



KWN Strategy 2015-2018

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Introduction

The Kosovo Women's Network (KWN) **mission** 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. KWN fulfils its mission through the exchange of experience and information, partnership and networking, research, advocacy, and service. 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.

Towards achieving its vision and mission, KWN has compiled a Strategy for 2015 through 2018. Its purpose is to guide KWN's work during this period. The Strategy was compiled with input from KWN's membership, Board of Directors, and other key partners and stakeholders. Several consultations took place during 2014, leading to its creation.

KWN's Strategy involves 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. Building on prior results, these were identified by KWN members as crucial areas on which KWN needs to continue focusing in the upcoming four-year period. For each of these programs, a section of this Strategy provides a brief overview of the present situation; key achievements made by KWN to date; key challenges still to be addressed; KWN's long-term goal for the program; the outcomes KWN strives to achieve between 2015 and 2018; and the expected results towards these outcomes. KWN also has sought to identify other actors working in these areas, towards fostering coordination and cooperation towards efficient and effective actions.

Building the Capacity of KWN

The Situation

Established in 2000, KWN was originally an informal network of women's groups and organizations from various regions in Kosovo. Since registering as a formal organisation in 2003, KWN has increased its membership from its initial 42 members to 86 member organizations.¹ KWN has developed into a network that advocates on behalf of Kosovar women at the local, regional, and international level. It has been recognized as a leading network in both Kosovo and the region.

In 2006, KWN became the first network of not-for-profit, non-governmental organizations (NGOs) in Kosovo to adopt a code of conduct, setting an example of transparency and accountability. The Code of Conduct calls upon KWN members to have:

- A clearly defined mission, along with programs and activities that contribute to the achievement of its mission;
- An elected, voluntary, and effective Board of Directors;
- Human resources in terms of both paid and voluntary staff members who contribute to the organization's ability to effectively achieve its mission;
- Financial accountability and transparency;
- Civic responsibility and a duty to operate in service to the public; and
- Partnerships and networking with other organizations and non-partisan government bodies.²

¹ The number of KWN members consistently changes as more members join the network and/or organizations close. KWN regularly updates the number of member organizations on its website.

² KWN, *KWN Ethical & Accountability Code of Conduct*, Prishtina: KWN, 2007, available at: <http://www.womensnetwork.org/documents/20130120172523448.pdf>.

Tailored trainings, workshops, and follow-up individualized mentoring have clearly contributed to furthering the capacities of network members in project proposal writing, advocacy, project cycle management, and financial management, among other topics. KWN has provided more than 150 individual mentoring sessions to its member organizations, assisting them in putting new knowledge and skills to use.

In 2013, KWN created a Fundraising Plan and launched a new fundraising initiative towards its own sustainability. It established an Individual Membership Program that enables individuals to join KWN with an annual membership fee. The plan also introduced membership fees for KWN members, who are now proud contributors to the long-term sustainability of their network.³



KWN members discuss with KWN Advisory Board member Delina Fico (from East-West Management Institute) strategies for strengthening their mission and vision statements, as well as better involving their boards. KWN regularly provides opportunities for its members to further their organizational capacities through workshops and individualized mentoring.

³ Ibid, p. 13.

In 2012, KWN established the Kosovo Women's Fund in close consultation with its members and Kvinna till Kvinna. In 2013, the Fund received support from the Austrian Development Agency and Kvinna till Kvinna. Its purpose is to fill the gap left by the shifting aid priorities and shrinking budgets of traditional donors in Kosovo.⁴ These grants target women's rights organizations that have lacked English speaking skills and thus access to resources for their important work, often with marginalized groups. The Fund provides small grants to women's rights organizations that seek to further women's rights, especially among rural and/or marginalized groups. KWN also provides capacity development opportunities for grant recipients in grant writing, project cycle management, and financial management. This has furthered their abilities to apply for funding from other donors. Between December 2012 and December 2014, KWN transparently distributed 54 grants to its member organizations, totalling €131,877. As of October 2014, KWF initiatives had directly benefited 3,433 diverse women and girls, as well as some men and boys. Further, KWF-funded initiatives resulted in several successful advocacy outcomes, such as:

- The Association for Education and Development supported a group of women heads of households from Novobrdó in advocating successfully for the Officer for Gender Equality to include them in the municipal budget plan.
- The Association of Deaf Women in Prizren advocated successfully for the municipality to fund an interpreter to provide services for deaf people, including women.
- *Gruaja Hyjnore* advocated for the Mayor of Gjiilan Municipality to provide an office space free of charge for

⁴ For more information about this, see: Farnsworth, Nicole and Elmaze Gashi for KWN and Alterhabitus, *Where's the Money for Women's Rights?: A Kosovo Case Study*, Prishtina: KWN, 2013, at:

<http://www.womensnetwork.org/documents/20140617134906241.pdf>. The publication examines funding trends over the last 15 years and the needs of women-led organizations. It informed the creation of the Kosovo Women's Fund.

- their organization, from which disadvantaged women can learn skills towards securing employment.
- Hendifer successfully convinced local authorities to advocate at the national level for the Ministry of Health to provide a mammography device for the hospital in Ferizaj Municipality, improving access to breast cancer screening for women in this municipality.
 - The Association for Education and Family Care advocated for the Director of Education in the Municipality of Gjakova to include health education as a regular subject in the educational curricula in all local schools.
 - The Women's Initiative Association from Dragash collaborated with the Officer for Gender Equality in supporting young, rural women from Opoja to advocate to the Mayor for financial support for sewing courses and his mediation towards their employment in the new factory. This led to the employment of 26 young women. Women from the municipality also became involved in discussing the municipality's budget for the first time.
 - The Organization of Persons with Muscular Dystrophy advocated successfully for institutions in Prizren to facilitate access to institutions for people with disabilities.

Representing the interests of women's rights organizations of all ethnic groups from throughout Kosovo, KWN cooperates regularly with other women's groups in the region and internationally. KWN has articulated and represented the interests of women and girls in several meetings in Kosovo and abroad. This has impacted decisions at the international level, including relating to United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security. KWN has supported international research and advocacy initiatives towards improving women's rights organizations' access to funding, and joined forces with other women's groups to advocate on issues of shared concern.

Key KWN Achievements

In 2011-2014, KWN achieved its overall objective for this Program that “women’s groups and organisations in Kosovo, the region, and internationally cooperate and communicate regularly, as well as organize around issues of joint concern.” KWN:

- Ensured regular, continued communication and cooperation among KWN members and other stakeholders via bimonthly networking meetings. Annual retreats created a safe space for women activists to discuss pressing security issues, taboo topics, to reflect, and to build solidarity.
- Increased communication among women’s rights groups, key actors, and other stakeholders about issues facing women and girls in Kosovo, their interests, and various initiatives seeking to assist them. KWN has made its own work and its members’ activities more visible via its monthly newsletter *Kosovar Women’s Voice*, website, Facebook pages, Twitter, annual reports, and outreach.
- Involved at least 323 more young women activists in the women’s movement in Kosovo and beyond: the Young Women’s Empowerment Initiative, Young Feminists fora, and internships for young women have empowered young women leaders.
- Improved the institutional capacity of KWN and its members towards greater advocacy capacity and the long-term sustainability of the network. Workshops, mentoring, and the Kosovo Women’s Fund have supported KWN members in building stronger organizations.
- Increased cooperation among women in the region towards transitional justice, peace and security.

Key Challenges

While considering KWN's accomplishments in prior years, women-led organizations in Kosovo face several challenges:

- They still struggle to survive financially. Several donors have withdrawn or plan to withdraw from the country. Grassroots women-led organizations in particular struggle to secure funding as few possess English writing skills or the ability to manage large funds. A survey of 90 women's organizations in Kosovo suggested a clear decrease in overall funding between 2001 and 2013. Average annual income decreased from €54,197 in 2005 to €37,032 in 2012.⁵ Fewer than 10% received income from individuals, assets, membership fees, or income generation activities. This suggests a heavy reliance on international funding and low levels of diversification of resources.⁶
- Bidding exercises for grants can result in competition among women-led organizations, even though collaboration can facilitate change. Some procurement processes result in resources being given to companies that write strong proposals, but do not necessarily possess the expertise for furthering equality and women's rights.⁷
- Few donors see the importance of funding women's rights organizations. Instead, they "mainstream" gender in their work, though they rarely have sufficient knowledge on how to do this effectively.⁸ The funding that is given to women's rights organizations often is earmarked for specific work, and these are not necessarily the areas that are of highest priority to organizations. Of 90 women-led organizations surveyed, 58% said they did not receive any funding in 2011.

⁵ Farnsworth and Gashi for KWN and Alterhabitus, p. 41.

⁶ Ibid, p. 4.

⁷ Ibid, p. 67.

⁸ Ibid, p. 60.

towards an issue they prioritized.⁹ Some grant-makers prefer applications focused on supporting women in business rather than advocacy.¹⁰

- Kosovo does not have a legal framework that encourages individuals and businesses to make donations to non-profit organizations working in the public service.
- Gossip also can undermine the building of a strong women's movement. Personal issues and individual interests (including nepotism) sometimes lead donors and international actors to compete with women's rights organizations for funds and/or to undermine women's groups' efforts to access support for their work. For example, some international actors state that women's groups are unqualified or incapable of managing large funds in order to justify the need for international management of funds, though such claims are often unfounded.
- Since not all organizations have sustainable, long-term projects, many have volunteers in lieu of permanent staff.¹¹ This impedes long-term stability and sustainability, and contributes to inconsistent record keeping and transparency.
- While many organizations have improved their capacities, further work is needed to develop their internal financial management systems and procedures. This includes also improving the transparency of their work.
- Many organizations have a Board of Directors, but few involve their Board regularly in making decisions and overseeing the organization's work.¹²

⁹ Ibid, p. 47.

¹⁰ Hieros International and Shevolution, *External Evaluation of Kosovo Women's Fund*, 15 April 2014, p. 16.

¹¹ KWN, *KWN Code of Conduct Monitoring Report and Capacity Development Plan for Members*, KWN, 2012, p. 3.

¹² Ibid, p. 3.

- Insufficient communication and coordination among organizations as well as donors and other actors can lead to duplication of efforts, overlap and inefficiency in work towards gender equality.
- In some instances public institutions and officials impede efforts towards gender equality.
- While some women's rights organizations have extensive experience with advocacy, others need additional support in order to support their members and communities in advocating for their rights and holding officials accountable.¹³
- As young women stated during KWN's consultative meetings with them in 2012-2014, they face several issues including family pressure, existing social norms, gender discrimination within their family, unequal access to education, unequal access to employment, and age discrimination. Only a few young women participate in decision-making within their organizations and/or have the opportunity to raise their voices about initiatives they believe in or would like to undertake. Persons in decision-making roles often do not believe that young women have sufficient experience to be leaders or to hold decision-making positions. In some cases young women do not have the experience or sufficient capacity to accomplish specific tasks since they never had the opportunity to be involved. Building the capacities of young women is important for the sustainability of the women's movement in Kosovo.

KWN's Strategy

Towards addressing these challenges and furthering the long-term sustainability of KWN and its members, the long-term **goal** of this program is that a: **Sustainable, women's movement**

¹³ For example, the European Commission's Progress Report for Kosovo (2013) emphasizes the need for monitoring social policy implementation, particularly through strengthening the capacities of local social partners.

exists in Kosovo. KWN works towards the development of a feminist women's movement towards reclaiming and promoting the ideals of feminism.

Outcome 1.1. Solidarity among women-led organizations in Kosovo enhanced.

KWN's experience suggests that furthering and maintaining solidarity among women-led organizations is crucial towards building a sustainable women's movement, lest gossip or competition undermine efforts towards joint goals. This outcome shall be achieved through the following expected results.

Expected Result 1.1.1. KWN members informed of other members' initiatives, KWN activities, funding opportunities and other information. Information-sharing is important for keeping the network and women's movement alive. Key activities towards achieving this result will include regular, continued communication and cooperation among KWN members and other stakeholders via KWN bimonthly meetings; distributing information via social media, including KWN's monthly newsletter *Kosovar Women's Voice*; organizing KWN's Annual Membership meeting every December; and preparing and distributing KWN's Annual Report.

Expected Result 1.1.2. More young women activists involved in the women's movement. The women's movement can only be sustained if it continually recruits new members, particularly young women who will carry on the movement in future years. Towards this result, KWN plans to involve young women in advocating for their priorities; provide internships for young women to work with KWN and its member organizations, towards gaining experience and skills; and organize events each year for young feminists to gain new skills, network, and undertake joint advocacy.

Expected Result 1.1.3. Strengthen inter-ethnic understanding and cooperation among individuals and civil society groups in Kosovo and Serbia. This is important towards building solidarity among diverse women involved in the women's movement. KWN will support cooperation among women of diverse ethnicities, as well as promote opportunities for better understanding each other. An understanding of diverse women's past experiences is important for building solidarity today. Therefore, KWN will continue its involvement in the Kosovo Oral History Initiative, a joint venture with The New School, which documents diverse women's life stories for present and future generations, sharing them via <http://www.oralhistorykosovo.org/> in three languages. Sharing information about women activists' lives also can inspire and encourage new activists to build on prior achievements, towards the sustainability of the women's movement. Furthering understanding among diverse ethnic groups also will contribute to strengthening democracy and human rights.

Outcome 1.2. The organizational capacity of KWN and its members towards better advocacy and long-term sustainability of the network improved.

A sustainable women's movement cannot exist without its members that keep the movement alive. Therefore KWN will continue to support its members in furthering their capacities. This will have the following results.

Expected Result 1.2.1. KWN, its members, and their work more visible to potential partners, women activists internationally, and potential supporters. This will be achieved by regularly updating KWN's website (www.womensnetwork.org) and using social media; preparing and distributing KWN's monthly electronic newsletter *Kosovar Women's Voice*; providing training and mentoring to KWN members towards enhancing their public

relations skills; and producing and launching a documentary film about KWN's work over the last 15 years.

Expected Result 1.2.2. More members more able to fundraise, plan effectively, run organizations, and undertake effective advocacy initiatives. Monitoring of the implementation of the KWN Code of Conduct and assessments of KWN members' needs will enable KWN to pinpoint specific areas in which KWN members need support. KWN will then provide interactive workshops followed by one-on-one tailored mentoring towards sustainably enhancing members' capacities. KWN will continue to provide grants through the Kosovo Women's Fund (KWF), supporting a "learning by doing approach" to advocacy, organizational management, and grants management.¹⁴

Expected Result 1.2.3. KWN staff capacities increased. KWN has strong, dedicated staff members, but KWN recognizes the importance of continual learning and skills development. Towards this end, KWN will continue encouraging KWN staff members to attend educational opportunities, as well as provide on-the-job training and mentoring for staff members.

