped recognize and verify officially the status of victims of sexual violence during the war. At the conference organized by the KRCT on "Treatment of the Stigma for the Survivors of Sexual Violence during the Kosovo War" on 14-15 September 2017, the KWN together with KRCT, Medica Kosova, Medica Gjakova and the Women's Rights Promotion Center (WRPC) identified the need for a budget to provide compensation for survivors of sexual violence during the war. As a result, these organizations jointly developed a paper, urging the Government to proceed with the approval of the budget. This advocacy initiative was very successful as it led to a compensation of 230 EUR a month for each victim. Moreover**,** the KWN successfully contributed to the economic empowerment of survivors of sexual violence during the war through the project "Supporting Survivors of Sexual Violence", which was supported by UN Women as part of their Global Project "Gender Sensitivity in Justice in transition", funded by the European Union (EU). Through this project, the KWN allocated a total of 180,487.46 EUR for the four KWN member organizations specialized in working with women victims of sexual violence during the war: 1. Medica Gjakova; 2. Medica Kosova; 3. KRCT; and 4. WRPC. In turn, these organizations allocated micro-grants to 177 women victims and provided psychological support.

60. **A sustainable change for women's economic situation: KWN combined lobbying for household joint registration of property and successful lobbying for an extension of the administrative instruction on Joint Registration of Property led to an increased number of women.**
The KWN's awareness-raising campaign "My house, my right", to raise awareness about the importance of registering the property of women and to support women in registering their property, has led to an increased number of women as property owners. More women and men are informed about their rights and how to register property both jointly and as an individual. Thanks to KWN's advocacy efforts in close collaboration with the Agency for Gender Equality and others, this administrative instruction was extended for an additional year, encouraging couples to register their property as joint property.

EQ 11. How sustainable are the changes achieved (including related to KWF, Lobby and KWN's Strategy)? What may be the challenges to sustainability at various levels: individual, organizational, institutional, and financial?

61. **The KWN staff is providing a lot of support to KWN member organizations, including their legal and administrative tasks.**

Considering the fragile structures and capacities of KWN member organization in municipalities, the evaluation findings show that KWN staff are (more or less) obliged to continuously support network members in different administrative and professional aspects taking into account the requirements of code of conduct. This includes also their volunteer work: for example, on helping them fill out the tax administration papers, which task is not supposed to be done from KWN staff.

> "It happens often that most of my daily working hours are spent on helping our member organization in different administrative issues. Some of them, I assisted even in tax administration papers and on how to report better."

Statement from KWN staff

Moreover, it is to mention that KWN's staff is also overburdened by too many activities on a voluntary basis, which is a risk (of burnout of the staff) for the sustainability of the KWN and the changes achieved.

62. **The KWN and its member organizations are very dependent on external funding.**
The KWN strategy implementation is mainly supported by the EU and the ADA program. It is safe to say that when these two programs come to an end, the KWN will certainly lack financial funds to pay the regular staff. The financial back-up of KWN is weak (affecting salary security for staff members), and KWN shows an important dependence to external donor funds also for the future. Other incomes (membership fees, consulting services, and donations from individuals) remains limited, despite fundraising events.

63. **The KWN contributes to different reform processes but the Kosovo Government does not sufficiently highlight the importance of KWN**.
As mentioned, the KWN's research findings and recommendations are integrated in different laws and policies. Furthermore, the KWN is a member of various working groups in different government processes. However, according to the perception of the evaluation team it appears that the government takes KWN for granted and often claims the inputs of KWN as government's inputs although many inputs from the KWN are provided at no cost for the government, in particular in the areas of health, disability and justice. Inputs paid by the government so far only refer to gender responsive budgeting and gender mainstreaming supported by ADA, GIZ and EU. To increase the sustainability, KWN efforts and achievements are to be made more visible and communicated respectively by the government.

64. **The short time-frame and small budget for the KWF grant implementation are an issue ("if we aim for a change, longer support is needed").**
Sustainability strongly depends on the quality of project implementation. Each KWN member organization expressed the need for a longer financial support and for an extension of the time frame for implementing a project/ advocacy initiative. As mentioned, it often happened that within the support period it was only possible to prepare the advocacy initiatives but it was not possible to implement the initiative properly, leading to the fact that many activities have been conducted on a voluntary basis. The extent with which

voluntarism is envisaged should be discussed during next phases of the KWF, and clearly discussed with members. On the one side, volunteerism pushes for proactivity of the CSOs, and the volunteerism approach avoid an overdependence to external donors. On the other side, too much voluntarism can be counter-productive for sustainability, particularly if the change foreseen is a long-term one.

65. **Former Lobby members from the municipal assembly are not always as engaged as they could be.**
The local elections of October 22nd, 2017 have brought new political structures in the municipalities. Former Lobby members from the municipal assembly were replaced by new members, who proved to be not very familiar with advocacy initiatives for human rights and gender equality. The sustainability of the achieved changes certainly can be increased if the new members make use of the experience of former lobby members who still show great commitments to continue their work. Although the former LGE members are still invited at LGE meetings, it will be crucial to establish how the experience and knowledge of former members will be used. During field interviews, former LGE members shared their frustration of not being involved in any transition process (including being excluded from regional LGE meetings).

66. **CSOs are still in need for capacity building in order to apply for larger projects.**
CSOs are doing very well in terms of networking at municipal and national level. They confirmed that they feel more empowered and more motivated to implement joint initiatives after the networking meetings. However, it still requires continuous capacity building to enable the CSOs to write project proposal based on the jointly developed ideas and to meet donor requirements since most KWN member organizations are only well familiar with the KWN template for project writing.

67. **Work of the KWN replicated by other organizations (i.e. IKAP).**
Contracted by GIZ and in cooperation with IKAP and AGE, the KWN supported IKAP in developing three curricula related to gender equality for civil servants. In this context, the KWN developed curricula and a training program on gender equality and gender responsive budgeting, which were adopted by IKAP. Today, the KWN training program and curricula are being used by other actors and donors in Kosovo. The KWN has supported six ministries and three municipalities on the collection and maintenance of gender disaggregated data

68. **Good examples of sustainability actions exist in the work done by KWN since 2015.** The institutionalization of Gender Responsive Budgeting, already implemented in many municipalities and ministries is an achievement of KWN's advocacy efforts and technical inputs. It fosters public ownership and financial sustainability of the processes and mechanisms necessary to achieve gender equality. The budget allocated to giving pensions to the survivors of sexual violence during the war also is an example of sustainable results towards gender justice. This pension allocation represents a long-term support to the victims, and a government acknowledgement of their status. A first important step towards a change of mentalities in Kosovo. The capacity building of members of the network is also set up in a very sustainable way, including members being equipped with policy manuals and legal structures in accordance with the agreed Code of Conduct set by KWN.

EQ 12. What are the greatest needs of the target groups (including women's organizations) for the future in terms of KWN support (both funding and capacity development)?

69. **Further capacity building for KWN member organizations needed, in particular in advocacy and fundraising**.
The evaluation findings show that CSOs are still in need for further capacity building to respond to different project writing templates for fundraising. Especially new staff is not yet trained. It is of utmost importance to build more capacities in advocacy, particularly at municipal level.

70. **Although the KWN supported some member organizations through the KWF, KWN members still face insufficient funding.**

Some CSOs had to close down their organizations due to a lack of funds. Some KWN member organizations still struggle to continue their initiatives (in line with the five areas of the KWN Strategy). Increasing the KWN members' capacities in independently reaching for funding is needed.

71. **Assembly members of LGEs are very new and will need further support to strengthen their capacities on advocacy.**
The LGEs are currently going through a change when it comes to their organizational structure (even though it is an informal lobby structure within the municipalities). New members will need further support in strengthening their capacities on advocacy to enable them to continue the well appreciated LGEs work.

72. **An important question remains for the future: How to utilize the experience of former assembly members, who are highly committed on lobbying for gender issues, and showing solidarity to each other?**
Considering the high commitment and solidarity of former assembly members who were part of LGEs, there is a high potential if their advocacy skills will be utilized at municipal level. These former members are often invited to KWN meetings in within Kosovo, with its member organizations and municipal LGEs, but the question of how to utilize their skills still needs to be answered, such as their participation and sharing of experiences at KWN regional meetings with LGEs and its member organization during which they set municipal advocacy priorities; and their further involvement during implementation of these LGE advocacy priorities.

73. **Government needs for KWN support are important, and the government shows a great will to continue collaborating with KWN.**
The needs include further capacity building of public servants on domestic and gender-based violence and on the current legal (criminal code particularly) framework, particularly of the public servant's part of the GBV referral system (judges, prosecutors, health sector).
The other key areas of expectations from the government is linked to data and statistics, such as on GBV, on illiteracy statistics of vulnerable groups. According to the ET, this aspect should be carefully discussed with GoK, as the responsibility of providing statistics of criminal issues, such as GBV is a public responsibility, aligned with the responsibility of the government to address GBV and protect women and girls from GBV. Monitoring this data requires technical capacities, a training which could be provided by KWN. Both are an opportunity for KWN to be utilized as contracted expertise for capacity building (through IKAP and financed from Government, or Donors). Through ADA support and in close cooperation with BIRN, KWN was already engaged in monitoring the implementation of the legal framework for domestic violence.

EQ 13. What recommendations do evaluators have for KWN as it moves into its strategic planning process related to future strategic objectives and approaches.

(This question is answered in the chapter 4 of this report (Main challenges, conclusions and recommendations).

4. Main challenges, conclusions and recommendations

4.1 Challenges and lessons learned

74. **The following challenges can be derived from the above-mentioned findings.**
- KWN is involved in (too) many reform processes, and often on a voluntary basis. Risk of burn out and lack of motivation for the staff;
- KWN's sustainability depends mostly on donors' funds;
- KWN member organizations are still lacking capacities in advocacy, as they are still not networking if not pushed by KWN;
- KWN could not fundraise much in the health sector because of a certain lack of interest from donors;
- KWN and its member organizations financial capacities are limited in comparison with the importance and the urgency of needs of women in economic empowerment, particularly for vulnerable groups

(rural women, victims of war violence etc).

