



European  
Union  
Kosovo

# Kosovo Gender Analysis



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

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2018



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# Acronyms

|        |  |
|--------|--|
| AD     | Action Documents   |
| ADA    | Austrian Development Agency  |
| AGE    | Agency for Gender Equality   |
| CEDAW  | Convention on the Elimination of all Forms of Discrimination against Women           |
| CSO    | Civil Society Organisation   |
| D4D    | Democracy for Development  |
| DAC    | Development Assistance Committee   |
| EC     | European Commission  |
| EO     | Employment Offices   |
| ERA    | European Reform Agenda   |
| EU     | European Union   |
| EULEX  | EU Rule of Law Mission in Kosovo   |
| EUO    | European Union Office  |
| EURF   | EU Results Framework   |
| FLA    | Free Legal Aid Agency  |
| GAP    | Gender Action Plan   |
| GEO    | Gender Equality Officers   |
| GIA    | Gender Impact Assessments  |
| GIZ    | <i>Deutsche Gesellschaft für Internationale Zusammenarbeit</i>                       |
| GRB    | Gender responsive budgeting  |
| ICT    | Internet Communication Technology  |
| IPA    | Instrument for Pre-Accession Assistance  |
| ISP    | Indicative Strategy Paper  |
| IUD    | Intrauterine device  |
| KAS    | Kosovo Agency of Statistics  |
| KEDS   | Kosovo Energy Distribution Services  |
| KEPA   | Kosovo Environmental Protection Agency   |
| KIESA  | Kosovo Investment and Enterprise Support Agency                                      |
| KIPA   | Kosovo Institute for Public Administration   |
| KGSC   | Kosovar Gender Studies Centre  |
| KJC    | Kosovo Judicial Council  |
| KPC    | Kosovo Prosecutorial Council   |
| KPGE   | Kosovo Program for Gender Equality   |
| KWN    | Kosovo Women's Network   |
| LGBTQI | Lesbian, Gay, Bisexual, Transgender, Queer and Intersex                              |
| LGE    | Law on Gender Equality   |
| MAFRD  | Ministry of Agriculture, Forestry and Rural Development                              |
| MEI    | Ministry of European Integration   |
| MESP   | Ministry of Environment and Spatial Planning   |
| MEST   | Ministry of Education, Science and Technology  |
| MLSW   | Ministry of Labour and Social Welfare  |
| MTBF   | Medium Term Budget Framework   |
| MTI    | Ministry of Trade and Industry   |
| NEET   | Not in Employment, Education or Training   |
| NDI    | National Democratic Institute  |
| NDS    | National Development Strategy  |
| NGEM   | National Gender Equality Mechanisms, including AGE and GEO                           |
| NGO    | Non-governmental organizations   |
| NPISAA | National Programme for Implementation of the Stabilization and Association Agreement |

|            |  |
|------------|--|
| NSPDV      | National Strategy on Protection from Domestic Violence and Action Plan 2016-2020 |
| OECD       | Organisation for Economic Co-operation and Development                           |
| OPDAT      | Office of Overseas Prosecutorial Development and Training                        |
| OSCE       | Organisation for Security and Co-operation in Europe                             |
| PAR        | Public Administration Reform   |
| PISA       | Program for International Student Assessment                                     |
| PPSE       | Promoting Private Sector Employment  |
| PSD        | Private Sector Development   |
| RAE        | Roma, Ashkali and Egyptian   |
| SAA        | Stabilization and Association Agreement  |
| SDG        | Sustainable Development Goals  |
| Sida       | Swedish International Development Cooperation Agency                             |
| SPD        | Sector Planning Document   |
| STIKK      | Kosovo Association of Information and Communication Technology                   |
| UN         | United Nations   |
| UNDP       | United Nations Development Programme   |
| UNICEF     | United Nations Children's Fund   |
| UNFPA      | United Nations Population Fund   |
| UNSCR 1325 | United Nations Security Council Resolution 1325 on Women, Peace and Security     |
| USAID      | United States Agency for International Development                               |
| VAAO       | Victims Advocacy and Assistance Office   |
| VET        | Vocational Educational and Training  |
| VTC        | Vocational Training Centres  |
| VAWG       | Violence against Women and Girls   |
| WBIF       | Western Balkan Investment Framework  |
| WCOSs      | Women's Civil Society Organizations  |
| WHO        | World Health Organisation  |
| YIHR       | Youth Initiative for Human Rights  |