Outcome 1.3. The funding climate for women's rights organizations improved.

Although several advocacy initiatives can be taken on a voluntary basis, women-led CSOs still require resources for many aspects of their important work. Sustainable activism towards women's rights requires resources, and KWN will continue its efforts towards mobilizing sufficient resources from

¹⁴ In the Mid-Term Review of the Kosovo Women's Fund and other KWN activities funded by the Austrian Development Agency (2014), it was recommended that KWN seek funding to continue KWF for at least two more years to build on the successes it has had thus far. Specific recommendations include increasing publicity showcasing grant recipients' successes, and providing more advocacy and network building workshops.

local and international actors towards sustaining the women's movement in Kosovo and beyond.

Expected Result 1.3.1. Institutional and public awareness about the importance of tax deductions for supporting the important work of women's rights groups improved. KWN will collaborate with other actors, such as CIVIKOS, in advocating for a better legal framework that will encourage individuals and businesses to support non-profit organizations working in the public good. KWN also will continue organizing public events and educating the public about the important role they have supporting women's rights organizations.

Expected Result 1.3.2. KWN Fundraising Plan implemented. KWN will collaborate with its members, Board, and partners in undertaking the activities foreseen within its Fundraising Plan. This includes further diversifying KWN's sources of support towards its long-term sustainability.

Stakeholders

Towards achieving these strategic aims, KWN foresees continued cooperation with its member organizations and women's rights groups in the region. KWN members and the network itself will be the primary target group and beneficiaries of this Program. Citizens in general, particularly women and girls, will be secondary beneficiaries of a sustained women's movement that advocates on their behalf.

KWN will collaborate and coordinate its support of women-led organizations with other actors seeking to further the capacities of civil society, such as the European Union, USAID, and the Swedish International Agency for Development (Sida), among others.

KWN anticipates that it will receive support for this program from the Austrian Development Agency and the European Union.

Women in Politics and Decision-making Program

Laws, Policies and Institutional Mechanisms

Numerous laws and institutional mechanisms exist towards increasing women's participation in politics and decision-making:

- The Constitution of the Republic of Kosovo: Article 7.2 states that “the republic of Kosova ensures gender equality as a basic value for democratic development of the society, equal possibilities for the participation of women and men in political, economic, social, cultural, and other areas of social life.”
- The Law on Gender Equality (2004) upholds the policy expressed in the Constitution and prohibits all direct and indirect forms of gender discrimination.¹⁵ It calls for women and men to each hold at least 40% of positions at all levels. In 2005, the law established the Agency for Gender Equality as a specific government institution. Municipal Gender Equality Officers have been appointed in municipalities and Gender Focal Points within ministries.
- The Law on General Elections in the Republic of Kosovo¹⁶ and the Law on Local Elections in Kosovo¹⁷ both include a 30% quota for women's and men's participation in national and municipal assemblies, respectively.
- The Anti-Discrimination Law bans discrimination in many forms, including based on sex, gender, age, marital status, or sexual orientation.¹⁸

¹⁵ Assembly of the Republic of Kosovo, *Law on Gender Equality in Kosovo*, Law no. 2004/2, Prishtina: 2004. At the time of drafting this Strategy, the Law is undergoing revisions.

¹⁶ Assembly of the Republic of Kosovo, *Law on General Elections in the Republic of Kosovo*, Law no. 2008/03-L-073.

¹⁷ Assembly of the Republic of Kosovo, *Law on Local Elections in Republic of Kosovo*, Law no. 2008/03-L072.

¹⁸ United Nations Interim Administration Mission in Kosovo (UNMIK) and the Assembly of Kosovo, *The Anti-Discrimination Law*, Law no. 2004/3.

- The Kosovo Law on Police calls for 25% participation of each gender.¹⁹
- The National Action Plan (NAP) on implementing UN Security Council Resolution 1325 on Women, Peace and Security (2014) seeks to implement this Resolution in Kosovo.²⁰

The Situation

In 2011, President Atifete Jahjaga became the first female president of Kosovo. She sets a positive example for future women leaders.²¹

Even so, women remain sorely under-represented in politics and decision-making at the national level. Following the 2014 elections, women were to hold 32.5% of the seats in the Kosovo National Assembly (39 of 120).²² In 2010, women held 33.3% of seats.²³ No women held any of the five roles in the presidency of the National Assembly as of 2013. Women have been underrepresented in most parliamentary committees. In the 2010 parliament, women chaired three standing committees: the Committee on Budget and Finance; the Committee on Rights, Interests of Communities, and Returns; and the Committee for European Integration. Of nine functional committees in 2013, only one was chaired by a woman: the Committee on Human Rights, Gender Equality,

¹⁹ Assembly of the Republic of Kosovo, *Law on Police*, Law no. 03/L-035. Women currently comprise only 14.5% of the force (Kosovo Police, 2014).

²⁰ Approved with decision Nr. 09/168, 29 January 2014. United Nations Security Council Resolution 1325, 2000.

²¹ Ulf Farnsveden, Ariana Qosaj-Mustafa, and Nicole Farnsworth, *Country Gender Profile: An Analysis of Gender Differences at All Levels in Kosovo*, Prishtina: Kosovo Framework for Gender Equality with the Embassy of Sweden and Orgut Consulting, April 2014.

²² Central Election Commission, *2014 Parliamentary Elections, Results of Elected Candidates*, Prishtina: Republic of Kosovo Central Election Commission, 2014, at: http://www.kqz-ks.org/Uploads/Documents/Ndarja%20e%20uleseve%20-20140625%20Seats%20Allocation%20with%20Parties%20Votes%20and%20Number%20of%20Seats_shtzohjhp.pdf.

²³ Counted manually, taken from: Ministry of Foreign Affairs, "Diplomatic Missions of Kosovo," at: <http://www.mfa-ks.net/?page=1,49>, accessed 9 April 2014.

Missing Persons, and Petitions.²⁴ There was one female deputy prime minister in 2014. Of 18 total ministers, only one was female, and of 35 deputy ministers, only one was female.²⁵ Women comprise around 40% of total ministerial staff.²⁶ The civil service consists of 38% women, but women are under-represented in decision-making positions.²⁷

All women deputies participate in the Women's Caucus.²⁸ It has a strategic plan, as well as a seven-member board with a representative from each of seven political parties. KWN, among others, has supported their work and collaborated on issues of joint interest, such as maternity leave; the appointment of women ambassadors by the Assembly; and for a mobile mammography unit.²⁹

Kosovo politics are largely controlled by political parties, which vary with regard to their inclusion of women. The lack of democratization within most political parties and women's insufficient participation in decision-making within parties historically has meant that women have had little impact on decisions made in the national and municipal assemblies.

Decentralization has involved the transfer of responsibilities from the national to the municipal level. With decentralization, municipalities are gaining greater authority over the services provided to citizens. Further work is needed to build the capacities of people at the municipal level, as well as to educate

²⁴ Counted manually from the Republic of Kosovo Assembly, *List of Committees in the Assembly of Kosovo*, <http://www.kuvendikosoves.org/?cid=2,110>.

²⁵ Counted manually from: Ministry of Foreign Affairs, "Diplomatic Missions of Kosovo," at: <http://www.mfa-ks.net/?page=1,49>, accessed 9 April 2014.

²⁶ Commission for Human Rights, Gender Equality, Missing Persons, and Petitions, 2013.

²⁷ Department of Civil Service Administration (DCSA), February 2014.

²⁸ Kosovo Assembly Groups, *Women's Group*, <http://www.kuvendikosoves.org/?cid=2%2C196>.

²⁹ Farnsveden, Ulf and Nicole Farnsworth, *Gender Study in Kosovo*, Sida: December 2012, p. 9.

citizens about new municipal responsibilities so that they can hold institutions accountable. Decentralization may impact the quality of services provided through Centres for Social Work (CSWs), responsible for assisting with domestic violence and child custody. Health and education are both largely municipal responsibilities, as well.³⁰ Considering that women historically have had little power in decision-making at the municipal level, their empowerment is crucial for ensuring that women have equal opportunities and can realize their rights to public services.

From a quantitative standpoint, women's involvement in municipal politics has increased. In 2007, only 16 women received sufficient votes for assembly seats without the quota;³¹ in 2013, approximately 51 women received sufficient votes.³² In 2013, Mimoza Kusari-Lila became the first woman mayor in Kosovo. Further, in the 2013 local elections, an estimated five percent more women than men voted.³³ Even so, women remain underrepresented in decision-making positions within municipalities; they lead only 14 directorates in all of Kosovo (4.4%).³⁴ Women also remain under-represented among election administrators.

The Agency for Gender Equality in the Office of the Prime Minister, gender focal points in ministries, and municipal gender equality officers have lacked sufficient financial and human resources for carrying out their responsibilities. Of particular concern has been the placement of gender focal points and

³⁰ Ada Shima and Nicole Farnsworth for KWN, *Budgeting for Social Welfare*, Prishtina: KWN, German Cooperation and GIZ, 2014, pp. 18-19.

³¹ KIPRED and Democracy in Action, *Analiz e Zgjedhjeve: Trendit dhe M simet e Nxjerra*, Prishtina: KIPRED, 2008, p. 41.

³² Counted manually, based on:

http://www.kqz-ks.org/Uploads/Documents/6%20-%20Uleset%20ne%20Kuvendin%20Komunal%20-%20MA%20-%20Candidates%20Seats%20Details%2020131210-2010_cefuijpdoj.pdf

³³ KIPRED and Democracy in Action, Prishtina: KIPRED, 2008, p. 41.

³⁴ Ministry of Public Administration, February 2014.

officers in human resource departments, rather than at the highest decision-making levels, undermining their abilities to influence policies and decisions from a gender perspective. Further, there has been minimal political will to include them in decision-making processes.³⁵

In order to address the aforementioned issues, KWN has undertaken several initiatives, including campaigns towards electing more women into decision-making positions; collecting women's input for political parties' programs; and involving voters in advocating for authorities to address their priorities at the municipal and national levels. KWN's prior initiatives have contributed to several successes (see box).

Since 2000, KWN has slowly gained better access to public institutions. In collaboration with other actors, KWN's advocacy has contributed to and in some cases resulted in several laws and policies in Kosovo that are important from a gender perspective. In addition laws listed above under the Institutional Mechanisms section, KWN also participated in drafting laws and policies affecting women (e.g., the Labour Law, the National Strategy and Action Plan to Combat Trafficking in Human Beings; the Law on Protection against Domestic Violence; the National Action Plan and Strategy on Protection against Domestic Violence; and protection for women who suffered sexual violence during the war). KWN together with other actors advocated successfully for the Agency for Gender Equality to be located at the highest decision-making level (within the Prime Minister's Office) so that it could be positioned to mainstream gender throughout the government and in all laws and policies.

³⁵ Farnsveden et al., *Country Gender Profile*, p. 14.

KWN's advocacy efforts, which have involved NGOs and citizens at both the municipal and national levels, also have contributed to progress regarding institutional response to citizens' demands, including access to water, transport, canalization, education (e.g., new schools in rural areas), and healthcare.³⁶

While the appointment and election of women to a few key decision-making positions are clearly due to broader political processes and these women's own achievements, KWN's decade of ongoing advocacy and awareness-raising efforts likely contributed to the appointment and election of more women to such positions. Similarly, KWN's work to empower more women to participate in politics, particularly at municipal levels and as voters, has been a contributing factor to women's increased participation both as elected officials and as voters. For example, more women ran for mayor and voted than ever before in the 2013 municipal elections. More women have been elected (rather than receiving their seats by the quota).³⁷ KWN also encouraged more young women to become involved in politics and to run for office. This can be attributed in part to KWN's active outreach and encouragement of women's participation.

Advocacy for women's participation in negotiations as per UNSCR 1325 likely contributed to the appointment of Edita Tahiri as the Deputy Prime Minister of the Republic of Kosovo and chief negotiator for the talks with Serbia, though she has not involved other women in negotiations as much as KWN had anticipated.

³⁶ For examples, see KWN, *Voters' Voice*, Prishtina: KWN, 2009, at: <http://www.womensnetwork.org/documents/20130120172704530.pdf>; and the KWN *Little Grants, Big Changes* series.

³⁷ Counted manually, based on: http://www.kqz-ks.org/Uploads/Documents/6%20-%20Uleset%20ne%20Kuvendin%20Komunal%20-%20MA%20-%20Candidates%20Seats%20Details%2020131210-2010_cefuipdoj.pdf. To be confirmed.



KWN's 2005 demonstration to mark International Women's Day on 8 Mar., coupled with follow-up advocacy, contributed to at least one woman being included in negotiations and the adoption of the Kosovo plan on UNSCR 1325.

KWN has involved more women in advocating for their priorities, particularly at the municipal level, through the Kosovo Women's Fund and support for Gender Equality Advocacy Groups. This has led to several important policy changes at the municipal level (e.g., improved public transport for women to access school and work; improved access to public building for persons in wheelchairs; jobs for rural women; public spaces for use by NGOs, decreasing their organizational costs; budget allocations towards gender equality at the municipal level; interpretation for deaf persons, so they may follow political processes and access to healthcare, among others). Also via GEAGs KWN has improved relations among women from diverse political parties and empowered them to advocate for issues of concern to women in their municipalities.

As an approach for integrating gender into government budgets, Gender Responsive Budgeting (GRB) aims to incorporate a gender perspective in government planning and budgeting. GRB encourages a gender perspective throughout the entire cycle of budgeting, and it is being increasingly

recognized as an important and effective instrument for government planning and budgeting in Kosovo. The Agency for Gender Equality (AGE) organized an international conference on GRB. International organizations have offered numerous trainings, workshops, and panel discussions on GRB. However, several officials told KWN that they struggled to “actually do” GRB. Thus, with support from *Deutsche Gesellschaft für Internationale Zusammenarbeit* (GIZ) GmbH, the Ministry of Labour and Social Welfare (MLSW), the Municipality of Kamenica, and KWN cooperated to carry out GRB in MLSW and Kamenica in 2014, towards providing concrete input into the budget document for 2015, as well as examining trends for the Medium Term Expenditure Framework (MTEF) for 2016-2019. This positive cooperation in 2014 resulted in several achievements (see box).