- KWN advocacy efforts on gender justice did not focus enough on prevention. If trainings of staff (police, judges) and advocacy efforts are currently successfully undertaken by KWN, interview findings reveal a need for KWN to focus more on education, particularly on education of the general public (i.e. potential perpetrators, witnesses, and victims), including targeting unemployed and uneducated persons;
- There is high expectation from the Kosovo Government when it comes to KWN's involvement in capacity building on gender justice (capacity building of judges, prosecutors);
- There is also a high expectation from KWN members, who rely on funding opportunities from KWN;
- Shelters on domestic violence are not yet institutionalized. They currently function under the status of NGOs making them completely dependent on government funding, after mismanagement issues led to decreased support from donors. Insufficient funding led to the closure of all shelters during the time of the evaluation. They need to receive full and sustainable government funding.
- Many war victims of sexual violence are in hiding and cannot lobby for their own economic empowerment.
- Lack of functional mechanisms on GBV at national level.

75. **Lessons Learned include the following:**

- KWNs good practice on setting up the KWF and re-activating women led CSOs in municipalities. Regular KWN networking meetings, workshops and events with its member organizations and LGEs (financed by ADA and EU), are the success factors for coordinated and harmonized efforts towards gender equality and gender justice. Through these meetings, workshops and different events organized information was shared among the CSOs and Lobby members that helped them engage more in advocacy initiatives and support each other in their advocacy work. Moreover, women-led CSOs cooperated in coalitions and engaged with officials. This is one of the good experiences of KWN, on building bridges between governing structures and CSOs.
- KWN being perceived as the only thematic network on gender mainstreaming, is involved in many reform processes, and often on a voluntary basis. This is a risk of KWN's reputation, which inputs are rather being taken for granted from Kosovo Government. Often Government applaud its success, based on KWN inputs to different reform processes.
- KWN has established the informal structures of LGEs in municipalities. Even informal, there is still a room for discussion on LGEs better consolidation, with clear terms of references, defining the role of each member. Moreover, the evaluation team found out that this informal structure is in need to be further acknowledged within municipalities. Their advocacy efforts are often perceived, in general, as successes of municipal women assembly members active on gender equality (GEAGs) and municipal gender commission. This is natural, as some of GEAGs members are members to LGEs as well. However, there is a room for KWN's future cooperation and clarifications with municipalities, for future municipal financing of LGE structure or co-financing LGE advocacy activities.
- KWN has worked on advocacy for increase of women's participation in politics and decision making. Success stories are mentioned during interview conversations with KWN members and LGEs, such as more women standing up for election, more women winning by their votes,. KWN could assign LGEs to monitor closer these efforts, and report the results based on measurable indicators. While in central level, KWN staff could improve its communication with key stakeholders of political parties.

- Kosovo Women Fund supported women led CSOs in grass root level. The 52 advocacy initiatives funded through ADA and EU programs, are rather a mix of advocacy activities in line with KWN strategic programs, however, interviews of KWN staff and board members reveal that an effort could be done in to ensure a more strategic planningof KWF calls for grants .
  - KWN member organizations in grass root level, are in need for more funds for economic empowerment. In follow up from KWN's efforts on establishing Kosovo Women Economic Forum, perhaps KWN member organizations could initiate collaboration with business networks in municipal level, where some businesses could support small initiatives for economic empowerment of rural women, and victims of war violence, and other initiatives or activities filling the gaps of KWN strategic programs.

4.2 Conclusions

The following conclusions can be derived from the above-mentioned findings and challenges.

76. **The KWN is a successful model and contributes to increased awareness and a mentality change on gender equality in Kosovo.** It is safe to say that the women's movement is one of the most active and influential elements in Kosovo's civil society. The KWN's mission is to support, protect and promote the rights and the interests of women and girls throughout Kosovo, regardless of their political beliefs, religion, age, level of education, sexual orientation and ability. The KWN fulfills its mission through the exchange of experience and information, partnership and networking, research, advocacy, and service. Most women's organizations are members of the KWN. The network supports women at grass-roots level and passes on women's political messages to decision-makers at national level. Gradually, women's organizations have managed to put taboo issues on the public agenda, including men's violence against women, unprocessed war trauma and the difficulty of bridging ethnic tensions after the war. Women's organizations have long highlighted the fact that many women who were subjected to sexual violence during the war have never received any form of official recognition and lack access to justice and support. In 2014, the KWN with its member organizations (women-led CSOs) and local partners, managed to get the parliament to amend the legal framework, so that women subjected to conflict related sexual violence now are recognized as war victims, with the same rights to governmental support as war veterans. This is also a key issue in Kosovo's National Action Plan on UN Security Council Resolution 1325 on women, peace and security, adopted the same year. Women's organizations have also called for greater efforts by EULEX – the EU Rule of Law Mission in Kosovo – to investigate cases of war crimes in which sexual violence is suspected to have taken place. Many women-led CSOs offer support to women who are victims of gender-based violence, through helplines, shelters, and legal services. Bringing together and promoting understanding between different ethnic groups has long been an important issue for the women's movement. For example, Serbian women have travelled to Kosovo to meet Kosovo Albanian women from areas that were particularly affected by the war. Another example is the Mitrovica Women Association for Human Rights in northern Kosovo (MWAR), a member organization of KWN, where women from six different ethnic groups work together for peace, gender equality and women's rights. Such initiatives are rare, however incredibly important in Kosovo – tensions between different ethnic groups are growing and political leaders have been unable to tackle the problem. The KWN supported the government in adopting gender equality and anti-discrimination laws. However, so far, the legal framework has not reached its full potential in terms of positively affecting women's lives. One of the biggest challenges is to mobilize women to continue to demand improvements, monitor the implementation of laws and demand accountability of the country's decision-makers.

77. **Thanks to its good reputation on gender mainstreaming, the KWN supported many reform processes at national and local level**. The KWN has continued to provide technical support to the EU delegation, Ministry of European Integration, AGE for inclusion of the gender perspective in the IPA programs in Kosovo. In this context, the KWN has also supported the development of the Gender Action Plan of the EU office for the period 2016-2020 in Kosovo, the European Reform Agenda, the National Program for the Implementation of the Stabilization and Association Agreement (NPISAA) in Kosovo, and the preparation of progress reports. The KWN's contribution to reform processes also included support to the drafting of: the Kosovo Gender Equality Program 2017-2021 of the Agency for Gender Equality in Kosovo; the National Strategy against Domestic Violence 2016-2020; Law on Gender Equality (support to the Kosovo Agency for Gender Equality, and support to the drafting of the 2016-2020 Gender Action Plan of the EU office) ; the National Action Plan on the Rights of Persons with Disabilities 2017-2019; the Law on Amending and Supplementing the Law No. 02/L-249 on Health Insurance; the code of conduct for the Kosovo Security Force (MKSF) Nr.02 / 2017; the regulation on NGO public funding criteria, standards and procedures; amendments to the Draft Criminal Code of Kosovo, and actually lobbying for changes in the Labor law, among others. In total, over 30 national policy changes happened between 12.2015 and 12.2017, with an original target of 15 policy changes. Moreover, KWN's efforts contributed to the further institutionalization of the Gender Responsive Budgeting (GRB) and an increased number of Budget Organizations that have incorporated GRB in their budget documents. At least 16 out of 38 municipalities (42%) had GRB annexes to their 2018 Medium Term Budget Frameworks (MTBF).

78. **Regular networking meetings, workshops and events as success factors for coordinated and harmonized efforts towards gender equality and gender justice**. The KWN's regular bi-monthly networking meetings enabled the KWN and its member organizations to regularly coordinate and harmonize their actions and efforts to achieve greater impact. Similarly, the KLGE networking meetings

proved to be also crucial for experience-sharing and improved coordination both between municipalities and at national level. Through the meetings, workshops and different events organized information was shared among the CSOs and Lobby members that helped them engage more in advocacy initiatives and support each other in their advocacy work. Women-led CSOs cooperated in coalitions and engaged with officials. Thanks to the ADA program, for instance, women led CSOs have held 122 meetings with different government officials. Some provided the opportunity for local women to meet and discuss issues with officials for the first time.

79. **The KWN staff as key for increasing the capacities of member organizations.** The KWN fundamentally increased the capacities of women-led CSOs of diverse ethnicities, ages, abilities (blind, deaf, with limited physical abilities), and geographic areas. This is a result of the highly committed KWN staff that react very quickly to any needs raised by the member organizations and provide direct mentoring and coaching to members.

80. **Appreciated support also from KWN volunteers, students etc. in research work.** In 2016, the KWN collaborated with the Ministry of Health, Dartmouth College and the University of Prishtina to conduct the first comprehensive research on women's and men's access to quality healthcare in Kosovo. A group of young, motivated professionals and students from Kosovo, USA, Germany, Netherlands and Denmark carried out the research. The research involved a household survey of 1,309 women and men Kosovars and interviews with 110 healthcare practitioners and key actors, among other methods. In addition to substantial volunteer contributions, the research and report printing costs received support from UNDP, UN Volunteers, UNFPA, WHO, Dartmouth College and KWN's own reserve funding.

81. **Legal recognition of war victims of sexual violence was made possible thanks to KWN work but there is still room for improvement when it comes to justice and psychological assistance.** The amended law is going to provide both female and male survivors of wartime sexual violence with the right to apply for reparations. From February 2018 onwards, they will receive a monthly payment of 230 euros, However, according to Amnesty International the access to justice remains limited and the law adopted still falls short of international standards. One of the shortcomings of the law appears to be the lack of psychological and psychosocial assistance, which is critical to recovery. However, according to Amnesty International the access to justice remains limited and the law adopted still falls short of international standards. Moreover, 30 war victims of sexual violence confirmed in interviews that they want more justice and economic opportunities and empowerment, instead of receiving only state reimbursement.