# Executive Summary

The European Commission's (EC) Joint Staff Working Document, "Gender Equality and Women's empowerment: transforming the lives of girls and women through EU external relations 2016-2020", also known as the EU Gender Action Plan II (GAP II), calls for EU missions to carry out gender analysis to inform programming in all sectors. The European Union Office (EUO) in Kosovo contracted this Gender Analysis to assist with identifying objectives, indicators, baseline data and targets related to GAP II. The mixed methods research involved desk research, policy analysis, statistical data collection and interviews with key actors in each sector, conducted in 2017 and 2018.

## Key Findings

The findings focus on the greatest gender inequalities that currently exist in Kosovo related to each of the following sectors, as of 2017.

### *Governance and Democracy*

- Women, including ethnic minority women, remain underrepresented as elected officials in municipal assemblies (35%) and the parliament (32%); as civil servants in senior decision-making positions at municipal (20%) and national levels (27%); in political posts such as heads of parties, ministers (2 of 21) and mayors (0 of 38); and in dialogue and negotiations.
- Gender responsive budgeting (GRB) is not yet fully institutionalized, despite improvements, such as regular mention of GRB in budget circulars, submission of gender-disaggregated data by several ministries and municipalities and some officials' improved knowledge about GRB in recent years.
- Most primary and secondary legislation in Kosovo lacks a gender perspective, not targeting the potentially different needs and priorities of women, men, girls and boys.
- Women's rights organizations (WCOSOs) and National Gender Equality Mechanisms (NGEM) have not been sufficiently consulted during processes of drafting laws and policies.

### *Rule of Law and Fundamental Freedoms*

- Despite improvements, women still own substantially less property (17% of properties) than men.
- Men are far more likely than women to commit crimes and be convicted. In 2015, of 16,344 adults convicted by basic courts, 95% were men. In 2016, of the 692 juveniles convicted, 96% were boys.
- Women remain underrepresented among police (14%), prosecutors (31%) and judges (27%) particularly at decision-making levels.
- The knowledge and attitudes among some police, prosecutors and judges may hinder access to justice for women, particularly related to gender-based violence cases.
- The absence of an inter-institutional data and case management system inclusive of gender-disaggregated data makes it difficult to monitor whether women and men have equal access to justice, including related to gender-based violence.
- Gender-based violence, particularly domestic violence, remains widespread. Contributing factors include socialized gender norms and power relations that underpin male violence; and untreated trauma. Institutional response remains weak.
- Lesbian, Gay, Bisexual, Transgender, Queer and Intersex (LGBTQI) persons continue to face discrimination and unequal access to services.
- Religious discrimination exists in Kosovo, particularly for covered Muslim women and girls.
- Returns and repatriation can have differing impacts on women, men, girls and boys.

### *Education*

- Pre-school attendance is low and far from meeting the EU Barcelona Objective targets due to insufficient affordable pre-school facilities. This weakens educational outcomes but also hinders women's labour force participation, given their predominant sociocultural role as care-givers.

- The female to male ratio among teachers is 40% to 60% among upper secondary school teachers and 99.6% to 0.4% for pre-school teachers, respectively. Women are underrepresented among university professors as well.
- Children with disabilities lack access to education. They face social stigmas surrounding disability, financial obstacles, an absence of teaching assistants (foreseen by law but not financed), and inadequate books and learning equipment. Girls with disabilities face more challenges than boys.
- In 2015, women comprised only 39% of students enrolled at Vocational Training Centres (VTC) and 36% of Adult Education course attendees. This may be due in part to occupational segregation and perceptions that VTC cater more to “male” professions, though further research is needed.