Despite the aforementioned accomplishments, much work remains to further women’s participation in politics and decision-making, particularly hitherto marginalized women outside Prishtina.

Key Challenges

- Women remain underrepresented at national, municipal, and party levels. Women do not comprise 40% of appointed decision-making positions in accordance with the Law on Gender Equality. Further women still depend largely on the quota in securing 30% of the seats in the national and municipal assemblies.³⁸ Women from minority ethnic groups in particular are under-represented. Insufficient understanding still exists regarding the role that the quota can play as an affirmative action towards promoting women’s participation in decision-making. Consequences include that women do not participate equally in decision-making processes, the Law on Gender Equality has not been implemented, and women’s interests are seldom considered sufficiently in the decisions being made.

³⁸ Farnsveden et al., *Country Gender Profile*.

Key KWN Achievements

- **Women's participation in politics and decision-making in municipal and national levels has increased:** for example, whereas 16 women were elected to municipal assemblies in 2007, an estimated 51 were elected in 2013. Additional women have been appointed to decision-making positions. While several factors are at work, KWN has empowered more women to run for office. KWN has involved approximately 1,380 diverse women in decision-making processes since December 2012.
- As of Oct. 2014, **28 public policies** have been changed to better reflect women's priorities as a direct result of KWN support.
- **Supported the establishment of 15 Gender Equality Advocacy Groups** that bring together diverse women in civil society, women municipal assembly members, and civil servants in furthering gender equality at the municipal level. They have collaborated to bring about several important policy changes at the municipal level, such as better access to public transport that enables women and girls to access education and jobs; and budgetary support towards furthering gender equality.
- Through these and other groups, women in politics, women-led NGOs, and women voters are **communicating and cooperating more** around issues women consider priorities.
- Mention and examples of GRB introduced into the budget circulars for local and central budget organizations, in collaboration with GIZ.
- Inclusion of gender-disaggregated data, indicators, objectives, and activities into the Medium Term Budget Framework of the Municipality of Kamenica.
- Inclusion of new indicators from a gender perspective in the Ministry of Labour and Social Welfare's (MLSW) Draft Budget.
- Gender mentioned in the MLSW and Ministry of Finance chapters of the MTEF for 2015-2017.

- The roots of this problem are social norms in which women are seen as housewives and mothers rather than political leaders. Social and cultural norms encourage women to remain home, while men work in the public sphere. Such norms discourage women from entering politics.³⁹
- Women often face challenges in terms of the quality of their participation and representation in decision-making; simply receiving a seat does not mean that they are able to influence decisions, laws, and policies. This may mean that women's priorities more generally tend not to be voiced within decision-making processes.
- An "old boys network" ("*Oda e burrave*") within and among political parties seems to influence most key decision-making in Kosovo, leaving little room for women. The lack of democratization within political parties makes it difficult for women to push issues they consider priorities within national and municipal assemblies.⁴⁰ Women are virtually absent from decision-making positions within political parties, and political parties continue to have great control over all decisions that are made at the municipal and national levels.⁴¹ At the same time, firm party alliances mean that women sometimes face difficulties in advocating for issues impacting women, though cross-party advocacy has improved in recent years.
- Furthering gender equality is not a political priority.
- Women politicians rarely meet with or collect feedback from their constituents, towards representing their interests in decision-making processes.⁴² Women assembly

³⁹ See *Gender Study in Kosovo*, p. 19 and Kosovar Gender Studies Centre (KGSC), *How Do Women Vote II*, Prishtina: KGSC, 2013, at: <http://kgscenter.net/images/stories/howdowomenvoteinkosovo.pdf>.

⁴⁰ Interviews with women and men in political parties, February 2014. See also Kosovar Stability Initiative, *A Power Primer*; Prishtina: IKS, 2011.

⁴¹ See IKS, *A Power Primer*.

⁴² KWN's and its members' conversations with rural women.

- members also lack knowledge regarding what mechanisms could be used to gather input from constituents.
- The special needs of women following the war have been largely ignored during negotiations with Serbia, particularly of women who suffered sexual violence, the loss of loved ones, and significant financial losses. The issue of missing persons also has not been adequately addressed.
 - While several trainings have informed officials and women's rights activists about gender responsive budgeting, few feel confident in how to actually carry it out and gender responsive budgeting is far from institutionalized in Kosovo. Many women and men lack evidence and knowledge about how their taxes are being spent and whether it is on issues that positively impact their lives.⁴³

KWN's Strategy

Considering these challenges, the long-term **goal** of this program is: **Women participate actively in politics and decision-making at municipal and national levels.** The expected outcomes for 2015-2018, expected results, and activities are detailed below.

Outcome 2.1. Women's participation in politics and decision-making at municipal and national levels increased and improved as per the Law on Gender Equality (40%).⁴⁴

If women are to participate actively in politics and decision-making at municipal and national levels, the number of women

⁴³ For more information, see *Budgeting for Social Welfare*, Prishtina: KWN, 2014 and KWN's practical guides on gender responsive budgeting, available at: www.womensnetwork.org.

⁴⁴ Improving women's political participation will complement OSCE's *Action Plan for the Promotion of Gender Equality*, which includes preventing discrimination against women in politics. It also will further the goals of the Programme of Cooperation between the institutions of Kosovo and UNDP's *Kosovo Programme Action Plan* (2011-2015), which seeks to strengthen the capacities of both central and local governments, aiming to support gender-responsive policy processes.

participating and the quality of their participation must be improved. KWN will work towards this through the following results.

Expected Result 2.1.1. Gender Equality Advocacy Groups (GEAGs) established and functioning in 25 municipalities and at the national level. The groups will continue to bring together women in politics, civil society, and civil servants in furthering gender equality with regard to issues that they identify as priorities. This will be accomplished via meetings among GEAG members, networking meetings, and KWN's support for GEAGs.

Expected Result 2.1.2. Capacities of women in politics to advocate for women's priorities furthered. KWN will continue empowering women in politics at municipal and national levels through GEAGs, training, and mentoring in advocacy skills.

Expected Result 2.1.3. Awareness of the importance of aligning the Law on Gender Equality and electoral laws enhanced. As the Law on Gender Equality considers equal gender representation to involve at least 40% of each gender, the electoral laws should be harmonized, including a quota for 40% participation of women and men. KWN will continue to advocate for alignment of these laws via meetings with officials and an awareness-raising campaign regarding the importance of the quota towards more balanced and democratic governance. Amending electoral laws would contribute directly to women's increased participation in politics and decision-making.

Expected Result 2.1.4. Women in politics, women-led NGOs, and women voters communicate and cooperate more around issues women consider priorities. This will be achieved through Expected Result 2.1.1, which will bring diverse women together in identifying and advocating women's priorities.

Expected Result 2.1.5. Advocacy initiated on issues women consider priorities. Empowering women to identify and advocate for their priorities is necessary for public policies to be changed. This result will be achieved through grants to KWN members for their advocacy initiatives via the Kosovo Women's Fund. The Fund also will support members' efforts to monitor and advocate for the implementation of existing laws and policies. KWN will encourage CSO grant recipients to collaborate closely with GEAGs and with each other.

Outcome 2.2. Institutionalization of Gender Responsive Budgeting in Kosovo improved.

Gender responsive budgeting is important not only for women's increased and improved participation in decision-making but also for the efficient and equitable distribution of public funds. Therefore, KWN will build on prior best practices, using a method developed with GIZ and international expertise, to work towards institutionalizing gender responsive budgeting (GRB) in Kosovo.

Expected Result 2.2.1. Capacities of targeted officials for carrying out GRB enhanced. KWN will support the institutionalization of GRB in targeted institutions via workshops and individualized mentoring for officials in how "do" GRB.

Expected Result 2.2.2. Concrete recommendations for improved gender responsive budgeting presented to relevant officials towards institutionalizing GRB. KWN will make these recommendations in the form of reports and written input, drafted in close consultation with officials in ministries and municipalities.

Stakeholders

The target group and primary beneficiaries will be women politicians at the municipal and national levels who will

participate more in politics and decision-making processes. Women-led CSOs and women voters also will be primary target groups and beneficiaries, as KWN will empower them in advocating for their priorities and playing a more active role in decision-making processes. Another target group and beneficiary will be public officials who will gain knowledge and skills that will enable them to carry out GRB in the future. Secondary beneficiaries will include men in politics who will learn more about the priorities of women and how these impact the society as a whole; and men and children who may benefit from policy changes as much as women.

KWN's member organizations will continue to be key partners towards this long-term goal. This will decrease overlap in activities and strengthen women's advocacy efforts, as many organizations advocating together often is stronger than one CSO advocating alone. In this regard, KWN also will seek to collaborate with other CSOs with similar interests.

KWN will continue to communicate and coordinate its work in this Program with other stakeholders that have similar aims. This includes the Organization for Security and Co-operation in Europe (OSCE) Mission in Kosovo, the National Democratic Institute (NDI), and the Women's Caucus. With regard to GRB, KWN will continue its collaboration with the Agency for Gender Equality, GIZ, and the Austrian Development Agency. Coordination of these efforts will need to take place with OSCE, NDI, UN Women, UNDP, USAID, Swiss Development Cooperation, Helvetas Swiss Inter-cooperation, and other actors that may work in this area in the future. Cooperation with targeted institutions also will be essential.

KWN anticipates that it will receive support for this program from the Austrian Development Agency and the European Union.

Women's Right to Healthcare Program

Laws, Policies and Institutional Mechanisms

- The Millennium Development Goals in health,⁴⁵ agreed to by the Kosovo government for 2005-2015, include: healthy start in life; improving the health of young people; improving mental health; developing human resources for health; reducing communicable and non-communicable diseases; institutional reforms; and improvement of management in healthcare. Additionally, an overarching development goal is to improve maternal health, with includes lowering the maternal mortality rate and providing universal access to reproductive healthcare.
- The EU *Multi-Annual Programme of Action for Health (2014-2020)* has objectives that include contributing to innovative and sustainable health systems, increasing access to better and safer healthcare, and promoting good health overall.⁴⁶
- The Kosovo Health Law⁴⁷ provides a legal basis for maintaining and improving the health of citizens through promotion, prevention, service delivery, and quality care.
- The Law on Reproductive Health⁴⁸ supervises all activities in the field of reproductive health and protects reproductive rights of individuals and couples, including the right to be informed and have access to necessary services.
- The Law on Health Insurance⁴⁹ establishes “universal access” for both citizens and residents in Kosovo “to

⁴⁵ United Nations Development Programme, *The Millennium Development Goals (Kosovo)*, at: <http://www.ks.undp.org/content/kosovo/en/home/mdgoverview/>.

⁴⁶ European Union, *Multi-Annual Programme of Action for Health (2014-2020)*, COM/2011/0709.

⁴⁷ Assembly of Republic of Kosovo, *Law on Health*, no. 12/04-L-125, 2012.

⁴⁸ Assembly of Republic of Kosovo, *Law on Reproductive Health*, no. 2006/02-176.

⁴⁹ Assembly of Republic of Kosovo, *Law on Health Insurance*, no. 04/L-249, 2014.

quality basic healthcare services” and should enter into effect in 2015. It has special provisions for persons who suffered domestic violence, among others.

- The Law on the Health Inspectorate⁵⁰ establishes the Inspectorate as “an administrative authority of the Ministry of Health that carries out external professional monitoring of the health institutions.”
- The *Kosovo Health Sector Strategy for 2014-2020* is pertinent to women’s and maternal health.⁵¹
- The Committee for Health, Work, and Social Welfare in the Assembly of Kosovo is the parliamentary committee responsible for monitoring the implementation of health related legislation and policies by the Government of Kosovo.

Kosovo’s health system currently is undergoing substantial reforms and several laws and policies may be amended and/or adopted in the near future. Therefore, this section of the KWN Strategy, as a living document, may need to be updated.

The Situation

Despite progress, access to quality basic, reproductive, and gynaecological healthcare remains limited in Kosovo. In 2014, the Ministry of Health received only 7.2% of the Kosovo budget, and public health programs comprised only 2.1% of the Ministry’s expenditures.⁵² The annual per capita government expenditure in health was only €35, the lowest in Europe.⁵³ This has resulted in a lack of medical equipment, a scarcity of medical specialists, low quality healthcare providers, and poor

⁵⁰ Assembly of Republic of Kosovo, *Law on Health Inspectorate*, no. 2006/02-L38, 2006.

⁵¹ Interview with former Minister of Health, 2014.

⁵² Calculated based on Ministry of Finance, *Revenues and Expenditures of the General Government*, <http://mf.rks-gov.net/en-us/ministriaefinancave/buxhetiirepublikesekosoves/buxhetiqidrore.aspx>.

⁵³ *Ibid*, p. 10

healthcare facility infrastructure (such as no elevators or heating). There is no budget for research and development.

The under-funded health sector likely negatively impacts women's health. According to UNICEF, "Kosovo has a very high fertility rate and amongst the poorest maternal and child vital indicators in Europe."⁵⁴ Between 2000 and 2007, 24 maternal deaths were reported by emergency obstetrics care facilities.⁵⁵ Maternal mortality seems to have declined, with only two reported cases in 2010.⁵⁶ However, according to UNICEF, the infant mortality rate in Kosovo is 35 to 49 per live birth, the highest in Europe.⁵⁷ Further concern exists that public institutions do not always record and families do not always report maternal and infant mortality (particularly for girls).⁵⁸

Women living in rural areas have cited travel costs as a significant barrier to receiving gynaecological and antenatal treatment. Women, particularly in rural areas, often hesitate to receive annual obstetric gynaecological exams because most gynaecologists are male. Social and cultural norms make it "shameful" for a man who is not the woman's husband to see her naked.

Another major issue is insufficient sexual education in schools. While curricula exist, young women report that few teachers teach the curricula. This is due in part to cultural norms that make discussing such topics in public taboo and insufficient

⁵⁴ UNICEF in Kosovo, "Early Years," website, at:

<http://www.unicef.org/kosovoprogramme/children.html>. See also UNICEF, *Improving Health of Women and Children of Kosovo 2007-2010*, Prishtina: UNFPA, UNICEF, and WHO, 2011, p. 1.

⁵⁴ Ibid, p. 2.

⁵⁵ Tengiz Asatiani, *Assessment of Emergency Obstetric Care in Kosovo*, Prishtina: 2008, p. 2.

⁵⁶ Ministry of Public Administration, *Demographic, Social and Reproductive Health Survey in Kosovo*, Prishtina: Republic of Kosovo, 2010, p. xvi-xvii.