> "We don't know if it was a right idea that we told our stories to the NGOs here. People are speaking for us, but we are not yet identified publicly with names and surnames since it is still a risk for us. We want justice to happen and employment opportunities for us, instead of taking passively a pension of 230 EUR which we can't really enjoy".

Statement from the victim of war sexual violence.

56. **More women stand up for elections (for example, Gjakova and Mitrovica municipalities), especially those who participated in advocacy trainings and workshops organized by KWN.** Interviews with KWN members in Gjakova and Mitrovica show that thanks to the KWN advocacy workshops for participation of women in politics and decision making, more women stood up for elections: Example from the new political party "Alternativa": 20 women and 8 men run for the last elections. They won 6 seats in the assembly - 4 women and 2 men. Furthermore, the KWN member organization Mitrovica Women's Association for Human Rights (MWAHR) has implemented the advocacy project "The Decision Making Women", which aims to increase the number of women candidates for the Municipal Assembly. Its advocacy trainings have positively influenced young women to engage more in politics

> "There are five new women assembly members who were beneficiary of our advocacy project to increase women participation in politics".

Statement from KWF beneficiary (MWAHR).

In addition, the MWAHR implemented the initiative "I deserve a leading position" and worked with the women parliamentarians also in the region of Northern Mitrovica: Zveçan, Leposaviq, and Zubin Potok. The first activity was to train 12 female parliamentarians of these four municipalities to inform about advocacy and public speaking methods. Under this initiative, the MWAHR established the groups of female parliamentarians in the four aforementioned municipalities.

82. **The sustainability of some advocacy activities needs to be ensured**. According to the evaluation team the KWN granting system is very effective, however very much donor based. The 22 initiatives were completed successfully through the EU program, including 17 Advocacy and 5 Networking for Change grants, supported by the EU program.; and 30 initiatives were completed successfully through the ADA program, involving a large number of women in decision processes in the municipalities where KWN members are active. The sustainability of initiatives which require further funding (i.e. these who did not reach fully their objectives, and cannot be continued only based on voluntary work) is still fully dependent on international funding. A government objective is to empower women, but institutional co-financing is not yet in place**.**

83. **A gap in Kosovo's politics - no real perspective of "gender mainstreaming and EU integration".** In April 2016, the Stabilization and Association Agreement between Kosovo and the EU entered into force, marking a major step towards Kosovo's political and economic convergence and candidacy status. In addition to necessary political and economic reforms in public administration, the rule of law, human rights and the protection of minorities, gender mainstreaming are foreseen in the Agreement. Nevertheless, it appears that a strong political will to address the issue of gender inequality is still lacking in Kosovo.

4.3 Recommendations

The following recommendations can be derived from the above-mentioned findings, challenges and conclusions.

Programmatic focus and priorities

84. **Work with political parties in a more structured way for reaching the advocacy objective: "Women participate actively in politics and decision making at municipal and national level"**. The KWN has worked with political parties already in different ways: through its direct contact and communication at national level (with national assembly members, political parties) and through funding advocacy initiatives at municipal level aiming at engaging women in politics. However, the ET sees room for improvement when it comes to the structured communication and cooperation with the Assembly of Kosovo.

85. **Focus more on gender justice.** The KWN contributes a lot to human rights in general, gender mainstreaming, gender justice, European integration reform processes, etc. However, gender justice related issues in Kosovo appear to be not sufficiently addressed yet. According to the ET, the KWN could advocate more in terms of making citizens, prosecutors and judges understand what gender justice is.

86. **Involve KWN member organizations stronger in implementing the law**: According to the ET, the outreach and impact of KWN efforts could be increased if KWN member organizations are more involved in advocacy towards the implementation of the law on gender equality, domestic violence, and other laws related to human rights issues, accompanied by continuous capacity building measures for advocacy.

87. **Increase the focus on the prevention against domestic violence in order to contribute more to the objective: "Women and girls live a life free from gender-based violence".** The new strategy on domestic violence provides the highest institutional accountability, concrete measures for raising the awareness of citizens, review of legislation and other measures that will impact on improving the situation in this field. The KWN is expected to have a crucial role in implementing the strategy as confirmed by key government and police stakeholders. However, its implementation might be challenging due to the absence of a national coordinator on DV who left before the election, and a general lack of political will. As an example, the criminal policy of Kosovo on GBV is still very weak. The criminal code includes provisions related to act of violence against family members, and to sexual harassment, without mentioning of gender-based violence. The Law no.03/L-182 on Protection against Domestic Violence (LPDV) only foresees civil procedures and compensations in case of GBV. However, since mid-2017, KWN is cooperating with BIRN to address this issue.

88. **Work more closely with the youth.** To work more closely with young women and young men could be a new path to reach the KWN's objectives faster. The KWN could consider a specific program for involving young women and men that can be used as additional multiplier.

Capacity building of KWN, programme and funds management

89. **Find ways for self-sufficiency**. The KWN should explore possibilities of co-funding from the municipalities and from the government. In addition, the KWN should consider exploring more entrepreneurial initiatives. Based on their experience in working in consultancy contracts (such as the GIZ contract on KIPA curriculum or the GIZ/Open data contract on gender mainstreaming), KWN could consider setting up a formalized think tank to undertake more commercial consultancy initiatives. It could also consider and advocate for increased budget solidarity with municipalities.

90. **Continue increasing capacities of KWN members, particularly for fundraising and advocacy**: CSO's play a crucial role in supporting, monitoring and advocating the implementation of reforms. The evaluation team found evidence of very positive achievements as a result of the KWNs capacity building measures (i.e. increased capacities of member organizations, including joint initiatives / networking, advocacy, fundraising). The KWN's capacity building approach should be continued - involving tailored "learning-by-doing initiatives" which appear to be a very efficient approach. The evaluation team recommends focusing as well on the following two aspects: (i) To build the capacities of KWN members also in reporting impacts / results communication of their initiatives, as during this evaluation interviewed member organizations were not able to measure any impact of their initiatives; (ii) to build the capacities of KWN members to create coalitions and networking (which would enable them to fundraise more) independently from KWN. During the evaluation, it appeared that KWN members are quite dependent of KWN support in networking, and do not engage independently in creating contacts with other CSOs.

91. **Increase funds of KWF and extend the implementation period for grant projects.** The evaluation shows that the needs of member organizations could be better addressed if there is a chance to increase the funds of KWF and to extend the implementation period for grant projects. The ET notes that the KWN is currently in contact with the EU in Brussels to find solutions for more advocacy resources and funds.

92. **Find a way on how to utilize the good will, solidarity, and full commitment of former assembly members who were part of the LGE**. During the interviews with LGEs in the selected municipalities, the former assembly members who were involved in lobbying for gender in their municipalities expressed many ideas on the possible continuation of their future advocacy work. Their good will, commitment, and solidarity is a high potential that the KWN should consider utilize in the future.

Moving forward, beyond the strategy

93. **Narrow the focus of the KWN.** Through the KWF, ADA and EU funded over 50 advocacy initiatives of KWN members- women led CSOs active in different sectors (30 grants from ADA funds and 22 grants from EU funds). The observations during the field visits lead to the evaluators' assumption that that efficiency and effectiveness could be increased if the KWN (temporarily) narrows its focus and support to selected initiatives, also given the fact that in addition to the involvement in various fields of human rights, KWN is operating at two levels: providing professional inputs to government reform processes and supporting grass-roots organizations. A stakeholder analysis, including target groups/beneficiaries and potential partners of KWN members, could be a first step towards a more structured planning of future KWN activities and KWF grant disbursements. It could then be helpful to focus first on the initiatives that are more likely to be successful (to allow for more impact and spill-over effects) and to include more initiatives only gradually.

94. **Try to involve more donors**. The KWN indeed has a good reputation in the donor community. After consultation with ADA and EU opportunities could be explored to involve other donors showing willingness to support human rights in Kosovo and/or the region.

95. **Increase the media presence of KWN members and LGEs.** To increase the awareness for and the outreach of advocacy initiatives the evaluation team believes that KWN member organizations at grass-roots level could try to be more pro-active when it comes to their media communication.

Annex 1: methodological concept paper

1. Methodological approach

1.1 Concept paper as basis for a common understanding

- A concept paper has been developed at the onset of the evaluation to contribute to
  - a common understanding on the methodological approach between the KWN and Mainlevel;
  - transparency and clarity when it comes to roles and responsibilities during the evaluation process;
  - a smooth cooperation between the KWN and Mainlevel.
- The main agreements comprise the following:
  - Methodological approach, which is presented below and takes into account the comments of all stakeholders;
  - Style and didactics: it was agreed upon to follow a "bullet style approach" for the evaluation report in order to avoid long narrative sections. This bullet style approach allows for focusing on and keep the evaluation report digestible.