### ***Employment***

- Officially, only 13% of all women are employed, compared to 47% of men. The unemployment rate among women is 37%, but 64% for young women (ages 15-24). In comparison, 29% of men and 48% of young men are unemployed. Estimates suggest that more than one-third of workers are employed in the informal economy.
- Occupational gender segregation exists. Education, healthcare and trade sectors employ 48% of all employed women. Manufacturing, construction and trade sectors employ 46% of all men.
- A key factor contributing to women’s low labour force participation is care responsibilities, primarily childcare; 32% of women state that this hinders their employment. Only 1% of men attribute inactivity to care responsibilities. Men tend to be inactive because they are attending school, education or training (37%). Parental leave provisions of the Law on Labour require amending, as current gender imbalances constitute a barrier to the hiring of women.
- Kosovo lacks data related to the gender pay gap, including by sector.
- Employment Offices have supported fewer women (39%) than men (61%) in securing employment.

### ***Competitiveness and Innovation***

- In 2017, women owned 13% of all enterprises and 18% of new businesses registered in 2014-2016.
- Women received 17% of Kosovo Investment and Enterprise Support Agency (KIESA) grants for their enterprises, and men 83%. Women-owned enterprises received 25 times less funding in subsidies, though the ratio of female to male-owned enterprises is one to six, suggesting disproportional funding.
- Kosovo lacks gender analysis regarding the impact of trade on gender equality.
- Only 22% of Internet Communication Technology (ICT) sector employees are women.
- The main barriers faced by women business owners include tax rates, administrative burdens and the generally small market in Kosovo.
- Only 15% of women business owners have used commercial bank loans.
- Businesses owned by women are oriented towards trade, production sectors and services; 31% of all women owned businesses offered services; 29% engaged in trade and 15% in production. Most offered services such as hairdressing and other beauty services.

### ***Agriculture***

- Formally, women are underrepresented in the agriculture sector, comprising 5% of licensed farmers. Lack of property ownership, low educational attainment, unregistered labour, poor access to information about subsidies and socialized gender roles undermine their official participation.
- Insufficient research exists regarding women and men’s involvement in the informal economy.
- In 2015 and 2016, women comprised only 2% of all agriculture subsidy recipients.

### ***Energy***

- Women remain underrepresented in this sector, due in part to gender norms regarding what comprises a suitable work environment for women.

- Insufficient gender analysis and gender-disaggregated data exist related to this sector.

### ***Environment***

- The Ministry of Environment and Spatial Planning (MESP) rarely has conducted proper gender analyses to inform policies, programs and activities.
- MESP and the responsible municipal authorities rarely organized public consultations, and women have been underrepresented among participants.
- Women are underrepresented in the waste management sector.

### ***Transportation (Railways)***

- Women are underrepresented in Kosovo's railway companies, particularly in decision-making.

### ***Health***

- More women work in health institutions than men. Gender-disaggregated data on occupations is lacking.
- Access to healthcare can differ for women and men, including based on ethnicity and geographic location. Sociocultural boundaries and access to finances undermine women's access in particular.
- More women use pharmaceuticals without a prescription (17%) than men do (12%) and are more likely to accept using tranquilizers to relieve anxiety and stress. Social stigmas surrounding mental health, confidentiality concerns and inaccessible mental healthcare contribute to self-treating.
- While illegal and thus rarely disclosed, sex selective abortions still occur, favouring boys (110:100).
- Most sexually-active Kosovars (64%) do not use contraceptives. Few people seem to learn about contraceptive use in school, and teachers reportedly regularly bypass reproductive health education without teaching it. Some healthcare providers share inaccurate information on contraceptives.

## **Potential GAP Objectives**

This gender analysis was expected to support the EUO in identifying at least three objectives from the list of potential objectives foreseen within GAP II, including one from each of the following thematic priorities, to which the EU could contribute through programming. The EUO should consider the following objectives, quoted verbatim from GAP II, which would contribute to addressing the most significant gender inequalities in Kosovo, identified through this analysis. Sections within each sector elaborate these and other possible objectives, indicators and actions that the EUO can consider. These have been aligned with Kosovo strategies and action plans, as well as GAP II indicators insofar as possible. These objectives could be part of broader programs or stand-alone programs. The final selection of objectives should be made in consultation with other actors working towards similar aims, particularly EU member states, towards efficient and effective use of resources.