⁵⁷ UNICEF in Kosovo, "Early Years," website.

⁵⁸ KWN discussions with its member organizations and UNFPA, 2014.

training for teachers on how to respond to questions on this topic.⁵⁹ While a more institutionalized approach is needed, in the meantime women-led organizations have worked to increase knowledge about sexually transmitted diseases among youth and vulnerable groups.

Limited access to family planning assistance and free or low-cost contraceptives further impede women's right to make informed choices regarding their health.⁶⁰ Although abortion (and sometimes even gender selective abortion)⁶¹ is considered acceptable among many married women, premarital sex and abortion among unmarried women are taboo topics. This has resulted in unsafe abortions and child abandonment by young mothers. While values and opinions regarding premarital sex are slowly changing, especially in cities, more attention is needed to sexual education and family planning.

KWN and its members' public awareness campaigns about breast and ovarian cancer, particularly efforts by the Kosovo Centre for Fighting Breast Cancer Jeta/Vita, have substantially increased awareness about these diseases, as shown by the increased number of women seeking regular check-ups, mammograms, and gynaecological visits. There has been positive collaboration between CSOs, the Women's Caucus, and private and public clinics, some of which have offered free of charge or discounted exams for women. Further, women-led organizations have worked to undermine negative perceptions of persons who suffer from cancer, as well as to improve social support for women with cancer. Organizations

⁵⁹ Ibid, and discussions with young women in five municipalities.

⁶⁰ For example, UNICEF found that between 2007 and 2010, there was a decrease in effective contraception and an increase in unwanted pregnancies, resulting in more abortions in the private sector (*Improving Health of Women and Children of Kosovo 2007-2010*, p. 1).

⁶¹ Discussions among KWN member organizations, 2014.

lead support groups, counselling, and assistance accessing medication for women suffering from these diseases.

Several KWN members provide counselling to women who have suffered various forms of gender based violence, towards coping with trauma. KWN also has offered counselling to women's rights activists at the individual and organizational level, toward improving their mental health and empowering them to continue their important work. This has been important in preventing activist burnout and enabling activists to continue their difficult yet important work supporting women and girls who have suffered gender-based violence.



With support from the Kosovo Women's Fund, KWN member Jeta Vita has assisted hundreds of women in receiving osteoporosis screenings free of charge, as well as mobilized more than 500 women in signing a petition to demand that institutions provide this service free of charge in the future.

Key KWN Achievements

- With support from KWN, approximately 3,417 women have accessed healthcare since 2012.
- Hundreds of women, primarily pensioners, have learned about osteoporosis and have received free and/or discounted exams towards diagnosing it, supported by Vita Jeta, a KWN Kosovo Women's Fund (KWF) grant recipient. Exams enabled women to identify signs of osteoporosis early on so that they could treat it.
- Approximately 3,430 women and girls are more aware of their rights and the importance of accessing healthcare, following KWN's support.
- Public awareness about breast cancer has increased substantially, mammography machines have been made available, and hundreds of women have received exams free of charge thanks to KWN and its members' advocacy and public awareness-raising efforts. For example, with support from the KWN KWF, Hendifer advocated successfully for local authorities in Ferizaj municipality to request a mammography device from the Ministry of Health. The Ministry funded two such devices.
- Supported by KWF, the Association of the Deaf in Prizren involved sign language interpreters in accompanying deaf women to gynaecologists. Meanwhile, the Association advocated successfully for the Municipality to hire an interpreter who now provides interpretation services at the Municipal Assembly and within the Health Directorate twice per week, assisting women in accessing healthcare.

Key Challenges

- Perhaps the largest challenge to women's access to quality healthcare is the under-financed health sector in Kosovo. This is due to the fact that healthcare is not considered a priority in the Kosovo budget. Underfunding leads to poor resources and services.
- Another serious issue is the lack of data collected and maintained by the Ministry of Health. Data has been logged in paper ledgers rather than in electronic systems and is often incomplete, which makes monitoring potential health epidemics and the quality of service provision very difficult, including from a gender perspective.
- As of 2014, public health insurance still does not exist. This prevents several Kosovars from being able to afford quality healthcare. Corruption and patronage services also continue to occur within the health system.⁶² Considering women's comparatively limited access to jobs and family resources, women likely are more affected by this (though further research is needed).
- Reports of sexual harassment and gender-based discrimination both in terms of workers and persons receiving services within the healthcare system exist but have not been adequately addressed.⁶³ Lesbian, bisexual, and transgender persons have reported facing discrimination and/or a lack of knowledge among doctors when seeking healthcare.
- Social norms continue to prevent some women from accessing annual obstetric gynaecological exams and antenatal care, which negatively impacts the mother and infant.

⁶² UNDP, *Public Pulse Action Paper on Healthcare in Kosovo: Satisfaction with healthcare Services and Perceptions on Presence of Corruption*, Prishtina: UNDP, 2013, at: http://www.ks.undp.org/content/dam/kosovo/docs/publicpulse/DokumentiPerVepnim_Anglisht.pdf.

⁶³ Cases reported to KWN.

- Women with disabilities often face additional challenges in accessing healthcare due to limited movement, limited access to public spaces, insufficient financial means, and/or inadequate understanding of their specific needs.
- Some women's health and access to healthcare also is impacted by domestic violence.⁶⁴
- Since premarital sex is a socially taboo topic, especially among girls, parents do not talk to their children about practicing safe sex. There is insufficient sexual education in schools for the same reason. There also is limited access to family planning assistance and free/low-cost contraceptives.

KWN's Strategy

The long-term goal of this program is: **Women have access to and are accessing affordable, quality healthcare.** While women's reproductive health appears to be the focus of most development interventions, KWN considers women's overall wellbeing, beyond women's reproductive role, important. At the same time, a holistic approach to women's health involves maternal and reproductive health, as well. Thus, this program indirectly will support Kosovo in achieving aims set out in the Millennium Development Goals, the EU *Multi-Annual Programme of Action for Health* (2014-2020), and the Kosovo *Health Sector Strategy for 2014-2020*.

Outcome 3.1. Public officials and health institutions held more accountable for addressing violations of women's right to healthcare.

Towards achieving this goal, particularly the quality of healthcare, KWN will work with women's rights organizations and citizens to hold officials accountable for addressing

⁶⁴ KWN, *Exploratory Research on the Extent of Gender-Based Violence in Kosova and Its Impact on Women's Reproductive Health*, Prishtina: KWN, 2008, p. 34.

violations of women's rights within the healthcare system and in healthcare services. This will result from a series of inter-related results.

Expected Result 3.1.1. Capacities of women's rights groups for documenting violations of women's right to healthcare improved. Limited well-documented information exists with regard to cases of gender discrimination within the health sector, though KWN has received several reports of such discrimination informally. Identifying specific cases of discrimination and documenting rights violations appropriately is important for identifying and addressing impediments to women accessing quality healthcare. Towards this result, KWN will involve experts in training and mentoring KWN members how to document rights abuses properly.

Expected Result 3.1.2. Research exists documenting violations of women's right to healthcare. KWN will support women's rights groups in monitoring the quality of healthcare and documenting violations of women's right to healthcare, including gender-based discrimination, corruption, malpractice, and sexual harassment. KWN will work with its member organizations to compile documentation of rights abuses into a publication and collaborate with women's rights groups, institutions, experts, and other stakeholders in formulating specific recommendations towards addressing rights abuses. This will aim to contribute to improving women's access to quality healthcare.

Expected Result 3.1.3. More public officials, women, girls, and men are aware of women's right to healthcare and violations of women's right to healthcare. Based on the research findings (Expected Result 3.1.2.), KWN and its members will meet with officials responsible to advocate for them to address issues identified through the research. KWN and its members also

will organize an awareness campaign to ensure that the public is informed about their rights and the report recommendations. KWN may decide to use strategic litigation and/or public embarrassment as methods for holding officials accountable should initial advocacy efforts not succeed. KWN's research, awareness-raising, advocacy, and litigation tactics will hold health institutions more accountable in addressing rights violations. At the same time, these actions will seek to contribute to improving the healthcare system, ensuring better access to quality healthcare, and better health more broadly.

Outcome 3.2. More women access quality healthcare.

Also towards achieving the goal of this Program, KWN will support more women in accessing quality healthcare. KWN and its members will work towards ensuring that women's access to quality healthcare services is institutionalized and sustainable.

Expected Result 3.2.1. Women and girls more aware of their right to healthcare and the importance of accessing healthcare.

Awareness about rights and the importance of preventative care is a precondition for women to access quality healthcare. Therefore, via the Kosovo Women's Fund, KWN will support member organizations' awareness-raising and advocacy efforts for more women to access quality healthcare. Awareness-raising may focus on the importance of regular general health check-ups towards prevention, their rights under the new legal framework, how to detect signs of cancer, and the importance of osteoporosis screening. KWN members will target persons who may lack access to such information, including particularly in rural areas and from some minority ethnic groups.

Expected Result 3.2.2. More women advocate for their right to quality healthcare. Linked to awareness-raising, via the Kosovo Women's Fund, KWN will support members' efforts to involve

more women in advocating for their right to quality healthcare, particularly where such rights have been violated and/or for institutions to address issues undermining women's access to quality healthcare. Advocacy initiatives may include, for example, advocacy for institutions to collect and maintain better data; for health insurance to be implemented and accessible for all, including women who work at home; for better funding from the state for healthcare; for better monitoring of private health clinics; and against the privatization of public healthcare.⁶⁵

Stakeholders

The target group and primary beneficiaries will be Kosovar women, particularly those with limited access to quality healthcare services. Another target group and potential primary beneficiary will be officials within health institutions whose capacities for providing quality services to women may be enhanced following awareness-raising and advocacy efforts. Secondary beneficiaries will include all Kosovars, who will benefit from improvements to the healthcare system.

KWN's member organizations will be key partners in carrying out these efforts. KWN also will seek to cooperate and coordinate with other actors focused on this sector, including the UNFPA, the World Health Organization, UNICEF, American International Health Alliance (AIHA), the Government of Luxembourg, the World Bank, the University of Prishtina Program for Gender Studies and Research, Dartmouth College, Kosovo's public health institutions, healthcare workers, and citizens who may support KWN's advocacy efforts in this area.

⁶⁵ These were issues identified by KWN members during the process of creating this Strategy, though the research will examine them further.

Program against Gender-based Violence

Laws, Policies and Institutional Mechanisms

- The UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) with Recommendation 19 on Violence against Women establishes principles of state responsibility to undertake adequate measures to combat all forms of gender-based violence, including family and domestic violence, sexual violence, psychological abuse, exploitation of women (particularly trafficking), sexual harassment, and forced sterilization.⁶⁶



"Say NO to violence," young men say during the One Billion Rising against gender-based violence campaign in Pristina in 2014.

⁶⁶ United Nations, *UN Convention on the Elimination of All Forms of Discrimination against Women*, 1979.

- The UN Declaration of Basic Principles of Justice for Victims of Crime and Abuse of Power sets the basis for intervention and standards for authorities in responding to domestic violence cases.⁶⁷ These measures provide to victims: judicial representation; information on the judicial process; judicial redress from acts suffered; psychological and medical support; shelter and assistance.
- UN Security Council Resolution 1325 on Women, Peace and Security (UNSCR 1325) calls for protection from sexual violence perpetrated during war. The UN Secretary-General's indicators foresee justice for such crimes.
- The Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence has a wide definition of domestic violence.⁶⁸ It criminalizes psychological abuse, though Kosovo law does not.
- The Criminal Code of Kosovo (CCK)⁶⁹ and Criminal Procedure Code of Kosovo (CPCK)⁷⁰ define a number of criminal offences committed in a domestic relationship that may be considered domestic violence. They contain provisions relating to other forms of gender-based violence, including rape (as well as statutory rape), sexual violence/assault, trafficking, and other forms of sexual exploitation.
- The Law on Protection against Domestic Violence aims at preventing violence, protecting victims, treating perpetrators, and mitigating the consequences of domestic violence.⁷¹

⁶⁷ United Nations General Assembly, *UN Declaration of Basic Principles of Justice for Victims of Crime and Abuse of Power*, A/RES/40/34, 1985.

⁶⁸ Council of Europe, *Convention on Preventing and Combating Violence against Women and Domestic Violence*, CETS no. 210, 2011.

⁶⁹ Assembly of the Republic of Kosovo, *Criminal Code of Kosovo*. 2013, No. 04/L-082.

⁷⁰ Assembly of the Republic of Kosovo, *Criminal Procedure Code of Kosovo*. 2013, Nr. 04/L-123.

⁷¹ Assembly of the Republic of Kosovo, *Law on Protection against Domestic Violence*, Law no. 03/L-182, 2010.

- The Law on Preventing and Combating Trafficking in Human Beings and Protecting Victims of Trafficking (2013) serves to address this problem and its consequences.⁷²
- The Law on the Status and the Rights of the Martyrs, Invalids, Veterans, Members of the Kosovo Liberation Army, Civilian Victims of War and their Families was amended in 2014 to include women victims of sexual violence as civilian survivors of war.⁷³
- The Anti-Discrimination Law forbids discrimination and harassment, including unwanted sexual and/or psychological conduct that violates the dignity of a person.⁷⁴
- The Law on Gender Equality states that harassment and sexual harassment constitute gender discrimination; and prohibits sexual harassment in the workplace.⁷⁵
- The Law on Social and Family Services includes provisions for helping persons in need, such as persons who have suffered domestic violence or human trafficking.⁷⁶
- The National Action Plan (NAP) on Implementing UN Security Council Resolution 1325 on Women, Peace and Security sets forth the plan for implementing this Resolution in Kosovo.⁷⁷
- The National Strategy and Action Plan against Trafficking in Human Beings 2011-2014 aims to coordinate the fight against trafficking.

⁷² Assembly of the Republic of Kosovo, *Law on Preventing and Combating Trafficking in Human Beings and Protecting Victims of Trafficking*, 2013, Law no. 04/L-218.

⁷³ Assembly of Republic of Kosovo, *On the Status and the Rights of the Martyrs, Invalids, Veterans, Members of the Kosovo Liberation Army, Civilian Victims of War and their Families*, Law no. 2011/4-L-061, 2014.

⁷⁴ The Assembly of Kosovo and UNMIK, *The Anti-Discrimination Law*, Law no. 2004/3.

⁷⁵ The Assembly of Kosovo and UNMIK, *Law on Gender Equality in Kosovo*, Law no. 2004/2.