1.2 Main pillars of the evaluation

- This evaluation is based on the following four methodological pillars:

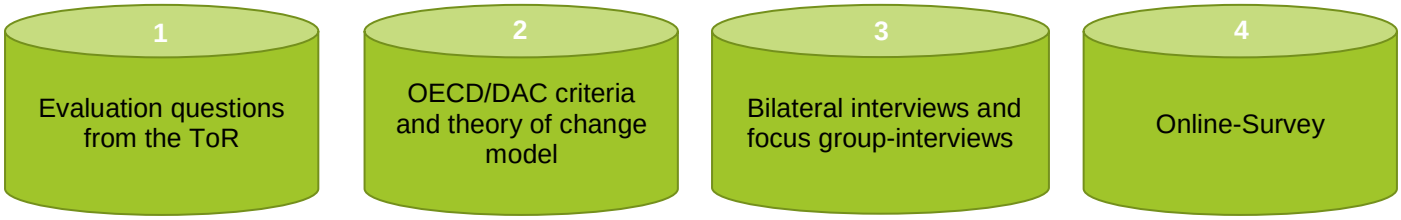

Figure 3 - Analytical frameworks of the evaluation

1.3 Evaluation questions from the ToR and document analysis

3.2.1 Main evaluation questions

The evaluation focuses on the 13 evaluation questions listed in the ToR

1. How relevant has the KWN Strategy and these two actions been to the current context in Kosovo, particularly the needs of target groups and beneficiaries
2. How effective has KWN been: to what extent has KWN achieved the expected results, specific objectives, and overall objectives set forth in its original proposals to the EU, ADA, and KWN's Strategy (in accordance with the respective logical frameworks)?
3. How efficient has KWN's work been during the implementation of the two projects and its Strategy?
4. To date, what have been the intended impacts of Kosovo Women's Fund (KWF) grant recipients' initiatives on their beneficiaries at the household, local, and municipal levels?
5. What are the best practices and what could be done to improve the KWF in terms of the ways in which it supports KWN member organizations and their beneficiaries?
6. What has been the impact of KWN support for its member organizations? To which extent have they improved their capacities as organizations? To what extent have they enhanced their advocacy capacities? What other benefits exist of KWN networking, solidarity and other forms of support to its members?
7. What has been the impact of KWN support for the Lobby for Gender Equality? To what extent have members improved their capacities to engage in governance and municipal level decision- making processes? What other benefits exist of KWN networking, solidarity and other forms of support to the Lobby?

8. How have furthering gender equality, attention to vulnerable groups and environmental considerations been mainstreamed throughout KWN's work, particularly related to its EU and ADA-funded programs?
9. What are the organizational capacity strengths and challenges faced by KWN staff? What recommendations can evaluators give for strengthening KWN's internal organizational capacities?
10. Over time, what has been KWN's long-term contribution (impact) to changes in Kosovo, particularly in relation to the areas on which KWN works (outlined in its Strategy), the implementation of key national legislation, and relevant international agendas (e.g., UNSCR 1325, Sustainable Development Goals, and EU Gender Action Plan). Documentation of best practices and examples are welcome.
11. How sustainable are the changes achieved (including related to KWF, Lobby and KWN's Strategy)? What may be the challenges to sustainability at various levels: individual, organizational, institutional, and financial?
12. What are the greatest needs of the target groups (including women's organizations) for the future in terms of KWN support (both funding and capacity development)?
13. What recommendations do evaluators have for KWN as it moves into its strategic planning process related to future strategic objectives and approaches?

3.2.2 Document analysis

The following documents have been reviewed to develop the methodological approach and to gather relevant information that could not be gathered in the field:

- The 2015-2018 KWN strategy;
- The inception report of the ADA funded "Advancing Women's Rights Initiative" program;
- The final report of the ADA funded "Advancing Women's Rights Initiative" program;
- The inception report of the EU funded (through EIDHR program "Strengthening the Role of Women's Civil Society Organizations in Promoting Women's Human Rights and Political Participation." program;
- The final report of the EU funded (through EIDHR program "Strengthening the Role of Women's Civil Society Organizations in Promoting Women's Human Rights and Political Participation." program;
- KWN's M&E database;
- List of sub-grants funded by ADA and EU EIDHR;
- KWF video documentary;
- Success Story Booklet for sub-grant projects funded by ADA;
- Success Story Booklet for sub-grant projects funded by EU;
- The declaration establishing the Lobby for Gender Equality (KWN website);
- KWN Annual Reports for 2015, 2016 and 2017;
- KWN website and KWN reports published;
- Online information on KWN's engagement in reform processes, and events of women's movements in Kosovo.

1.4 OECD/DAC criteria and theory of change model

3.3.1 OECD-DAC criteria

- The evaluation answered to all 13 evaluation questions listed in the terms of reference (ToR), defined by the Development Assistance Committee of the Organization for Economic Co-operation and Development (OECD DAC) criteria (relevance, efficiency, effectiveness, impact, sustainability), the assessment of organizational capacities, and best practices / recommendations.
- The evaluation criteria are defined as follows:
  - ***Relevance***

    The criterion 'relevance' analyses whether the project is doing the right thing. In more detail, with this criterion it will be examined whether the aspired objectives are in line with the needs of the target groups as well as with the requirements from the KWN, ADA and the EU.
  - ***Effectiveness***

    This criterion is about the extent to which the project has achieved its objectives and the

degree to which it has contributed to pre-defined impacts. The evaluation of the effectiveness covers both intended and unintended results.

- ***Efficiency***

  The key issue under the criterion 'efficiency' is the question whether the project is managed in an economic manner. It will be examined, whether the proportion of resources provided (e.g. finances, expertise) has led to satisfactory results.

- ***Impact***

  This criterion researches whether the project contributes to the achievement of overall objectives which are not directly (at least not solely) attributable to the project.

- ***Sustainability***

  Under this criterion, the evaluation reveals whether the project results are likely to be sustainable, and whether the outputs provided by the project will be available for the target groups beyond the duration of the project.

- For each of these criteria, evaluation questions have been formulated in the ToR, which are the starting point of the methodological approach to the evaluation.

Under relevance, the following questions are answered:

- *How relevant has the KWN Strategy and these two actions been to the current context in Kosovo, particularly the needs of target groups and beneficiaries?*
- *How have furthering gender equality, attention to vulnerable groups and environmental considerations been mainstreamed throughout KWN's work, particularly related to its EU and ADA-funded programs?*

Under effectiveness, the following questions are answered:

- *How effective has KWN been: to what extent has KWN achieved the expected results, specific objectives, and overall objectives set forth in its original proposals to the EU, ADA, and KWN's Strategy (in accordance with the respective logical frameworks)?*

Under efficiency, the following question is answered:

- *How efficient has KWN's work been during the implementation of the two projects and its Strategy?*

Under impact, the following questions are answered:

- *To date, what have been the intended impacts of Kosovo Women's Fund (KWF) grant recipients' initiatives on their beneficiaries at the household, local, and municipal levels?*
- *What has been the impact of KWN support for its member organizations? To which extent have they improved their capacities as organizations? To what extent have they enhanced their advocacy capacities? What other benefits exist of KWN networking, solidarity and other forms of support to its members?*
- *What has been the impact of KWN support for the Lobby for Gender Equality? To what extent have members improved their capacities to engage in governance and municipal level decision-making processes? What other benefits exist of KWN networking, solidarity and other forms of support to the Lobby?*
- *Over time, what has been KWN's long-term contribution (impact) to changes in Kosovo, particularly in relation to the areas on which KWN works (outlined in its Strategy), the implementation of key national legislation, and relevant international agendas (e.g., UNSCR 1325, Sustainable Development Goals, and EU Gender Action Plan). Documentation of best practices and examples are welcome.*

Under sustainability, the following questions are answered:

- *How sustainable are the changes achieved (including related to KWF, Lobby and KWN's Strategy)? What may be the challenges to sustainability at various levels: individual, organizational, institutional, and financial?*

Under organizational capacities, the following questions are answered:

- *What are the organizational capacity strengths and challenges faced by KWN staff? What recommendations can evaluators give for strengthening KWN's internal organizational capacities?*

Under recommendations, the following questions are answered:

- *What are the best practices and what could be done to improve the KWF in terms of the ways in which it supports KWN member organizations and their beneficiaries?*
- *What are the greatest needs of the target groups (including women's organizations) for the future in terms of KWN support (both funding and capacity development)?*
- *What recommendations do evaluators have for KWN as it moves into its strategic planning process related to future strategic objectives and approaches?*

	Evaluation questions	Rel.	Effic.	Effect.	Impact	Sust.	Other
1	How relevant has the KWN Strategy and these two actions been to the current context in Kosovo, particularly the needs of target groups and beneficiaries?						
2	How effective has KWN been: to what extent has KWN achieved the expected results, specific objectives, and overall objectives set forth in its original proposals to the EU, ADA, and KWN's Strategy (in accordance with the respective logical frameworks)?						
3	How efficient has KWN's work been during the implementation of the two projects and its Strategy?						
4	To date, what have been the intended impacts of Kosovo Women's Fund (KWF) grant recipients' initiatives on their beneficiaries at the household, local, and municipal levels?						
5	What are the best practices and what could be done to improve the KWF in terms of the ways in which it supports KWN member organizations and their beneficiaries?						
6	What has been the impact of KWN support for its member organizations? To which extent have they improved their capacities as organizations? To what extent have they enhanced their advocacy capacities? What other benefits exist of KWN networking, solidarity and other forms of support to its members?						
7	What has been the impact of KWN support for the Lobby for Gender Equality? To what extent have members improved their capacities to engage in governance and municipal level decision-making processes? What other benefits exist of KWN networking, solidarity and other forms of support to the Lobby?						
8	How have furthering gender equality, attention to vulnerable groups and environmental considerations been mainstreamed throughout KWN's work, particularly related to its EU and ADA-funded programs?						
9	What are the organizational capacity strengths and challenges faced by KWN staff? What recommendations can evaluators give for strengthening KWN's internal organizational capacities?						
10	Over time, what has been KWN's long-term contribution (impact) to changes in Kosovo, particularly in relation to the areas on which KWN works (outlined in its Strategy),						

	the implementation of key national legislation, and relevant international agendas (e.g., UNSCR 1325, Sustainable Development Goals, and EU Gender Action Plan). Documentation of best practices and examples are welcome.						
11	How sustainable are the changes achieved (including related to KWF, Lobby and KWN's Strategy)? What may be the challenges to sustainability at various levels: individual, organizational, institutional, and financial?						
12	What are the greatest needs of the target groups (including women's organizations) for the future in terms of KWN support (both funding and capacity development)?						
13	What recommendations do evaluators have for KWN as it moves into its strategic planning process related to future strategic objectives and approaches?						

- The evaluation questions were broken down and operationalised by reconstructing a theory of change model in order to provide a robust methodology, thus avoiding misinterpretation and only anecdotal evidence.