### **Physical and Psychological Integrity**

- **GAP II Objective 7:** Girls and women free from all forms of violence against them (VAWG) both in the public and in the private sphere.
- **Objective 10:** Equal access to quality preventive, curative, and rehabilitative physical and mental healthcare services for girls and women.
- **Objective 11:** Promoted, protected and fulfilled right of every individual to have full control over, and decide freely and responsibly on matters related to their sexuality and sexual and reproductive health, free from discrimination, coercion and violence.

### **Economic, Social, and Cultural Rights - Economic and Social Empowerment**

- **Objective 13:** Equal access for girls and women to all levels of quality education and vocational education and training (VET) free from discrimination.

- **Objective 14:** Access to decent work for women of all ages.
- **Objective 15:** Equal access by women to financial services, productive resources including land, trade and entrepreneurship.
- **Objective 16:** Equal access and control over clean water, energy, transport infrastructure, and equitable engagement in their management, enjoyed by girls and women.

### Political and Civil Rights - Voice and Participation

- **Objective 17:** Equal rights and ability for women to participate in policy and governance processes at all levels.
- **Objective 18:** Women's organisations and other CSOs and Human Rights Defenders working for gender equality and women's and girls' empowerment and rights freely able to work and protected by law.
- **Objective 20:** Equal rights enjoyed by women to participate in and influence decision-making processes on climate and environmental issues.

### Where the EU Can Add Value

More specifically, towards some of the aforementioned objectives, the EU Office in Kosovo could add value by supporting the following programs, which would address key gender inequalities in Kosovo. Later sections in this analysis include additional, more specific recommendations for each sector.

- **GAP 15: Support Women's Property Rights:** Considering that women's unequal ownership of property underpins several other inequalities related to business ownership, access to subsidies and economic independence, continue support and political encouragement to improve the legal framework and performance of the judiciary, notaries and other actors in dealing with inheritance, divorce and property cases. Encourage further extension of the administrative instruction on the joint registration of property and its inclusiveness of single women. Support already-proven WCSO outreach efforts at the local level towards transforming social norms and traditions underpinning women's lack of property ownership, and assisting women in claiming their property rights, including legal aid. Coordinate specific efforts with USAID and the World Bank to avoid overlap.
- **GAP 7, 13, 14, 17: Invest in childcare, pre-school and primary school, including transforming socialized gender norms:** Considering that the lack of affordable, accessible childcare undermines women's participation in the labour force and politics, support the government in establishing more childcare centres and pre-schools. This will create jobs, contribute to women's labour force participation and improve educational outcomes for children, better qualifying them for jobs later. Support investments in new curricula based on best examples from Nordic Member States that will transform gender roles in Kosovo. Ensure teacher requalification and support institutionalizing affirmative measures for a gender balance of teachers at all levels. Transforming socialized gender roles and addressing topics like male violence through early education can further gender equality in *all* spheres and decrease violence perpetrated by men later in life, including gender-based violence. While USAID may work on this and the Austrian Development Agency (ADA) has education programs, the investments required are substantial.
- **GAP 7, among others:** Support the Kosovo Prosecutorial Council, Kosovo Judicial Council, Kosovo Academy of Justice, and University of Prishtina/Priština to institutionalize improved curricula and mandatory training for prosecutors, judges and law students that will transform socialized gender norms related to gender-based violence, discrimination, LGBTQI rights, women's property ownership and child custody. Support institutionalization of obligatory requalification and regular refreshment training for all judges and prosecutors. Actions should be in tandem with USAID, the EULEX, UNDP, UN Women and WCSOs with expertise in this field.
- **GAP 17: Support programming to increase women's political participation at all levels.** Given women's significant underrepresentation at all levels, support electoral law reform as an affirmative

measure, actions working with political parties on democratization and gender quality, and non-partisan actions that will empower more women to run for elected office and further their capacities. Coordinate programming with USAID, the National Democratic Institute (NDI), OSCE and Helvetas.