⁷⁶ The Assembly of Kosovo and UNMIK, *Law on Social and Family Services*, Law no. 02/L-17.

⁷⁷ Approved with decision Nr. 09/168, 29 January 2014. United Nations Security Council Resolution 1325, 2000.

- The National Programme on Protection against Domestic Violence (2011-2014) aims to address the prior lack of coordination among institutions that should handle domestic violence cases.
- Standard Operating Procedures (SOPs) offer a fairly comprehensive framework for 1) responding to reports of domestic violence; and 2) taking anti-trafficking measures, respectively.
- The Kosovo Police has Domestic Violence Investigation Units in each station with two trained domestic violence officers (a woman and a man) on-call 24/7.
- The President's National Council for Survivors of Sexual Violence during the War fosters and inter-ministerial response to assisting survivors.

The Situation

Gender-based violence is any form of psychological or physical violence carried out against a person on the basis of her or his gender. Several forms of gender-based violence exist. In Kosovo, among the most widespread forms is domestic violence. KWN's 2008 research suggested that 46.4% of women (and 39.6% of men) have experienced domestic violence at some point in their lives.⁷⁸ Women, persons in rural areas, with lower levels of education, who are receiving social assistance, who have lower incomes, and/or who are unemployed tend to be more likely to suffer violence.⁷⁹ UNDP's 2014 *Public Pulse on Gender* found that roughly 22% of married women reported experiencing domestic violence (including psychological abuse).⁸⁰ Of the 1,087 domestic violence cases reported to police in 2013, 80% of victims were women.⁸¹ The most common domestic violence-

⁷⁸ Farnsworth, Nicole and Ariana Qosaj-Mustafa for KWN, *Security Begins at Home*, Prishtina: Agency for Gender Equality, 2008, p. 2.

⁷⁹ KWN, *Security Begins at Home*, p. 2; UNDP *Public Pulse on Women*, p. 39.

⁸⁰ UNDP, *Public Pulse on Gender*, Prishtina: UNDP, 2014, p. 37.

⁸¹ Kosovo Police, 2014; adapted by KWN research team.

related crimes reported to police included intimidation, light bodily harm, and physical assault. Of the 1,021 cases known by Kosovo police in 2012, 902 resulted in criminal charges being pursued.⁸²

Despite some progress, many issues still surround access to justice for persons who have suffered domestic violence. Prior research has suggested that these include: delays in issuing protection orders, lenient sentences for repeat offenders, minimal punishment for those who violate protection orders, insufficient prosecution in cases where the crime is light bodily harm, and overall short sentences for domestic violence perpetrators.⁸³ Additionally, due to factors including societal stigmas and concerns about retaliation, women often fear testifying in court about their experiences.⁸⁴



In support of the family of Diana Kastrati who was murdered by her ex-husband in Prishtina in 2013, KWN collaborated with other actors to critique the courts that failed to issue a protection order on time. Advocacy coupled with other actors' work led to the Kosovo Constitutional Court case KI 41/12, Gëzim and Makfije Kastrati v. Municipal Court in Prishtina and Kosovo Judicial Council.

⁸² Ibid.

⁸³ See: Qosaj-Mustafa, Ariana and Nicole Farnsworth for KWN, *More Than "Words on Paper"? The Response of Justice Providers to Domestic Violence in Kosovo*, Prishtina: UNDP, 2009.

⁸⁴ Interview with municipal police, February 2014, for *Country Gender Profile*.

Ten shelters for women and children who have suffered gender-based violence exist in Kosovo. Most are KWN member organizations. No shelters exist for boys over the age of 12 or men who have experienced violence.⁸⁵

Sexual violence, which may occur within or outside domestic relationships, is highly stigmatized in Kosovo. Insufficient knowledge exists that sexual violence can occur between spouses. Lack of knowledge coupled with a fear of stigmatization mean that sexual violence cases are seldom reported. No cases of sexual assault and only one rape case were reported to police in 2013. KWN's experience suggests that incidence is much higher.⁸⁶ Regional police have a responsibility for investigating rape and offering medical treatment.⁸⁷ However, institutions are inadequately trained to detect sexual violence within domestic relationships.

Another form of sexual violence was that perpetrated against women during the war in Kosovo. Sexual violence, including rape, was used as a weapon of war against civilians.⁸⁸ This included forced impregnation of women by Serb forces, which was used as a tactic of ethnic cleansing.⁸⁹ Overall, diverse sources have estimated that between 10 and 45 thousand women were raped during the war.⁹⁰ Sexual violence also has

⁸⁵ NTF of the "Public debate on Human Trafficking," 17 October 2013.

⁸⁶ KWN, *Security Begins at Home*.

⁸⁷ Interview with police, February 2014, conducted for *Country Gender Profile*.

⁸⁸ See Human Rights Watch (HRW), *Humanitarian Law Violations in Kosovo, U.S.A.*: HRW, 1998; HRW, *A Week of Terror in Drenica: Humanitarian Law Violations in Kosovo, U.S.A.*: HRW, 1999; OSCE, *Kosovo/Kosova: As Seen, As Told, Part III*; UNFPA, *Gender-Based Violence in Kosovo*, Prishtina: UNFPA, 2005, p. 6; and Chris Corrin, "Post-Conflict Situation in Kosovo" in *If Not Now, When?*, 11-16 June 2001, p. 93.

⁸⁹ HRW, *Kosovo: Rape as a Weapon of Ethnic Cleansing*; OSCE, *Kosovo/Kosova, As Seen, As Told*; Coomaraswamy, para. 82; Corrin, "Post-Conflict Situation in Kosovo," p. 93; and UNIFEM, p. 62.

⁹⁰ Compiled from Farnsworth, Nicole for KWN, *Exploratory Research on the Extent of Gender Based Violence in Kosova and its Impact on Women's Reproductive Health*, KWN, Prishtina: 2008.

been reported to have been perpetrated against men and boys, though this has been even less talked about publicly. There has yet to be a single person convicted of committing this crime in Kosovo.⁹¹ Women who suffered sexual violence during the war face difficulties with isolation, untreated trauma, physical ailments, and poverty.⁹²

The large military “peace-keeping” force in Kosovo immediately after the war created a demand for sexual services that led to an increase trafficking, particularly of women and girls.⁹³ Trafficking for sexual exploitation appears to have decreased since 2002. Police identified 52 cases in 2013, primarily involving internally trafficked Kosovars. Twenty-four of the persons trafficked were minors (ages 14-17), and 13 were between the ages of 18 and 22. Police arrested 91 persons suspected of trafficking, 35 of enabling prostitution, and 26 for prostitution in 2013.⁹⁴ The demand for sexual services has not received sufficient public attention in Kosovo. Gender inequalities that underpin and potentially contribute to prostitution also have been little discussed.

Sexual harassment within the workplace, schools, universities, and public institutions has been reported to KWN. A 2010 Kosovo Gender Studies Centre survey found that 16.6% of civil servants had experienced sexual harassment at least once during their career.⁹⁵ Focus groups held at the University of Prishtina have suggested that sexual harassment is apparently wide-spread, but under-reported. Even when reported, it has been ignored.

⁹¹ See KWN, *1325 Facts & Fables*, Prishtina: KWN, 2011.

⁹² KWN members’ discussions with women.

⁹³ KWN, *1325 Facts & Fables*.

⁹⁴ Interview with Anti-Trafficking National Coordinator, 2014.

⁹⁵ Demolli, Luljeta for KGSC, *Perceptions of Civil Servants Regarding Sexual Harassment in the Workplace*, Prishtina: KGSC, 2010, p. 10.

Gender-based violence targeting LGBT persons due to their sexual orientation is also concerning. Although both the Constitution and Anti-Discrimination Law explicitly address sexual orientation-based discrimination, enforcement, institutional responses and reporting mechanisms remain weak.⁹⁶ Many LGBT persons have been subject to verbal harassment and physical violence.⁹⁷ Seemingly widespread negative public perceptions of LGBT persons suggest the need for further awareness-raising regarding LGBT rights.

The general safety and security of women and men raises several additional areas of concern. UNSCR 1325 broadly calls for security for women and girls in post-conflict situations. However, in Kosovo poor infrastructure, such as insufficient lighting of public places at night, can provide an enabling environment for gender-based violence. Local Action Groups and Community Security Councils have initiated a few projects to address such issues, including adding lights to roads and considering factors such as the distance girls and women must travel for work and school. Women in northern Kosovo may face additional security concerns as a result of the weak rule of law and disagreements over institutional competencies between Kosovo and Serbia, along with the general state of insecurity there.⁹⁸

⁹⁶ KWN interviews, 2014.

⁹⁷ See: Youth Initiative for Human Rights (YIHR) and Center for Social Group Development, *Freedom and Protection for Lesbians, Gays, Bisexuals and Transgender in Kosovo*, Prishtina: YIHR, 2013; Savić, Marija for the Heartefact Fund, *Invisible LGBT: Report on the position of LGBT community in Kosovo*, Belgrade: Heartefact Fund, January 2013; Huygens, Pierre, Eva Marn, and Nenad Maksimović, *Situation and Response Analysis: LGBT Vulnerability in Kosovo in 2012: In the name of "Tradition"*, 2013; Libertas, *Survey on the attitudes of the Kosovar society towards homosexuality: quantitative and qualitative research on the opinions of Kosovar citizens*, Prishtina: Libertas, 2012; the European Parliament also expressed concern regarding discrimination based on sexual orientation in its Resolution of 29 March 2012 on the European Integration Process of Kosovo, 2011/2885(RSP), para. 38.

⁹⁸ Interviews, February 2014, conducted for *Country Gender Profile*.

Key KWN Achievements

- KWN collaborated with experts and its members to provide input on and advocate for the adoption of most of the aforementioned laws and policies towards addressing gender-based violence in Kosovo.
- In close collaboration with the Agency for Gender Equality and UNDP, KWN conducted the first National Survey on Domestic Violence, collecting important baseline data that informed Kosovo's new legal framework. KWN's monitoring of institutions' performance suggests that KWN has contributed to improved implementation of existing laws and policies related to domestic violence and trafficking.
- KWN supported the establishment of the Coalition of Shelters, which now functions as an independent entity. KWN supported shelters in advocating successfully for government funding to support the provision of shelter services.
- KWN and its members enhanced the capacities of police, as well as local and international security and peace-keeping forces, in appropriate ways to interact with women who have suffered gender-based violence.
- Through a demonstration on 8 March 2013, KWN brought public attention to the lack of respect, services, and assistance for women who suffered sexual violence during the war. This led to new legal provisions for their protection. KWN also supported the establishment of the President's National Council for Survivors of Sexual Violence during the War.
- KWN supported improved coordination among diverse local and international actors working on issues of trafficking and domestic violence. This included advocating for national coordinators on domestic violence and trafficking, respectively, which have been appointed and have begun monitoring and reporting on the implementation of existing laws and policies.
- With KWN support, at least 520 citizens, including men, are better informed about domestic violence and trafficking.

KWN has organized several national campaigns that have decreased prejudices against persons who suffered gender-based violence and encouraged people to report violence, moving it from a private issue to a more public issue. KWN's work related to this Program in prior years has led to several results (see the box).

Key Challenges

The legal and institutional framework for addressing gender-based violence is fairly comprehensive, and there are promising signs of increased coordination among organizations and responsible institutions. However, several challenges remain related to social norms and implementation of the legal framework:

- Individuals often attribute domestic violence to poor economic situations, unemployment, alcohol, trauma from war, and lack of education. This allows for a justification of violence and discourages people from reporting violence to police.⁹⁹
- Marriages usually end in divorce if violence is reported, and many women lack sufficient financial resources for supporting themselves after divorce.¹⁰⁰ Women's comparatively poorer financial situation is a common reason, according to which courts grant child custody to the male perpetrator; the perpetrator's economic status takes precedence over consideration for the physical and psychological well-being of the child(ren). Awarding child custody to perpetrators may place children at grave risk of violence and dissuade women from reporting domestic violence.¹⁰¹

⁹⁹ UNDP, *Public Pulse on Gender*, p. 39; KWN, *Security Begins at Home*, pp. 16-22.

¹⁰⁰ For more information, see KWN, *More Than "Words on Paper"? The Response of Justice Providers to Domestic Violence in Kosovo*, Prishtina: KWN, 2009.

¹⁰¹ *Security Begins at Home*, p. 85.

- Delays remain within the court system in handing down verdicts and issuance of protection orders within the legally required timeframe.¹⁰²
- Patriarchal perceptions embedded in society run the risk of impacting judicial opinions and the course of proceedings.¹⁰³ Courts and lawyers prefer reconciliation, but the return of victims to their prior dwellings often has proven ineffective. An estimated 80% of people (mostly women) suffering from domestic violence return to the same home following time spent in a shelter. Alternative long-term options are largely unavailable.¹⁰⁴ Insufficient access to justice, as well as ineffective and inefficient justice for crimes committed contributes to recidivism.¹⁰⁵
- The financial support that shelters receive from the state is insufficient for covering all of their costs, and shelters rely on international donors for additional support.¹⁰⁶ The quality of services provided by shelters remains weak and the process of officially licensing shelters and their staff members as professional service providers has yet to be completed by MLSW. Kosovo continues to lack sufficient rehabilitation and reintegration systems.¹⁰⁷
- Insufficient communication exists between courts and police. Courts rarely intervene when protection orders are violated and/or alimony is not paid. There are often delays, a lack of urgency, and insufficient follow up. Although this

¹⁰² *Gender Study in Kosovo*, p. 18; *Security Begins at Home*, p. 82.

¹⁰³ KWN, *More Than "Words on Paper?"*, p. 29.

¹⁰⁴ *Ibid.*, p. 19.

¹⁰⁵ KWN, *More Than "Words On Paper?"*, p. 6.

¹⁰⁶ For more information, see Farnsworth et al. for KWN, *At What Cost? Budgeting for the Implementation of the Legal Framework against Domestic Violence in Kosovo*, 2012.