3.3.2 Theory of change model

- A theory of change (ToC) model has been reconstructed to increase the evaluability of the strategy and the contribution of the two initiatives to this Strategy (see figure below).
- This following theory of change model is based on both information gathered from the document analysis and the 13 evaluation questions.
- As discussed during preliminary discussions with KWN, the evaluation team put a strong focus on the questions (and subsequent results) related to the EU and ADA programs.

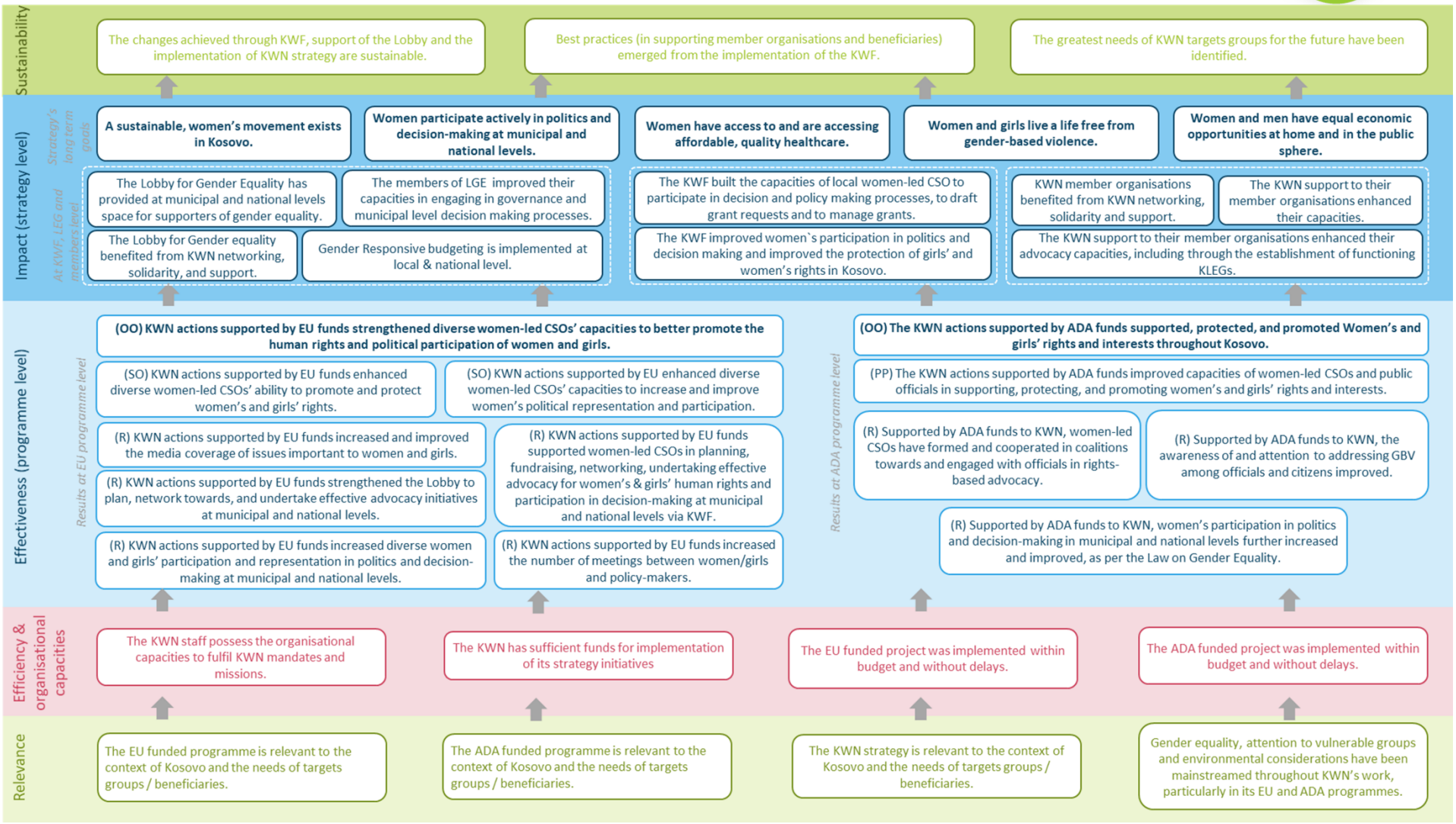

Figure 4 - Reconstructed theory of change

- The results in the TOC model help operationalize the 13 evaluation questions above and develop a common understanding on how to interpret the evaluation questions.
- The TOC models served as basis to develop both the questions for the (focus group) interviews and the survey questions for the online-survey.
- The table below shows which results are assigned to the evaluation questions.

Evaluation questions	Results
Relevance	
How relevant has the KWN Strategy and these two actions been to the current context in Kosovo, particularly the needs of target groups and beneficiaries?	*The KWN strategy, EU funded programme, and the ADA funded programme are relevant to the context of Kosovo and the needs of targets groups / beneficiaries.*
How have furthering gender equality, attention to vulnerable groups and environmental considerations been mainstreamed throughout KWN's work, particularly related to its EU and ADA-funded programs?	*Gender equality, attention to vulnerable groups and environmental considerations have been mainstreamed throughout KWN's work, particularly in its EU and ADA programmes.*
Effectiveness	
How effective has KWN been: to what extent has KWN achieved the expected results, specific objectives, and overall objectives set forth in its original proposals to the EU, ADA, and KWN's Strategy (in accordance with the respective logical frameworks)?	*The rights and interests of women and girls throughout Kosovo, regardless of their political beliefs, religion, age, level of education, sexual orientation, and ability are supported, protected and promoted through KWN projects and actions.* *Thanks to KWN actions, a sustainable, women's movement exists in Kosovo.* *Thanks to KWN actions, women participate actively in politics and decision-making at municipal and national levels in Kosovo.* *Thanks to KWN actions, women have access to and are accessing affordable, quality healthcare.* *Thanks to KWN actions, women and girls live a life free from gender-based violence.* *Thanks to KWN actions, women and men have equal economic opportunities at home and in the public space.* *KWN actions supported by EU funds strengthened diverse women-led CSOs' capacities to better promote the human rights and political participation of women and girls.* *KWN actions supported by EU funds enhanced diverse women-led CSOs' capacities to increase and improve women's political representation and participation.* *KWN actions supported by EU funds enhanced diverse women-led CSOs' ability to promote and protect women's and girls' rights.* *KWN actions supported by EU funds increased diverse women and girls' participation and representation in politics and decision-making at municipal and national levels.* *KWN actions supported by EU funds supported women-led CSOs in planning, fundraising for, networking towards, and undertaking effective advocacy initiatives towards women's*

	and girls' human rights and participation in decision-making at municipal and national levels via KWF. *KWN actions supported by EU funds strengthened the Lobby to plan, network towards, and undertake effective advocacy initiatives at municipal and national levels.* *KWN actions supported by EU funds increased the number of meetings between women/girls and policy-makers.* *KWN actions supported by EU funds increased and improved the media coverage of issues important to women and girls.* *The KWN actions supported by ADA funds supported, protected, and promoted Women's and girls' rights and interests throughout Kosovo.* *The KWN actions supported by ADA funds improved capacities of women-led CSOs and public officials in supporting, protecting, and promoting women's and girls' rights and interests.* *Supported by ADA funds to KWN, women-led CSOs have formed and cooperated in coalitions towards and engaged with officials in rights-based advocacy.* *Supported by ADA funds to KWN, women's participation in politics and decision-making in municipal and national levels further increased and improved, as per the Law on Gender Equality.* *Supported by ADA funds to KWN, the awareness of and attention to addressing GBV among officials and citizens improved.*
Efficiency	
How efficient has KWN's work been during the implementation of the two projects and its Strategy?	*The ADA funded project was implemented within budget and without delays.* *The EU funded project was implemented within budget and without delays.*
What has been the impact of KWN support for its member organizations? To which extent have they improved their capacities as organizations? To what extent have they enhanced their advocacy capacities? What other benefits exist of KWN networking, solidarity and other forms of support to its members?	*The KWN support to their member organizations improved their capacities.* *The KWN support to their member organizations enhanced their advocacy capacities* *The member organizations benefited from KWN networking, solidarity and support.* *Policy and other changes towards gender equality have occurred at the municipal level following members' KWN-supported advocacy efforts.*
Impact	
To date, what have been the intended impacts of Kosovo Women's Fund (KWF) grant recipients' initiatives on their beneficiaries at the household, local, and municipal levels?	*The KWF grants improved women`s participation in politics and decision making at household, local and municipal levels, and the protection of girl's and women's rights in Kosovo.* *The KWF built the capacities of local women-led CSO to participate in decision and policy making processes, and to draft grant requests, to manage grants and to get funding from donors.*
What has been the impact of KWN support for the Lobby for Gender Equality? To what extent	*The KWN support to the Lobby for Gender Equality has provided at both municipal and national level space for men*

have members improved their capacities to engage in governance and municipal level decision-making processes? What other benefits exist of KWN networking, solidarity and other forms of support to the Lobby?	*and boys of Kosovo who support equal rights between women and men, resulting in higher advocacy efforts for Gender equality.* *The Lobby for Gender Equality members improved their capacities in engaging in governance and municipal level decision making processes.* *The Lobby for Gender Equality members benefited from KWN networking, solidarity, and support.* *Policy and other changes towards gender equality have resulted from Lobby for Gender Equality members' advocacy efforts at the municipal level.*
Over time, what has been KWN's long-term contribution (impact) to changes in Kosovo, particularly in relation to the areas on which KWN works (outlined in its Strategy), the implementation of key national legislation, and relevant international agendas (e.g., UNSCR 1325, Sustainable Development Goals, and EU Gender Action Plan). Documentation of best practices and examples are welcome.	*KWN contributed to….* *… A sustainable, women's movement exists in Kosovo.* *…. Women participate actively in politics and decision-making at municipal and national levels.* *… Women have access to and are accessing affordable, quality healthcare.* *… Women and girls live a life free from gender-based violence.* *… Women and men have equal economic opportunities at home and in the public sphere.* *… Documentation of any best practices and examples have been identified.* *…Key national legislation has been drafted, approved and implemented to further protect women.* *… KWN contributed to SDG 5 realization in Kosovo, and to relevant indicators of the EU GAP II.* *…KWN contributed to inclusion of gender mainstreaming in public policy making and budgeting processes in national and local level.* *… the full implementation of the UNSCR1325 in Kosovo, and in monitoring and assessing of its implementation.*
Sustainability	
How sustainable are the changes achieved (including related to KWF, Lobby and KWN's Strategy)? What may be the challenges to sustainability at various levels: individual, organizational, institutional, and financial?	*The changes achieved through KWF, support of the Lobby and the implementation of KWN strategy are sustainable.*
Organizational capacities	
What are the organizational capacity strengths and challenges faced by KWN staff? What recommendations can evaluators give for strengthening KWN's internal organizational capacities?	*The KWN staff possess the organizational capacities to fulfil KWN mandates and missions.* *KWN have sufficient funds for the implementation of its strategy initiatives.* *Recommendations for strengthening KWN's internal organizational capacities have been identified.*
Recommendations and best practices	
What are the best practices and what could be done to improve the KWF in terms of the ways in which it supports KWN member organizations	*Best practices and areas of improvement (in supporting member organizations and beneficiaries) emerged from the implementation of the KWF.*

and their beneficiaries?	
What are the greatest needs of the target groups (including women's organizations) for the future in terms of KWN support (both funding and capacity development)?	*The greatest needs of KWN targets groups for the future have been identified.*

1.5 The data collection process at a glance

The data collection process comprised the following:

- **In-depth document reviews:** The desk review analyses took place prior to the field mission. Main documents shared by the KWN were reviewed and analyzed (see chapter 3.2.2).
- **Bilateral and focus group interviews:** The data collection in the field was organized in two phases:
  - **The first phase of field visits - meetings in Prishtina:** Bilateral interviews were held with key stakeholders, including KWN management staff and KWN board members, government stakeholders, and KWN partners (international and local). Interviews were guided by a questionnaire developed beforehand, which was tested and further adapted.
  - **Second phase of field visits - meetings in in selected municipalities (Gjakova, Dragash, Mitrovica and Prishtina):** Based on the experience made in the first phase in Prishtina, the questionnaire was adapted for focus group interviews and interviews with KWN member organizations in municipalities and with municipal officials – assembly and executive officials, and with KWF grant beneficiaries (CSOs which are member organizations of the KWN). Due to the limited number of CSOs in Dragash, a group discussion was organized with KWF grant beneficiaries in Prizren and another group discussion with final KWF beneficiaries in Drenas.
- **Online Survey:** Based on the experience made in the field an online questionnaire has been developed and distributed to KWN management and board members, KWN partner organizations, all KWN member organizations/ KWF grant beneficiaries, as well as to members of the Lobby for Gender Equality in 27 municipalities. The online survey was sent to
  - 170 email addresses of KWN member organizations
  - 585 email addresses of national and international partners
  - 92 email addresses of LGE members
  - 12 KWN staff members.

  The evaluation received 133 responses (response rate of 13%, a satisfactory rate based on the evaluation team's experience and considering the short time frame given for the survey completion).

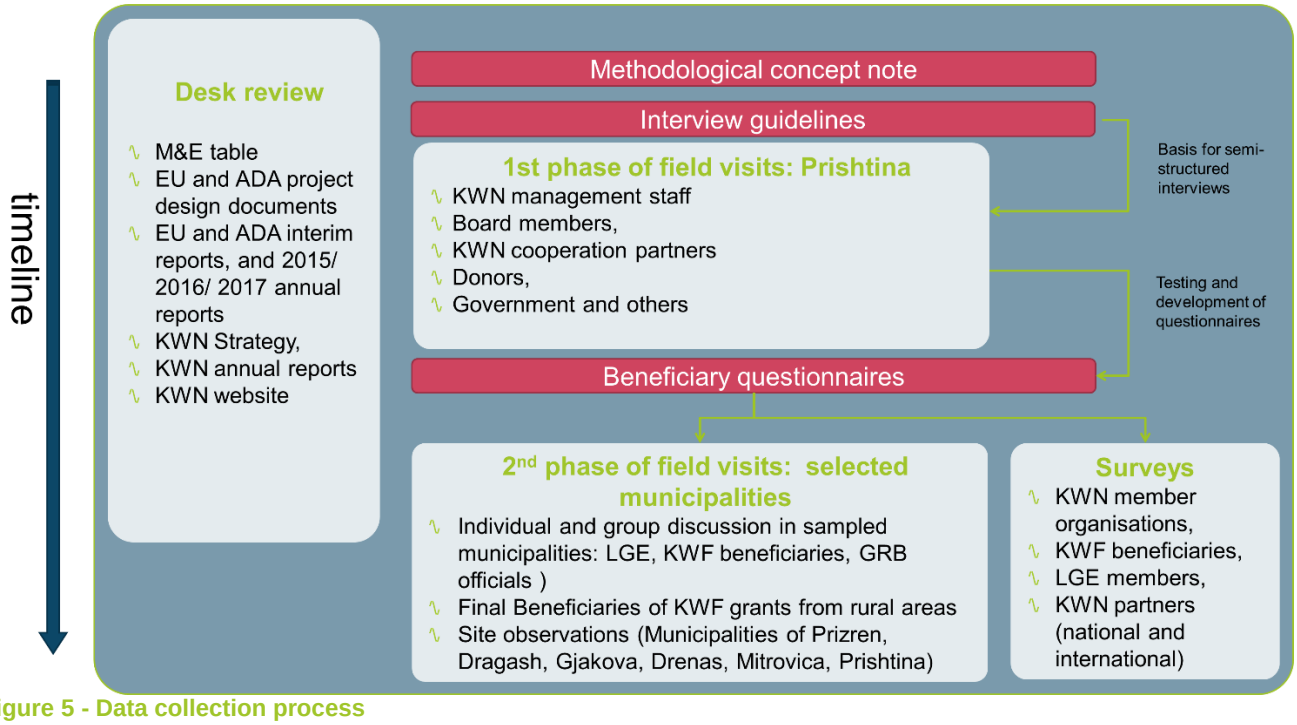

Figure 5 - Data collection process

1.6 Bilateral interviews and focus group-interviews

After consultation with the KWN management, a list of potential interview partners and a time plan have been developed and agreed upon aiming at 4-5 meetings per day as a minimum. Thanks to the support of the KWN staff, meetings were successfully arranged on a short notice. To assess the interventions of KWN at local level, a sample of four municipalities were chosen based on the selection criteria defined by the evaluation team.

The criteria for selecting the municipalities were:

- Diverse ethnicity of population (Albanian, Serbian, Gorani, Bosnian, Roma, Ashkali and Egyptians);
- Size of the municipality (a diverse range of sizes);
- Recipient of support through KWF- KWN members;
- Lobby for Gender Equality - including municipal assembly members, gender officers and NGOs - KWN members;
- Municipalities where the LGE is active, including gender equality officers, municipal assembly members and representatives of KWN's member organizations from different municipalities around Kosovo and KWN's staff members; and where KWN members from different profiles are active with advocacy in human rights issues and gender related issues, through support by KWF grants.

The sample of municipalities was selected out of the 27 municipalities where KWN is active via the KWF or the LGE: Decan, Dragash, Drenas, Ferizaj, Fushe Kosova, Gjakova, Gjilan, Gracanica, Junik, Kamenica, Klokot, Krusha, Lipjan, Malisheve, Mamusha, Mitrovica, Novo Brdo, Obilic, Peja, Podujevo, Prevalla, Pristina, Prizen, Rahovec, Strpce, Vogel, Vushtrri).

Based on the above-mentioned criteria, and in close consultation with KWN management, the following four sampling municipalities were chosen: Prishtina, Mitrovica, Dragash and Gjakova. They were visited during the second field visits phase, between January 19- January 24, 2018.

The KWF recipients were sampled based on the following criteria to ensure a representative sample:

- Size of the organization;
- Diversity of organizations representing interests of different vulnerable groups;
- Geographical location of the organization;
- Participation in other KWN activities.

The table below lists the interviewed stakeholders in Prishtina, and municipal representatives – LGEs and GRB officials, and CSOs (KWF beneficiaries) in sampled municipalities.

Type	Organisation	Bilateral Interview or Group discussion
First Phase of Interview meetings with key stakeholders in Prishtina		
Donors and technical partners	EU Office in Kosovo ADA / ACO in Kosovo EULEX Kvinna till Kvinna foundation GIZ UN Women	Interviews
KWN	KWN Executive Director; KWN Program Manager and Lead Researcher, managing ADA program KWN Project Manager& M&E of EU program KWN Finance Manager and member of Grant Review Committee of Kosovo Women's Fund KWN Board members All KWN Member Organizations (via survey) Member organizations beneficiary of KWF grants, in six municipalities * (focus group) Lobby for Gender Equality in sampled four municipalities (focus group)	Bilateral Interviews and focus group
Key Local Stakeholders	Agency for Gender Equality within the Office of the Prime Minister Kosovo Police - Domestic Violence Investigation Unit Office for Good Governance within the Office of the Prime Minister Balkan Investigative Reporting Network- BIRN	Bilateral Interviews and focus group
Second phase interview and site observations in sampled municipalities		
Lobby for Gender Equality in sampled Municipalities	Lobby for Gender Equality in Municipality of Prishtina Lobby for Gender Equality in Municipality of Dragash Lobby for Gender Equality in Municipality of Mitrovica Lobby for Gender Equality Municipality of Gjakova Gender Responsive Budgeting expert/former director of finance in Gjakova	Focus group
Local CSO – beneficiaries of KWF grants in sampled municipalities (KWN member organizations)	KWF grant beneficiaries/ CSOs in Prizren KWF grant beneficiaries / CSOs in Dragash KWF grant beneficiaries / CSOs in Mitrovica KWF grant beneficiaries / CSOs beneficiaries in Gjakova KWF grant beneficiaries / CSOs in Prishtina KWF grant beneficiaries / one CSO in Drenas, with 30 final beneficiaries.	Bilateral Interviews and focus group
ONLINE SURVEY	Lobby for Gender Equality in all 30 municipalities All KWF grant beneficiaries- KWN member organizations KWN Board Management KWN Staff KWN Local Partner Organizations KWN International Partner Organizations- Donors	

The table below presents the schedule with names of the key stakeholders interviewed, in Prishtina and in all four municipalities.