¹⁰⁷ *Gender Study in Kosovo*, p. 19.

has improved since the establishment of the National Coordinator in 2013, it remains an issue.¹⁰⁸

- Some prosecutors lack knowledge regarding domestic violence regulations. Additionally, the absence of a functioning witness protection system may prevent victims or witnesses from reporting and/or testifying in gender-based violence cases. Further, legal fees are often prohibitive, and the continuation of free legal aid is vital.¹⁰⁹
- Protection orders are usually considered a substitute for initiation of criminal proceedings, though crimes committed within a domestic relationship should be prosecuted *ex officio* (automatically).¹¹⁰
- Services provided by police, judges, and prosecutors can be further improved, including more training via the Kosovo Judicial Council and Kosovo Prosecutorial Council.¹¹¹
- Rape is not reported, particularly in domestic relationships where it is still not considered a crime, despite the fact that it is defined as a crime by law.
- Sexual harassment seems to be a serious issue within public institutions, the University of Prishtina, businesses and society at large. Few efforts have been taken to address it, and few people report it, particularly due to the economic situation and fear of losing their jobs.
- There has been no justice for gender-based crimes committed during the war in Kosovo. Women who suffered gender-based violence need continued support towards rehabilitation and reintegration.

¹⁰⁸ Interviews with police and judges in Gjakova, February 2014, conducted for *Country Gender Profile*.

¹⁰⁹ Farnsworth et al. for KWN. *At What Cost? Budgeting for the Implementation of the Legal Framework against Domestic Violence in Kosovo*, 2012.

¹¹⁰ KWN, *More Than "Words on Paper?"* p. 6.

¹¹¹ Discussion with KWN Board Members, 2014.

KWN's Strategy

Considering these challenges, the long-term goal of this program is: **Women and girls live a life free from gender-based violence.** The expected outcomes and results towards this goal are detailed below.

Outcome 4.1. Implementation of the domestic violence legal framework, including institutional response in assisting persons who suffered violence, improved.

Implementing the legal framework related to domestic violence will contribute to the goal that women and girls live a life free from violence by preventing violence from occurring, preventing recidivism, and better treating persons who have suffered violence.

Expected Result 4.1.1. Follow-up monitoring reports exist on the implementation of the domestic violence legal framework, as well as awareness about and extent of domestic violence.

The National Programme on Protection against Domestic Violence (2011-2014) will end in 2014, and the time is ripe for independent monitoring of progress to date. A Kosovo-wide household survey to measure changes in public awareness and incidence has not been conducted since 2008. In close collaboration with the Agency for Gender Equality in the Office of the Prime Minister and other key actors, KWN will conduct follow-up research to measure changes since the baseline study in 2008 and KWN's monitoring reports since then. The findings and resulting recommendations will inform the drafting of the new National Programme. KWN will repeat the same monitoring exercise after three years to measure changes.

Expected Result 4.1.2. Institutions and other actors aware of the extent to which the domestic violence legal framework has been implemented. KWN will publicly release and publicize the research findings. Then, KWN will meet with relevant

institutions to advocate for the research recommendations to be addressed.

Expected Result 4.1.3. KWN members engaged in advocating for the implementation of the legal framework on domestic violence. KWN will cooperate with and support member organizations via the Kosovo Women's Fund in advocating for the implementation of the legal framework. This may include, for example, advocacy for: completing the licensing of shelter service providers coupled with full coverage of the cost of these services; the establishment of rehabilitation and reintegration services for persons who have suffered domestic violence via improved inter-institutional response; and other recommendations resulting from the research.

Expected Result 4.1.4. Performance and quality of services of shelters enhanced, particularly towards rehabilitation and reintegration. KWN will collaborate more with its member organizations, particularly the Coalition of Shelters, and public institutions (namely the Department for Social Welfare) towards enhancing the quality of services provided to persons who have suffered domestic violence and other forms of gender-based violence. This will include advocating for increased state funding to cover all costs related to shelter, including rehabilitation and reintegration, as well as working with shelters to meet institutions' criteria for additional funding to be distributed. KWN will collaborate with MLSW to prioritize vocational training and job placement for women who have suffered gender-based violence (see Program 5) towards their reintegration.

Outcome 4.2. Awareness of and attention to addressing gender-based improved among officials and citizens, including domestic violence, rape, and sexual harassment.

Public and officials' awareness about gender-based violence and the rights of persons who have experienced violence is important for ensuring that cases of gender-based violence are reported so that they can be addressed. It is also important for transforming social norms towards decreasing gender-based violence as foreseen by this program.

Expected Result 4.2.1. More citizens informed about the legal framework and their rights, including men. This will clearly contribute to increased public awareness as per the foreseen outcome. It will involve awareness campaigns at national and municipal levels, including by member organizations with support from the Kosovo Women's Fund. Special focus will be placed on forms of gender-based violence under-discussed in the past, including sexual harassment and rape. Efforts also will be undertaken to target men, towards transforming social norms.

Outcome 4.3. Improved policies and procedures for addressing sexual harassment exist.

This outcome will seek to establish better policies and procedures for reporting addressing sexual harassment in diverse settings and establishments, towards achieving the aforementioned goal.

Expected Result 4.3.1. Coordination established among women-led CSOs, public institutions, and other workplaces towards installing improved mechanisms for reporting and investigating cases of sexual harassment. KWN and its members will collaborate with diverse actors to support them in establishing better processes for reporting and investigating sexual harassment, towards decreasing sexual harassment in public spaces.

Outcome 4.4. Institutional and public support for persons who suffered sexual violence during the war improved.

This outcome focuses on addressing the negative consequences of gender-based violence that has already occurred, as women and girls cannot live a life free from gender-based violence if the trauma of past violence remains with them. In achieving this outcome, KWN will facilitate the implementation of the recently approved National Action Plan on Implementing UN Security Council Resolution 1325 on Women, Peace and Security, as well as the recent amendments to the Law on the Status and the Rights of the Martyrs, Invalids, Veterans, Members of the Kosovo Liberation Army, Civilian Victims of War and their Families. Continuing to improve institutional support for women who suffered sexual violence during the war will help enhance social understanding and support for women, as foreseen by the Plan.

Expected result 4.4.1. KWN and its members involved in processes towards ensuring institutional and public support for persons who suffered sexual violence during the war improved.

The involvement of women-led organizations is crucial as they are among few who have gained the trust of women affected by war and who can facilitate women's access to foreseen state services. Towards this result, KWN and its members will continue to support persons who have suffered sexual violence in receiving assistance, as well as to support the President's National Council for Survivors of Sexual Violence during the War. KWN also will continue advocating for justice for gender-based crimes committed during the war, towards preventing future such crimes from occurring.

Stakeholders

The primary beneficiaries of this program will be women and girls who have experienced, are experiencing, or at risk of suffering gender-based violence. Institutions responsible for

implementing the existing legal framework related to gender-based violence will be targeted, including: the Kosovo Police, Centres for Social Work, judicial system, Victims' Advocacy and Assistance Division, the Agency for Gender Equality, Legal Aid Offices, Kosovo Judicial Council, Kosovo Prosecutorial Council, and EULEX. Additionally, citizens in general will be targeted towards increasing public awareness about the existing legal framework and ways to seek assistance, as well as towards transforming social norms.

KWN will continue cooperating closely with its member organizations for this Program, particularly with the Coalition of Shelters. KWN also will coordinate with other actors undertaking efforts related to gender-based violence, including: the Security Gender Coordination Group, UNKT, UN Women, UNDP, UNFPA, OSCE, the European Union Rule of Law Mission in Kosovo (EULEX), the University of Prishtina Program for Gender Studies and Research, Care International, the European Centre for Minority Issues, and the Centre for Legal Aid and Regional Development. With relation to LGBT rights, KWN will continue collaborating closely with and supporting other organizations focused on supporting LGBT persons, as well as with USAID and EU supported programs in this regard.

KWN anticipates that it will receive support for this program from the Austrian Development Agency.

Women's Economic Empowerment Program

Laws, Policies and Institutional Mechanisms

- The EU Equal Treatment Directive calls for equal opportunities and treatment of men and women in matters of employment and occupation.¹¹²
- The EU Pregnant Workers Directive establishes guidelines for workers during and after pregnancy.¹¹³ It covers topics such as: exposure to potentially hazardous activities, the length of maternity leave, and time off for doctor appointments. This has not been fully incorporated into Kosovo's legal framework.
- The EU Employment Equality Framework Directive sets forth a general framework for equal treatment in employment and occupation. While the Directive has not been adopted in Kosovo, it has served as a source for the Anti-Discrimination Law.¹¹⁴
- The EU Parental Leave Directive establishes the right for a minimum of four months of paternal leave for new fathers.¹¹⁵ This Directive has yet to be incorporated into Kosovo's legal framework.
- The Constitution of the Republic of Kosovo calls for the government to ensure gender equality is pursued by the government; this includes access to employment.
- The Labour Law is intended to regulate the rights and obligations arising from employment.¹¹⁶ It applies to employees and employers in the public and private sector, and deals with issues such as maternity leave. A female

¹¹² European Union, *Equal Treatment Directive*, 2006/54/EC, 2006.

¹¹³ European Union, *Pregnant Workers Directive*, 92/85/EC, October 1992.

¹¹⁴ European Union, *Employment Equality Directive*, 2000/78/EC, December 2000.

¹¹⁵ European Union, *Parental Leave Directive*, 2010/18/EU, 2010.

¹¹⁶ Assembly of the Republic of Kosovo, *Law on Labour*, No. 03/L-212.

employee is entitled to 12 months of maternity leave, with six months of compensation at 70% of the base salary paid by the employer, three months paid by the government at 50% of the average wage in Kosovo, and three unpaid months. It also grants paternity leave after the child is born, but only for two weeks and two days.

- The Anti-Discrimination Law bans discrimination in many forms, including based on sex, gender, age, marital status, or sexual orientation, which applies to the workplace.¹¹⁷
- The Law on Inheritance establishes that both men and women have the same inheritance rights, although it is not necessarily enforced.¹¹⁸
- The Law on Property and Other Real Rights deals with ownership of physical items, including abandoning and registering property.¹¹⁹ Although the law treats all parties as equal with regards to gender, it does not provide any direct provisions with regards to women's rights and ownership.
- The Law on Gender Equality explicitly protects women's rights to immovable property to ensure the full participation of both men and women economically.¹²⁰
- The *Vision of the Government of the Republic of Kosovo and MLSW for 2020* seeks to create a society "whereby all people at the working age and capable to work are trained and have equal opportunities at employment." MLSW strategic objectives include increasing employment and skills, increasing social welfare with a focus on vulnerable groups, and decreasing informal employment.

¹¹⁷ Assembly of Kosovo and UNMIK, *The Anti-Discrimination Law*, Law no. 2004/3.

¹¹⁸ Assembly of Kosovo and UNMIK, *Law on Inheritance in Kosovo*, Law no. 2004/26.

¹¹⁹ Assembly of the Republic of Kosovo, *Law on Property and Other Real Rights*, Law No. 03/L-154.

¹²⁰ Assembly of the Republic of Kosovo, *Law on Gender Equality*, No. 2004/2, Article 12(1) and 16(6).

- The *Private Sector Development Strategy for Kosovo (2013-2017)* focuses on the development of small and medium enterprises, but does not specifically mention women or gender.

The Situation

The labour force participation rate for women in Kosovo in 2013 was 21.1% (compared to 60.2% for men), increased from 17.8% (55% for men) in 2012. Kosovo currently has the lowest employment rate of women in Europe. Unemployment for women is 38.8%, compared to 26.9% for men.¹²¹ When women are employed, they tend to work in lower paid sectors, such as health and education, whereas men work in higher paid fields such as energy and construction.¹²² Roughly 8% of business owners are women.¹²³ Most businesses owned by women are micro-enterprises.¹²⁴

A contributing factor to women's unequal labour market participation has been unequal access to education for women and girls. This can be attributed in part to social norms whereby girls discontinue their schooling before boys. It is also largely due to insufficient funding in families to send girls to school. An important reason is the failure of the Ministry of Education, Science and Technology and municipalities to ensure free and transportation for all children through secondary school. Particularly in remote areas and among some minority groups (e.g., Roma, Ashkali, Egyptian, Gorani), social norms such as early marriage for women may prevent women from

¹²¹ World Bank, *Results of the Kosovo 2013 Labour Force Survey*, Prishtina: World Bank, July 2014.

¹²² Ministry of Trade and Industry, cited by Hope Fellowships, Economy Committee, *Women in Kosovo's Economy*, Prishtina: Hope Fellowships, 2014, p. 5.

¹²³ Riinvest Institute, *To Pay or Not to Pay: A Business Perspective of Informality in Kosovo*, Prishtina: Riinvest Institute, 2013, p. 14.

¹²⁴ Hope Fellowship.

attending higher education.¹²⁵ Education appears to be strongly related to labour force participation. Among citizens who have attained tertiary education, 72% of women are employed, while roughly 79% of men are employed. For comparison, among those with less than an upper secondary education, only 2.3% of women are employed, versus 21% of men.¹²⁶

Some private sector employers have reportedly used short-term contracts and/or discriminated against women in hiring to avoid paying for maternity leave.¹²⁷ The Labour Law is being reviewed by MLSW, and they are considering shortening maternity leave. However, children are only eligible for kindergarten after age of one. Thus, unless revisions were accompanied by better childcare options, a shortened maternity leave would still negatively impact women who are socially expected to take care of children. Men are discriminated against by unequal paternal leave measures, which also are not in line with EU standards.

Women also tend to lack access to assets, including property; according to cultural norms such assets are managed by men within their families. Despite laws guaranteeing women's right to inherit property, many families continue applying traditions where property is given only to men. Experience suggests that women also forfeit their right to inherit family wealth, based on existing cultural norms and in order to maintain "good" relations within the family. When family property is divided among siblings, judges may not ensure that all living inheritors are present, though they should according to law. Even when judges do respect the law, "many final decisions issued by the courts are not enforced or executed," according to research by

¹²⁵ UNFPA, *Kosovo (UNSC 1244) Child Marriage*, Prishtina: UNFPA, October 2012, pp. 5-6.

¹²⁶ UNDP, *Human Development Report for Kosovo*, 2012, pp. 27-28.

¹²⁷ Focus groups with businesswomen; Riinvest 2013, pp. 23-24.

the Kosovar Gender Studies Centre.¹²⁸ Poor implementation of the existing law and “insufficient awareness amongst judges about how to treat cases relating to women’s rights and property inheritance” are crucial factors preventing women from realizing their property rights.¹²⁹ Without access to property, women do not possess their own capital for investment or loans. Thus, women’s unequal access to inheritance and property inhibits their ability to achieve financial independence and to open or expand their own businesses.

Women heads of households face particularly difficult conditions as they often lack access to assets for developing their businesses and markets for selling their products (a task previously undertaken by their husbands). Without assets, they possess no guarantee for loans and thus lack access to capital for developing their businesses. Women heads of households are among the most impoverished in Kosovo.