Bilateral / focus group interviews	Date	Interview partner
Bilateral interviews	Wednesday, January 10, 2018	10:00 Igballe Rogova, Executive Director of KWN & Nicole Farnsworth, Program Manager and Lead Researcher 11.30 Zana Rudi, Project Manager and M&E of EU programme 13:15 Nicole Farnsworth, Managing ADA program 15:00 Nertila Gerguri, Project Coordinator & Nicole Farnsworth, Re: Field schedule and meeting arrangements

		16.30 Belgjyzare Muharremi, KWN Board member and Founder of Women CSO "Dera e Hapur" - beneficiary of KWF 18:00 Nicole Farnsworth, Re: ADA project.
Bilateral interviews	Thursday, January 11, 2018	09:00 Habit Hajredini, Director of the Office for Good Governance, within the Office of the Prime Minister 11:00 Captain Tahire Haxholli –Domestic Violence Investigation Unit, Kosovo Police 13:00 Kreshnik Gashi & Labinot Llapashtica– Balkan Investigative Reporting Network 14:30 Yllka Soba, Kvinna till Kvinna 16:00 Nebahate Maqedonci, GIZ
Bilateral Interviews	Friday, January 12, 2018	09:30 Besnik Leka, Care International, Chair of KWN Board 11:00 Edi Gusia, Agency for Gender Equality within the office of the Prime Minister 13:00 Ariana Qosaj- Mustafa, KIPRED Institute, former Chair of KWN Board, actual KWN Board member 14:30 Lina Andeer, Gender Adviser, EULEX (former Kvinna till Kvinna) 16:00 Fitore Pacolli, Municipality of Prishtina, Gender Responsive Budgeting
Group Discussion Bilateral interview Group discussion Group discussion	January 18, 2018	**<u>Dragash Municipality:</u>** 10:00 Lobby for Gender Equality Arjeta Skeraj, municipal assembly member Xhemile Misinaj, municipal assembly member Suada Bajrami, municipal assembly member Lendita Kozmaqi Piraj, Gender Equality Office, Dragash Xhejrane Lokaj, Association Iniciativa e Grave (Women's Initiative) from Dragash 11:30 KWF beneficiary: Xhejrane Lokaj, Association ''Iniciativa e Grave'' 13:00 KWF beneficiaries in Dragash: Luljeta Avdiu, Association ''Dora Dores'' and Shemsije Krasniqi'' Initative for community integration (IPIK) 15:00 KWF beneficiaries in Prizren: Filloreta Vukshinaj ''Modern Women'' Prizren Resmije Rrahmani ''Organisation for persons with Muscular Dystrophy'', Prizren Filloreta Vukshinaj '' Women for Women with Disabilities (presenting her mother's organisation, Ms. Drita Vukshinaj who passed away), Prizren Xhylferie Bytyqi, Association for Blind People, Rahovec
Group discussion Group discussion Bilateral interview	January 19, 2018 January 19,2018	**<u>Drenas Municipality:</u>** <u>10:00- Kadire Tahiraj '' The Centre for Promotion of Women's Rights</u>'' with 30 women- war victims of sexual violence **<u>Mitrovica municpality:</u>** 15:30 - Lobby members of Mitrovica municpality Valbone Fazliu Beqiri, former assembly member of the municipality of Mitrovica Ajnishahe Haziri- former assembly member of the municipality of Mitrovica Nazmije Sadiku- former assembly member of the municipality of Mitrovica Nazmije Sadiku Baruti- former assembly member of the municipality of Mitrovica Besa Veseli- Gender Equality Office in municipality of Mitrovica Vetone Veliu, Mitrovica Women's Association for Human Rights (MWHAR)- KWF beneficiary 17:00 - Meeting with KWF beneficiaries: Vetone Veliu, Mitrovica Women's Association for Human Rights

		(MWHAR)- KWF beneficiary *Note: in this meeting more KWF beneficiaries were planned to be present, but they did not come to the meeting.* Mimoza Kusari, former mayor of Gjakova (did not confirm)
Group discussion Group discussion Bilateral Interview	January 22, 2018	**Gjakova Municipality:** 10:00 – Lobby for Gender Equality Sevdije Haxhibeqiri, former assembly member Vjollca Roka, former assembly member Mimoza Shala, present assembly member Lumnije Shllaku, Gender Equality Office 12:00 - KWF beneficiaries Veprore Shehu, Medica Kosova Bahrije Deva, Association for Education and Fmily Care – SHEPF N*ote: in this meeting, the presence of 6 NGOs was foreseen, but four of them were absent* 14:30 - Teki Shala, former director of finance department in Gjakova municipality, GRB expert.
Group discussion Group discussion Bilateral Interview	January 23, 2018	**Prishtina Municipality** 10:00 – 11:30: Lobby members & GEO Hatixhe Hoxha- former assembly member Kimete Zeqa- former assembly member Naime Osmani- present assembly member Lirie Avdiu- former assembly member Premtime Preniqi, Gender Equality Office 12:00 – 13:00 KWF beneficiaries Bedrie Pireva-Shala ‘’Violete’’ – KWN member Sevdije Ramadani ‘’Association of Gorani Women from Dragash’’ Serbeze Sylejmani ‘’Rona’’ Pranvera Bullaku ‘’Rikotta’’ Valbona Salihu ‘’Lawyers Association Norma’’ Bajramshahe Jetullahu ‘’Committee for Blind Women in Kosova’’ Vjosa Shehu ‘’Social Club Jeta’’ Berta Thaqi- Girls Code of Kosova Mimoza Statovci ‘’Education Code’’ Melihate Juniku ‘’Institute of Aplicative Psychology’’ Shukrije Gashi, Partner Kosova Center for Conflict Management Agnesa Xheladini, ‘’Artpolis’’ Nevenka Rikalo ‘’Ruka Ruci’’ Belgjyzare Muharremi ‘’Open Door’’ Nita Zogiani, ‘’Kosovar Center for Gender Studies’’ 14:30 - Gunther Zimmer, Head of ADA Office in Prishtina and Arsim Aziri Program Manager for Economic Development
Bilateral Interview	January 26, 2018	Dario Di Bennedetto, EU, Program support to KWF
Validation Workshop with KWN management, Donors and local partners.	January 29, 2018	Time: 16:00 – 18:00

Interview guidelines / questions

- The interview guidelines and questionnaire are annexed to this report (Annex 2). The interview guidelines aimed at having an instrument allowing comparisons of findings.

1.7 Online-Survey

- Based on the feedback received in the interviews, the evaluation team developed a fully structured

questionnaire for the online survey. It was submitted for comments to KWN on the 18th of January.

Addressees of the online-survey and sampling size

- As per initial discussions with the KWN team, the online survey was distributed to the largest sample possible:
  - all KWN member organizations
  - all beneficiaries of KWF grants
  - all final beneficiaries (from local authorities and from the civil society), depending on the existence of email addresses.
  - all KWN partners ("partners lists")

Questionnaire

- The questionnaire of the online survey and the results can be found in annex 2.

In a nutshell, the evaluation included the following milestones:

- Submission concept paper: Jan. 05, 2018;
- Field mission: Jan. 10 – 22, 2018 (with a break between Jan 14 – 17);
- Presentation of findings: Jan. 29, 2018;
- Submission final evaluation report: Feb. o4, 2018.

1.8 Evaluation limitations

- The evaluation was implemented only in a 30-day period including reporting, leading to the following limitations:
  - The online survey was only online and open for a week. The KWN informed all potential recipients of the survey about the evaluation team through introduction emails, and reminded all recipients of the survey the importance of their response and answers a few days before the survey was closed.
  - The document review was also affected by simultaneous deadlines for reporting by the KWN (the reports of EU and ADA programs were sent to the evaluation team only a few days before the submission of the evaluation report). This means that the document review was dominantly used for triangulating and verifying data of the field visits. In this evaluation, focus was laid on giving beneficiaries a voice, especially because implementation and achievements are very well documented by the KWN.

Annex 2 – Questionnaire and interview guidelines

External Evaluation of the Kosovo Women's Network, its Strategy for 2015-2018 and Key Programs Contributing to this Strategy
Final evaluation report
Questionnaire and field interview guidelines

Note for the reader: questions were selected during the interviews (andskip logic was used during the online survey) so that partners, KWN members, KWN staff and beneficiaries were only asked the questions relevant to their role in KWN actions.
The survey was translated into Albanian and Serbian.

"This survey is part of the External Evaluation of the Kosovo Women's Network Strategy 2015-2018. The overall objective of the evaluation is "enhancing KWN's capacities and performance based on concrete recommendations, derived from assessing KWN's organizational capacities and the implementation of KWN's Strategy for 2015-2018".

The purpose of the evaluation is to assess the relevance, effectiveness, efficiency, and – to the extent possible and meaningful – the impact and sustainability – of the results achieved under the KWN Strategy Kosovo 2015-2018 until now, and the specific programmes funded under this strategy.

We kindly ask you to participate in this survey, whose results will help considerably the evaluation and the promotion of good practices and lessons learned by KWN.

It will only take a few minutes to complete the questionnaire. Any information provided in this survey is confidential and anonymous.

Thank you very much in advance!"