¹²⁸ KGSC, *Women’s Property Inheritance Rights in Kosovo*, 2011, p. 24.

¹²⁹ *Ibid*, p. 45.

Key KWN Achievements

- As a direct result of KWF support, more than 41 women, primarily from rural areas, have secured employment.
- Towards improving women's access to property and inheritance, KWN has been an active member of the Kosovo-wide "For Our Common Good" campaign, which resulted in KWN mobilizing 75 organizations/individuals throughout Kosovo to commit to work with their families and members to register property in the name of women (as of Nov. 2014). KWN members' awareness-raising efforts have made at least 179 more citizens (men and women) aware of women's right to inheritance and property.
- KWN has supported the establishment of the Women's Economic Chamber and businesswomen's network.
- KWN has built the capacities of officials to carry out gender-responsive budgeting in targeted institutions. More gender equitable distribution of state resources, via state-funded programs and projects, can contribute to women's economic empowerment in the future, e.g., via improved distribution of social assistance and government grants for agricultural or business development.
- KWN has supported approximately 30 women's groups in assisting their members to identify new markets for their products, increase their productivity and outputs, and increase their profits. As a result, 223 women are better able to develop and manage successful businesses and 125 women have better access to markets.
- Through the Bucinca Foundation and awareness-raising efforts, KWN has supported more young women in accessing higher levels of education, which statistics suggest can facilitate their economic empowerment.
- KWN has encouraged gender-responsive budgeting. This can help women access state programs, services, and resources towards economic empowerment.

It is believed (though few concrete numbers exist) that the informal sector comprises roughly 10% of Kosovo's economy, and the majority of those involved are likely women.¹³⁰ Many women sell products such as peppers and processed foods. They also often provide domestic services, caretaking and hairdressing. In rural areas, women contribute in unpaid services, such as caring for animals on farms, unpaid labour in family-owned shops, and work in fields. However, men traditionally market products and manage family finances. Therefore, few women reap the rewards of their hard work, and they have little to say in financial decisions made within the family.¹³¹

Insufficient access to employment, property and family finances places women in a precarious position. Women may lack decision-making power within their families. Those experiencing domestic violence lack opportunities for leaving violent situations and fear losing custody over their children.¹³²

Without education and job skills, women who have suffered domestic violence and/or been trafficked also struggle to secure employment and re-integrate into society. Supporting women's access to education, job skills, employment and capital are all crucial for empowering women economically.

Key Challenges

Challenges to economically empowering women in Kosovo stem from both cultural norms and structural difficulties.

- Businesswomen identify challenges as: lack of access to financing, insufficient tax regulations, bad banking practices, discrimination by clients, and the generally poor investment climate in Kosovo.¹³³

¹³⁰ Riinvest 2013, p. 7.

¹³¹ *Country Gender Profile*, p. 17.

¹³² KWN, *Security Begins at Home and More than "Words on Paper"?*

¹³³ Focus groups with businesswomen, *Country Gender Profile*.

- Poor implementation of the existing inheritance and property laws and low awareness among judges about how to treat cases relating to women's rights and inheritances prevent women from realizing their property rights.¹³⁴
- Women have difficulty accessing credit and loans because they lack collateral, credit histories, and connections. Only 3% of commercial bank loans go to women. This makes buying property and starting businesses challenging.¹³⁵
- Social norms encourage women to stay home as caretakers and men to work as breadwinners. This can impact whether women choose to seek work, whether husbands and family members allow/encourage them to work, and whether (typically male) employers will choose to hire them. Women's care work is little compensated, though society relies on this free labour to function. Insufficient, affordable and quality kindergartens and day cares also undermine women's ability to enter the workforce.¹³⁶
- Employers reportedly discriminate against women in hiring to avoid paying maternity leave. Men are discriminated against with regard to paternity leave provisions.
- EC progress reports do not sufficiently mainstream gender, which may mean that women's interests and needs are not sufficiently considered as part of Kosovo's EU integration process, including related to Kosovo's economy.¹³⁷
- More men than women secure jobs through Regional Employment Centres, and women do not have equal access to state social assistance.¹³⁸
- Insufficient public transport and free books impacts women's access to higher education and work.

¹³⁴ KGSC, *Women's Property Inheritance Rights in Kosovo*, Prishtina: KGSC, 2011, p. 45.

¹³⁵ UNDP, *Kosovo Human Development Report 2012*.

¹³⁶ See World Bank study, forthcoming.

¹³⁷ For example, see European Commission, *Kosovo 2013 Progress Report*, pp. 34-35.

¹³⁸ Shima and Farnsworth for KWN, *Budgeting for Social Welfare*.

KWN's Strategy

The long-term goal of this program is: **Women and men have equal economic opportunities at home and in the public sphere.** Through this Program, KWN will continue supporting MLSW in realizing goals in the *Vision of the Government of the Republic of Kosovo and MLSW for 2020*. Finally, the *National Strategy for European Integration 2020* cites gender equality, equal treatment of workers, and anti-discrimination measures as important underlying features.

Outcome 5.1. More women secure employment.

In order for women and men to have more equal economic opportunities at home, women's labour force participation must be increased. KWN's Strategy has a high degree of synergy with the *Programme of Cooperation between the Institutions of Kosovo* and UNDP's *Kosovo Programme Action Plan (2011-2015)*, which seeks to help bridge the gap between the unemployed and potential jobs, with a special focus on ethnic minorities and women.



With support from the Kosovo Women's Fund, the Women's Initiative Association supported young women with vocational training and in advocating to the Mayor of Dragash for jobs. As a result, 24 women now have jobs in the new factory.

Expected result 5.1.1. Institutions and key actors more aware of the extent of gender discrimination in the workplace in Kosovo and ways to address it. This will help address issues preventing women from finding and maintaining employment. KWN will conduct research on discrimination in the workplace, identifying recommendations. KWN then will advocate for recommendations. Additionally, KWN will advocate for longer paternity leave within the Labour Law towards providing women and men more equal opportunities to raise their families and participate in the labour force. This will contribute to aligning Kosovo law with the EU Directive on Parental Leave and Pregnant Worker's Directive.

Expected result 5.1.2. More, affordable child care opportunities available. Child care is essential for enabling more women to work. Therefore, KWN will advocate for the establishment of more, affordable day cares, kindergartens, and alternative childcare options.

Expected result 5.1.3. Further institutional and private sector capacities for placing women in jobs. KWN will continue collaborating with MLSW and businesses to improve job placement of women registered with Regional Employment Centres, particularly women survivors of gender-based violence. This will include supporting Vocational Training Centres in developing more training modules that would be of interest to women while meeting market needs. Since women are over-represented in the informal sector, helping them secure jobs in the formal economy will contribute to achieving MLSW's aims, while allowing for better monitoring and protection of their rights as workers. Also towards this result, KWN will advocate for all government-funded projects to include in procurement criteria that contractors include 40% women and men as workers, ideally at all levels of decision-making. Towards placing women in jobs, KWN also will

collaborate with businesses to develop socially responsible enterprises that employ women.

Outcome 5.2. More girls attend higher levels of education.

The *Kosovo Education Strategy Plan (2011-2016)* highlights women and girls' unequal access to education and emphasizes the need to increase educational opportunities towards increasing their employment opportunities and empowerment. Additionally, the *Action Plan for the Economic Vision of Kosovo (2011-2014)* aims to develop a more inclusive education system to ensure equal access to quality education. This outcome will contribute to implementing these strategies while laying the foundation for furthering women's employment opportunities.¹³⁹

Expected Result 5.2.1. Enabling environment improved for young women to attend higher levels of education. KWN and its members will advocate for relevant institutions to fulfil their responsibilities to provide free transportation for all students through secondary school. They also will advocate for books to be provided free of charge and for more scholarships for young women, particularly in non-traditional sectors (e.g., computer sciences), towards decreasing other costs affiliated with education. KWN will collaborate with the Agency for Gender Equality and USAID-funded programs, to ensure diverse women are aware of opportunities to further their education at reduced to know cost. By encouraging gender responsive budgeting within the Ministry and targeted municipalities (via Strategy Program 2), KWN also may support the identification of inequalities in access to education that can be remedied by more equitable and efficient spending of public resources.

¹³⁹ The EC *Progress Report for Kosovo* (2013) and UNDP *Human Development Report* highlight that poor educational opportunities, especially among marginalized groups, remain a major obstacle. Similar goals towards increased education and employment opportunities for women and girls are echoed in the World Bank's *Country Partner Strategy for Kosovo (2012-2015)*. The Strategy also addresses the need for women to have fairer access to assets such as real estate.

Outcome 5.3. More women access their right to inheritance and property.

As explained, equal opportunities to inheritance and property are crucial to women's economic empowerment. Therefore this continues to be a key aspect of KWN's Strategy. KWN's work in this regard also will promote a more hospitable environment for women to start and grow businesses, contributing to the implementation of the *Private Sector Strategy*. KWN will coordinate its efforts with other actors focusing on this issue towards efficiency and effectiveness in realizing shared aims.

Expected Result 5.3.1. More citizens aware of women's right to inheritance and property. This will result from KWN's involvement in national campaigns undertaken with other actors towards 1) raising awareness within families, among women, men, boys, and girls, regarding the importance of women and men having equal shares of property and inheritance; and 2) for the registration of property in women's names. This will involve coordinated media campaigns, public meetings, and door-to-door outreach carried out by KWN members who have access within diverse communities.

Expected Result 5.3.2. More women take steps to secure their right to inheritance and property. KWN members will provide technical support to women so that they may undergo procedures towards realizing their rights.

Expected Result 5.3.3. Relevant officials held more accountable to respecting women's right to inheritance and property. Officials will be held accountable by KWN members who monitor judicial sessions and report violations of women's right to property and inheritance. Based on issues identified through their and others' monitoring (e.g., GIZ, OSCE, TetraTech), they will advocate for amendments to the existing legal framework and for officials to better implement existing laws and policies.

Outcome 5.4. Women's access to resources within the family improved.

This clearly contributes directly to women's economic empowerment and will be achieved through the following results.

Expected Result 5.4.1. Research completed on equal access to resources within the family. Building on prior research findings in *Budgeting for Social Welfare* and drawing from international best practices, KWN will conduct research on access to and the use of social assistance within the family from a gender perspective, making recommendations to MLSW for improved distribution.

Expected Result 5.4.2. Institutional awareness of alternative models of distributing social assistance enhanced. This will be achieved via meetings with relevant MLSW officials to advocate for the implementation of recommendations identified through research.

Outcome 5.5. The extent to which EU policies and programs involve a gender perspective improved. The potential impact of EU policies and programs on women and men in Kosovo should be assessed from a gender perspective in case policies may have unequal or even negative impact on women, undermining women's economic empowerment.

Expected Result 5.5.1. Oversight from a gender perspective related to EU policies and programs in Kosovo improved. This will involve efforts on behalf of KWN and its members to: monitor the impact that EU integration may have on women's economic empowerment, based on lessons learned from other countries; monitor the adoption of laws and policies towards EU integration into Kosovo's legal framework from a gender perspective, assessing potential impact on women; provide feedback on Progress Reports from a gender perspective,

including within economy-related sections; and monitor EU-funded programs and projects in Kosovo to ensure women and men benefit equally from these.

Stakeholders

Women will be the primary beneficiaries of this program, particularly hitherto ignored and marginalized women. Their families will be secondary beneficiaries as they will be in a better economic position. Institutions targeted with capacity development and recommendations also can be beneficiaries as their ability to further women's equal access to state-funded programs will be improved.

Towards achieving this goal, KWN will continue cooperation with its member organizations, particularly those focused on economic empowerment, awareness-raising, monitoring, and legal aid. KWN will collaborate with and support the G7, Kosovo Women's Chamber of Commerce, and Women for Women International. KWN will coordinate actions closely with other actors involved in furthering employment, including the Office of the President of Kosovo, Agency for Gender Equality, MLSW, the Ministry of Education, Science and Technology, the Kosovo Cadastral Agency, the Notary Chamber of the Republic of Kosovo, the USAID/TetraTech Property Rights Program, USAID/World Learning Transformational Leadership Program, USAID Advancing Kosovo Together Program, USAID Basic Education Program, USAID/Chemonics International Partnerships for Development, the EU, GIZ, UNDP Active Labour Market Project, UN Women, OSCE, the World Bank, and other USAID-funded programs, among other actors. KWN anticipates that it will receive partial support for this program from the Austrian Development Agency.

Inclusiveness and Cross-cutting Issues

In accordance with its mission statement, KWN ensures that its programs and activities are inclusive of diverse persons, regardless of their political beliefs, religion, age, level of education, sexual orientation, gender identity, ability, or ethnicity. Therefore, KWN and its members will seek to ensure that all activities consider the special interests and needs of diverse persons targeted through this Strategy. KWN will provide capacity building for Kosovo Women's Fund grant recipients, in this regard, and will continue to support the efforts of groups focused on protecting the rights of youth, the elderly, minority ethnic groups, persons with disabilities, and LGBT persons. As illustrated by the indicative indicators, KWN



KWN supported the first public event in Kosovo to recognize LGBT rights, marking the International Day against Homophobia (IDAHO) in May 2014. KWN will continue supporting LGBT groups in their important work.

maintains data disaggregated by gender, age, ethnicity, geographic area, and ability towards monitoring the extent to which its programs benefit diverse people.

While the environment is not featured prominently in this Strategy, KWN considers environmental sustainability and protection important. KWN will seek to mainstream attention to the environment throughout its programs. For example, capacity-building for women-led CSOs will include strategies for producing public relations materials that have minimal impact on the environment, and all Kosovo Women's Fund grant recipients receive training on environmental considerations as part of mandatory orientation sessions. KWN continually seeks to protect the environment via its own practices as an organization via energy-saving, recycling, use of eco-friendly printing, use of public transport, and car-pooling whenever possible. With regard to women's participation in decision-making, this may also include attention to environmental policies. Clearly women's health and wellbeing can be impacted by poor environmental conditions, and KWN will support members interested in advocating on these issues, as well.

Indicators (Indicative)

KWN members have collaborated to create the following indicators of progress, building on KWN's experience to date. These indicators are indicative and may need to be slightly adjusted once baselines are finalized at the end of 2014. As with its prior Strategic Plan for 2011-2014, KWN will utilize its Monitoring and Evaluation database (which also includes baseline data and targets) to monitor progress on each of these indicators throughout the year and evaluate progress annually. KWN involves its member organizations, Board of Directors, target groups, and other actors in monitoring and evaluating progress, where relevant. Results from evaluations are made publicly available during KWN's annual membership meeting each December, in the *KWN Annual Report*, and via the KWN website, towards transparency and facilitating information-sharing of lessons learned.

Vision: Women and men are equal and have equal opportunities to education, employment, political participation, healthcare, and a life without violence

1. % of women and men enrolled at all levels of education
2. % of women and men employed
3. % of women and men represented in national and municipal assemblies, appointed political positions, and as civil servants
4. % of women and men that access public healthcare services
5. % of women and men who suffer gender-based violence

Mission: Women's and girls' rights and interests are supported, protected and promoted throughout Kosovo

1. % of the KWN Strategy for 2015-2018 that is implemented, which includes various key aspects of

- supporting, protecting and promoting women's and girls' rights and interests (as identified by KWN members)
- 2. # of policy changes that result from Kosovo Women's Fund grantees' advocacy initiatives that contribute to women's and girls' rights
- 3. Total # of final beneficiaries whose rights and interests are supported, protected and promoted

Goal 1. Sustainable women's movement exists in Kosovo

- 1. # of women and men registered as KWN individual members (increased)
- 2. # of initiatives undertaken independently by young women and men towards furthering the movement, demonstrating capacities of future generations to carry on the movement

Outcome 1.1. Solidarity among women-led organizations in Kosovo enhanced

- 1. # of partnerships, coalitions, and joint initiatives undertaken by women-led organizations
- 2. Comments made by women-led organizations about cooperation, evidencing quality

Expected Result 1.1.1. KWN members informed of other members' initiatives, KWN activities, funding opportunities and other information

- 1. # of KWN that participate in KWN meetings
- 2. Diversity of KWN that participate in KWN meetings by ethnicity, age, ability, geographic location
- 3. (Indicators under 1.2.1)

Expected Result 1.1.2. More young women activists involved in the women's movement

- 1. # of young women involved in the women's movement

Expected Result 1.1.3. Strengthen inter-ethnic understanding and cooperation among individuals and civil society groups in Kosovo and Serbia

1. # of interethnic initiatives undertaken
2. # of diverse women's stories made publicly available

Outcome 1.2. The organizational capacity of KWN and its members towards better advocacy and long-term sustainability of the network improved

1. % of Code of Conduct implemented by members increased
2. # of advocacy initiatives carried out by KWN members that succeed in achieving their aims, demonstrating strengthened capacities to undertake quality advocacy initiatives
3. # of CSOs that participate in decision and policy making processes with KWN support

Expected Result 1.2.1. KWN, members and their work more visible to potential partners, women activists internationally, and potential supporters

1. # of times KWN and its members' work is covered in diverse media
2. # of diverse Facebook followers (likes) by gender, age, and geographic location
3. # of visits from diverse readers to Facebook page by gender, age, and geographic location
4. # of visitors to KWN website
5. # of unique visitors to KWN website
6. # of website hits, indicating engagement with website
7. # of Instagram followers
8. # of Twitter followers
9. # of *Kosovar Women's Voice* newsletter readers
10. Feedback received on website, social media, and newsletter attesting to quality

Expected Result 1.2.2. More members more able to fundraise, plan effectively, run organizations, and undertake effective advocacy initiatives

1. # of diverse members who attend KWN capacity development workshops by age, ethnicity, ability, and geographic region
2. # of KWN members' KWF-supported projects completed successfully
3. Improved quality of proposals submitted to KWF, as evaluated by Grant Review Committee
4. # of advocacy initiatives undertaken by members with KWN support, demonstrating strengthened capacities to promote and protect women's and girls' rights
5. # of meetings between CSOs and officials related to supporting, protecting and promoting women's and girls' rights
6. # of new grants KWN members secure from donors, following KWN support

Expected Result 1.2.3. KWN staff capacities increased

1. # of capacity building opportunities attended by KWN staff members
2. Quality of performance as evaluated during annual staff reviews

Outcome 1.3. The funding climate for women's rights organizations improved

1. Amount of funding available for women's rights organizations in Kosovo from diverse sources

Expected Result 1.3.1. Institutional and public awareness about the importance of tax deductions for supporting the important work of women's rights groups improved

1. Amount of funding available for women's rights organizations in Kosovo from diverse sources

Expected Result 1.3.2. KWN Fundraising Plan implemented

1. % of KWN Fundraising Plan implemented
2. Amount of funds raised for KWN Sustainability Fund

Goal 2. Women participate actively in politics and decision-making at municipal and national levels

1. % of women appointed to decision-making positions at municipal and national levels
2. # of women elected to national assembly
3. % of women in national assembly
4. # of women elected to municipal assemblies
5. % of women in municipal assemblies
6. Gender quota in electoral laws aligned with LGE
7. % of decision-making positions within political parties held by women
8. # of public policies changed to reflect women's priorities
9. # of municipalities and ministries that apply gender-responsive budgeting
10. Improved participation of women as shown by # and diverse issues raised by women in national and municipal assemblies

Outcome 2.1. Women's participation in politics and decision-making at municipal and national levels increased and improved as per the Law on Gender Equality (40%)

1. # of diverse women who participate in politics and decision-making processes with KWN and its members' support, by ethnicity, age, ability, and geographic area
2. Types of diverse changes/results achieved from women's participation, including meetings with decision-makers
3. (All indicators for Goal 2).

Expected Result 2.1.1. Gender Equality Advocacy Groups (GEAGs) established and functioning in 25 municipalities and at the national level

1. # of GEAGs established and functioning
2. # of diverse women and men participating in GEAGs by gender, age, ability, ethnicity, rural, and municipality
3. # of changes, including in public policies, that result from GEAG advocacy initiatives

Expected Result 2.1.2. Capacities of women in politics to advocate for women's priorities furthered

1. # of women who participate in capacity-development workshops
2. # of mentoring sessions provided to women in politics

Expected Result 2.1.3. Awareness of the importance of aligning the Law on Gender Equality and electoral laws enhanced

1. Steps taken by officials towards amending electoral laws

Expected Result 2.1.4. Women in politics, women-led NGOs, and women voters communicate and cooperate more around issues women consider priorities

1. # of meetings between women in politics, NGOs, and women voters at municipal and national levels

Expected Result 2.1.5. Advocacy initiated on issues women consider priorities

1. # of advocacy initiatives undertaken on issues women consider priorities
2. # of meetings between women/girls and policy-makers
3. # of times media cover issues important to women and girls

Outcome 2.2. Institutionalization of Gender Responsive Budgeting in Kosovo improved

1. # of changes to budget documents resulting from KWN support

2. # of officials that show political will to try carrying out gender responsive budgeting independently by institution

Expected Result 2.2.1. Capacities of targeted officials for carrying out GRB enhanced

1. # of officials mentored in carrying out GRB
2. New knowledge and capacities gained by officials, as identified through monitoring and written evaluation

Expected Result 2.2.2. Concrete recommendations for improved gender responsive budgeting presented to relevant officials towards institutionalizing GRB

1. # of reports published with recommendations
2. Quality of reports as evaluated via peer review and feedback

Goal 3. Women have access to and are accessing affordable, quality healthcare

1. Women assess that the quality and affordability of health services has improved (household survey)
2. # of actions taken by officials to address issues preventing women's access to quality healthcare

Outcome 3.1. Public officials and health institutions held more accountable for addressing violations of women's right to healthcare

1. # of women and men who take actions to hold officials/institutions accountable
2. # of strategic litigation cases initiated

Expected Result 3.1.1. Capacities of women's rights groups for documenting violations of women's right to healthcare improved

1. # of rights abuses properly documented by women's rights groups

Expected Result 3.1.2. Research exists documenting violations of women's right to healthcare

1. Research report exists
2. Quality of report and recommendations assessed via peer review and feedback received on report

Expected Result 3.1.3. More public officials, women, girls, and men are aware of women's right to healthcare and violations of women's right to healthcare

1. # of meetings between KWN or its members and public officials in which women's rights are discussed

Outcome 3.2. More women access quality healthcare

1. # of women who receive healthcare as a result of KWN and its members' support

Expected Result 3.2.1. Women and girls more aware of their right to healthcare and the importance of accessing healthcare

1. # of women and girls that attend awareness-raising sessions
2. Improved awareness measured via pre/post surveys

Expected Result 3.2.2. More women advocate for their right to quality healthcare

1. # of women involved in advocating for their right to quality healthcare

Goal 4. Women and girls live a life free from gender-based violence

1. Decrease incidence of various forms of gender based violence as shown by monitoring reports

Outcome 4.1. Implementation of the domestic violence legal framework, including institutional response in assisting persons who suffered violence, improved

1. Improved implementation of the domestic violence legal framework as shown by baseline and follow-up monitoring reports
2. Amount of government funding for shelters increased to cover all affiliated services

Expected Result 4.1.1. Follow-up monitoring reports exist on the implementation of the domestic violence legal framework, as well as awareness about and extent of domestic violence

1. Monitoring reports exist
2. Quality of monitoring reports, evaluated by peer reviewers and comments made on reports

Expected Result 4.1.2. Institutions and other actors aware of the extent to which the domestic violence legal framework has been implemented

1. # of meetings between KWN and its members and officials to raise awareness
2. Improved awareness measured by baseline and follow-up monitoring

Expected Result 4.1.3. KWN members engaged in advocating for the implementation of the legal framework on domestic violence

1. # of KWN members engaged in advocacy initiatives
2. # of advocacy initiatives undertaken

Expected Result 4.1.4. Performance and quality of services of shelters enhanced, particularly towards rehabilitation and reintegration.

1. Improved quality as evaluated by monitoring reports (expected result 4.1.1.)

2. # of women who secure jobs upon leaving shelters, following KWN, shelters', and Regional Employment Centres' support

Outcome 4.2. Awareness of and attention to addressing gender-based improved among officials and citizens , including domestic violence, rape, and sexual harassment

1. Improved awareness as measured by changes between baseline and follow-up survey
2. # of research recommendations implemented, following advocacy
3. # of times information related to gender-based violence is covered in media as result of KWN and its members' work

Expected Result 4.2.1. More citizens informed about the legal framework and their rights, including men

1. # of diverse women and men informed about the legal framework via KWN and members' awareness-raising initiatives
2. # of diverse women and men involved in awareness campaigns and that take actions, drawing from new awareness, towards decreasing gender-based violence

Outcome 4.3. Improved policies and procedures for addressing sexual harassment exist

1. # of policies and/or procedures put in place for addressing sexual harassment as a result of KWN and its members' work

Expected Result 4.3.1. Coordination established among women-led CSOs, public institutions, and other workplaces towards installing improved mechanisms for reporting and investigating cases of sexual harassment

1. # of institutions and other actors KWN and its members collaborate with towards installing improved mechanisms for reporting and investigating cases of sexual harassment

Outcome 4.4. Institutional and public support for persons who suffered sexual violence during the war improved

1. Extent to which the National Action Plan on Implementing UN Security Council Resolution 1325 on Women, Peace and Security is implemented
2. Extent to which the amendments pertaining to survivors of sexual violence in the Law on the Status and the Rights of the Martyrs, Invalids, Veterans, Members of the Kosovo Liberation Army, Civilian Victims of War and their Families is implemented
3. # of women and men who suffered sexual violence during the war who receive support as a result of KWN and its members' assistance.

Expected result 4.4.1. KWN and its members involved in processes towards ensuring institutional and public support for persons who suffered sexual violence during the war improved.

1. # of process in which KWN members are involved

Goal 5. Women and men have equal economic opportunities at home and in the public sphere

1. Increase women's labour force participation rate
2. Improved distribution of resources within the home, as shown by research
3. Increased % of women property owners in Kosovo

Outcome 5.1. More women secure employment

1. # of women who secure employment following KWN and its members' advocacy/support

2. Increase in the percentage of women securing employment from MLSW Regional Employment Centres, following KWN support to MLSW

Expected results 5.1.1. Institutions and key actors more aware of the extent of gender discrimination in the workplace in Kosovo and ways to address it

1. Research report exists with clear recommendations
2. # of meetings between KWN and officials, during which officials' awareness is increased
3. # of steps taken by officials, demonstrating increased awareness

Expected result 5.1.2. More, affordable child care opportunities available

1. # of new opportunities available for childcare
2. # of affordable childcare options available

Expected result 5.1.3. Further institutional and private sector capacities for placing women in jobs

1. # of new training programs developed, tailored to women's and market needs
2. # of mentoring sessions provided to institutions and businesses
3. # of advocacy meetings held with institutions towards improving conditions for placing women in jobs

Outcome 5.2. More girls attend higher levels of education

1. # of girls who attend higher education as a result of KWN and its members' support

Expected Result 5.2.1. Enabling environment improved for young women to attend higher levels of education

1. # of actions taken at municipal and national levels towards enabling more young women to attend higher levels of education
2. # of women who apply for scholarships, following KWN and its members' encouragement

Outcome 5.3. More women access their right to inheritance and property

1. # of women who claim their right to inheritance and/or property as a result of KWN and its members' support

Expected Result 5.3.1. More citizens aware of women's right to inheritance and property

1. # of diverse women and men contacted by KWN and its members via meetings and door-to-door outreach
2. # of diverse women and men who sign declaration promising to register property jointly and ensure equitable division of inheritance within their family
3. Increased awareness demonstrated through pre-/post-national survey

Expected Result 5.3.2. More women take steps to secure their right to inheritance and property

1. # of women who initiate procedures to realize their rights

Expected Result 5.3.3. Relevant officials held more accountable to respecting women's right to inheritance and property

1. # of monitoring reports produced
2. Changes in officials' behaviour demonstrated by monitoring reports

Outcome 5.4. Women's access to resources within the family improved

1. Improved distribution of resources in the home demonstrated by MLSW gender responsive budgeting exercises

Expected Result 5.4.1. Research completed on equal access to resources within the family

1. Research report exists
2. Quality of research as evaluated by peer reviewers and comments made following release

Expected Result 5.4.2. Institutional awareness of alternative models of distributing social assistance enhanced

1. # of meetings with officials to increase awareness
2. # of recommendations accepted and acted upon

Outcome 5.5. The extent to which EU policies and programs involve a gender perspective improved

1. # of EU policies and programs in Kosovo that include an improved gender perspective following KVN and its members' advocacy

Expected Result 5.5.1. Improve oversight from a gender perspective related to Kosovo's EU integration process

1. # of monitoring briefs and/or reports produced
2. Quality of recommendations as assessed by peer reviewers and comments made

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