About you

1. You are (please mark all that are applicable):
- a. a member organisation of the KWN
- b. a CSO beneficiary of a Kosovo Women's Fund grant
- c. a member of Lobby for Gender Equality: If yes, you are:
  - a municipal assembly member
  - a civil servant or official employed by the municipality
  - a CSO representative
- d. a partner of KWN

2. Do you represent and defend: (please select all that apply)?
- a. the interests of all women in Kosovo
- b. the specific interests of RAE women
- c. the specific interests of Serbian women
- d. The specific interests of women from another non-Albanian ethnic group
- e. the specific interests of women with disabilities
- f. the specific interests of young women
- g. the interests of other vulnerable groups – if yes, which one
- h. other: please specify_____

3. Trigger question – if a or b: how many members does your organisation have?
- a. Less than 10 members
- b. 10-50 members
- c. 50-100 members

4. What is your Gender

☐ Man ☐ Woman

Relevance

5. Are you aware of the Kosovo Women's Network Strategy 2015-2018?
- a. I am very aware and an active participant of the strategy
- b. I am aware of KWN strategy
- c. I am a bit aware – I have heard a few times about KWN strategy

d. I am little aware – I have heard once of KWN strategy
e. I am not aware at all of KWN strategy

6. If yes, please specify main areas you are familiar with Kosovo Women's Network Strategy?
a. ……
b. ……
c. ……..
d. ……..

7. To what extent have you had an opportunity to participate/contribute to the design of the KWN strategy or KWN's actions?
a. to a great extent
b. substantially
c. to some degree
d. to little extent
e. not at all

8. To what extent do you feel that your needs were taken into account by KWN work?
a. to a great extent
b. substantially
c. to some degree
d. to little extent
e. not at all

9. Are you aware of Austrian Development Agency programme "Advancing Women's Rights Initiative" implemented from 2014 to 2017 (later on mentioned as ADA programme) implemented by Kosovo Women's Network?

☐no ☐ yes

10. Are you aware of the EU / EIDHR programme "Strengthening the Role of Women's Civil Society Organizations in promoting Women's Human Rights and Political Participation (later on mentioned as the EU programme) implemented by Kosovo Women's Network?

☐no ☐ yes

11. Are you or were you beneficiary of the:
a. Austrian Development Agency /ADA programme implemented by Kosovo Women's Network?
b. EU / EIDHR programme implemented by Kosovo Women's Network?
c. Both
d. I was a beneficiary of KWN in the last years, but I am not sure who funded it
e. I was not a beneficiary of KWN's work.

12. Are you:
a. beneficiary of grant support from Kosovo Women's Fund (please specify the amount
if so, In which area:
- empowerment in political and decision making
- GBV
- health
- economic empowerment
- other: please specify
b. beneficiary of organisational capacity building trainings from Kosovo Women Network
c. beneficiary of mentoring support provided from Kosovo Women Network (mentoring includes when KWN management and staff came to support your structure or organisation in any aspect of your work)
d. other: please specify_____

13. How relevant is KWN support to the cause of women's rights in Kosovo? (from 1 to 5)
a. 5 – Extremely relevant
b. 4 – Very relevant
c. 3 – Somewhat relevant
d. 2 - Not particularly relevant
e. 1 - Completely irrelevant
f. I don´t know

14. In your view, what are the main advocacy activities of KWN that have supported the cause of gender justice in Kosovo? Please describe:

Effectiveness

15. What were, according to you, the main achievements and / or successful actions implemented by the Kosovo Women Network since 2015?

16. To what extent did KWN achieve the following in your municipality:

enhanced diverse women-led CSOs' ability to promote and protect women's and girls' rights.

a. to a great extent
b. substantially
c. to some degree
d. to little extent
e. not at all
f. I don't know / don't have information about this

strengthening diverse women-led CSOs' capacities to better promote human rights and increase the participation of women and girls in decision-making processes in municipalities (i.e more women leading municipal directorates, more women participating in discussion of policies and policy making in municipal level).

a. to a great extent
b. substantially
c. to some degree
d. to little extent
e. not at all
f. I don't know / don't have information about this

enhanced diverse women-led CSOs' capacities to increase and improve women's political representation and participation to election.

a. to a great extent
a. substantially
b. to some degree
c. to little extent
d. not at all

increased diverse women and girls' participation and representation in politics and political decision-making at municipal and national levels (in assemblies and governments, or in political processes).

a. to a great extent
b. substantially
c. to some degree
d. to little extent
e. not at all
f. I don't know / don't have information about this

supported women-led CSOs in planning, fundraising for, networking towards, and undertaking effective advocacy initiatives towards human rights with focus on women and girls's rights

a. to a great extent
b. substantially
c. to some degree
d. to little extent
e. not at all
f. I don't know / don't have information about this

supported the ability of the Kosovo Lobby for Gender Equality to plan, network towards, and undertake effective advocacy initiatives at municipal and national levels.

a. to a great extent
b. substantially
c. to some degree
d. to little extent
e. not at all
f. I don't know / don't have information about this

increased the number of meetings between women/girls and policy-makers and officials.

a. to a great extent
b. substantially
c. to some degree
d. to little extent
e. not at all
f. I don't know / don't have information about this

increased and improved the media coverage of issues important to women and girls.

a. to a great extent
b. substantially
c. to some degree
d. to little extent
e. not at all
f. I don't know / don't have information about this

17. In your opinion, are there certain aspects where KWN could improve its effectiveness? Are you aware of some actions or interventions that were not effective?

Added value of KWN as a network

18. What is the added value of KWN to its member organizations (and their beneficiaries)? (please mark all that are applicable):

a. mentoring
b. networking
c. solidarity
d. Increasing CSO organisational and advocacy capacities by learning by doing approach
e. Making bridges between women from different political parties in municipal Assembly and local CSOs on gender issues.
f. Empowering through joint advocacy initiatives
g. Sharing stories on advocacy initiatives (learning from each other's practice)
h. Continuously informing about events and opportunities for further development of organisational and advocacy capacities
i. Other: please specify_____

19. In your view, what is the added value of KWN to the women's movement in Kosovo, the region and internationally?

20. In your view, what is the added value of KWN to Kosovo society, in terms of promoting, protecting and furthering women's rights?

Efficiency

21. How would you evaluate the way KWN supported you ?

Excellent – the support that KWN gives us is exactly what we need to achieve our goals, we managed to go beyond our original objectives.

Very good – the support that KWN gives us is what we need to help us reaching our objectives.

To some degree – the support that KWN gives us helped us reaching our objectives but the management of the support was time consuming.

To little extent – the support that KWN gives us helped us reaching our objectives but it was not always easy to manage.

Not at all. The support that KWN gives us does not help us because it is too difficult to get, to manage, and/or to report on.

22. What could be done to improve the KWF in terms of the ways in which it supports KWN member organizations and their beneficiaries?

Impact

23. Were you involved in the LGE of your municipality?

☐no ☐ yes

24. If you were involved in the LGE in your municipality, to which extent did KWN support of the LGE contribute to

Building the capacities and empowering women as leaders in their municipality?

a. to a great extent
b. substantially
c. to some degree
d. to little extent
e. not at all
f. I was not involved

Enhancing the participation of Women in Politics and Decision- making

a. to a great extent
b. substantially
c. to some degree
d. to little extent
e. not at all
f. I was not involved

Supporting Women's Health

a. to a great extent
b. substantially
c. to some degree
d. to little extent
e. not at all
f. I was not involved

Fighting Gender-based Violence

a. to a great extent
b. substantially
c. to some degree
d. to little extent
e. not at all
f. I was not involved

Women's Economic Empowerment

a. to a great extent
b. substantially
c. to some degree
d. to little extent
e. not at all
f. I was not involved

25. To which extent did the LGE successfully implemented its advocacy priorities at municipal level?

a. To a great extent
b. Substantially
c. To some degree
d. To little extent

e. No at all

26. Were you a recipient of KWF grant:,

☐no ☐ yes

27. to which extent did the grant contribute to:

Building your organizational capacity

a. to a great extent
b. substantially
c. to some degree
d. to little extent
e. not at all
f. I was not a recipient

Enhancing the participation of Women in Politics and Decision- making

a. to a great extent
b. substantially
c. to some degree
d. to little extent
e. not at all
f. I was not a recipient

Supporting Women's Health

a. to a great extent
b. substantially
c. to some degree
d. to little extent
e. not at all
f. I was not a recipient

Fighting Gender-based Violence

a. to a great extent
b. substantially
c. to some degree
d. to little extent
e. not at all
f. I was not a recipient

Women's Economic Empowerment

a. to a great extent
b. substantially
c. to some degree
d. to little extent
e. not at all
f. I was not a recipient

Sustainability

28. To what extent has KWN support contributed to the sustainability of your actions?

a. 5 – To a significant extent
b. 4 – To a large extent
c. 3 – Somewhat
d. 2 – Only to a small extent
e. 1 – Not at all

29. To what extent has KWN support contributed to the sustainability of your organization?

a. 5 – To a significant extent
a. 4 – To a large extent
b. 3 – Somewhat
c. 2 – Only to a small extent
d. 1 – Not at all

30. What are the greatest needs of your organisation for the future in terms of KWN support?(1 being least priority, and 5 being highest priority) :

i) Need for further funding through Kosovo Women Fund

☐ 1 ☐ 2 ☐3 ☐ 4 ☐ 5

ii) Need for more training on organisation capacity development

☐ 1 ☐ 2 ☐3 ☐ 4 ☐ 5

iii) Need for mentoring on strengthening our advocacy capacities in municipal level

☐ 1 ☐ 2 ☐3 ☐ 4 ☐ 5

iv) Other, Please specify:_____

☐ 1 ☐ 2 ☐3 ☐ 4 ☐ 5

Recommendations

31. What recommendations do you have for KWN's future strategy 2019-2022? What do you think should be prioritized there?

32. If you are a member of the KWN: what are the strengths and challenges faced by the network? Do you have any recommendations to improve the network's capacities?

33. Do you have any other comments?

Thank you very much for your participation and support!