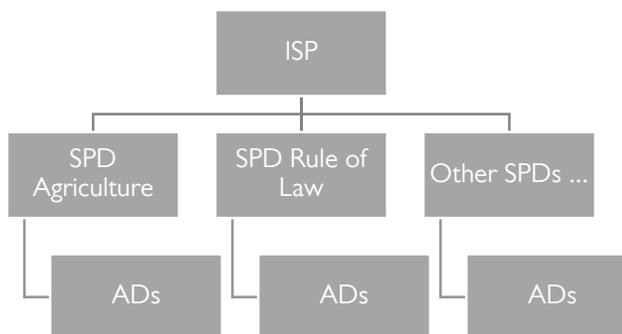
- **GAP 17, among others:** As part of public finance reform and public administration reform programming, support government in institutionalizing obligatory training for all public servants at all levels in gender equality, gender mainstreaming in public policies, GRB and strategies for improving public participation, utilizing the existing Kosovo Institute for Public Administration (KIPA) curricula and qualified trainers. Liaise with the Swedish International Development Cooperation Agency (Sida), USAID, OSCE, *Deutsche Gesellschaft für Internationale Zusammenarbeit* (GIZ) and Helvetas.
- **GAP 17, among others:** Through the Civil Society Facility, earmark support for WCSOs towards enabling their continued engagement in bringing about transformative changes on gender equality, raising awareness and holding the government accountable to reforms in other sectors.
- **GAP 14:** Support policy-oriented research on the informal economy and gender pay gap to better understand gender inequalities and specific policy solutions and actions for addressing them. This includes better understanding women's and men's involvement in the informal economy in the agriculture sector. Coordinate support to improving gender statistics with Sida and the Millennium Challenge Corporation.
- **GAP 14 and 15:** Support KIESA and the Ministry of Agriculture, Forestry and Rural Development (MAFRD), respectively, in establishing affirmative measures to ensure subsidies better reach women-owned enterprises. Coordinate with USAID and Sida.
- **GAP 7, 10 and 11:** Support the Ministry of Health in: 1) organizing mandatory requalification for health workers on gender norms, identifying signs of gender-based violence, referring persons who have suffered gender-based violence, assisting patients who have trauma from violence, and modern contraceptives, respectively; 2) improving inspections of health institutions and pharmacies; 3) making quality, confidential mental healthcare more available and publicly acceptable through outreach; and 4) improving access to women healthcare providers, particularly in rural areas. Encourage and support the government in resolving financing issues related to health insurance and accessibility. Support public awareness-raising, reaching rural areas in particular, on accessing healthcare at the correct level, cancer screening needs, modern contraceptive use, dangers of self-treating with pharmaceuticals. Collaborate with the United Nations Population Fund (UNFPA) and the World Health Organisation (WHO).

# Introduction

Based on obligations arising from the 2016 Stabilization and Association Agreement (SAA), the Ministry of European Integration (MEI) developed a National Programme for Implementation of the Stabilization and Association Agreement (NPISAA).<sup>1</sup> It replaced all existing documents and strategies relating to EU integration and seeks to inform Kosovo’s pre-accession process. The EUO supports the Government of Kosovo in progressing towards meeting EU accession criteria through financial and technical assistance.

Financing is provided through the Instrument for Pre-accession Assistance (IPA). The Indicative Strategy Paper (ISP) outlines the EU’s financial assistance priorities for 2014-2020. In 2017, a mid-term review of EU support to the region was undertaken, towards informing the EU’s future financial support.<sup>2</sup> Meanwhile, the Government of Kosovo in close consultation with the EUO develops Sector Planning Documents (SPDs), which provide an overview of each relevant sector and prioritize areas in need of EU support in the mid- to long-term. SPDs, then, inform Action Documents (ADs) for each sector. These outline specific, short-term EU-supported actions.

**Figure 1. Logic of EU Financing through IPA**



The EU GAP II requires that “robust gender evidence” inform “all EU external spending, programming and policy making”.<sup>3</sup> Action plans for “thematic, bilateral and regional programmes” should be informed by gender analysis and “consultations with National Gender Equality Mechanisms, CSOs, [and] women’s organisations”. A GAP II indicator is to apply the Organisation for Economic Co-operation and Development (OECD) Development Assistance Committee (DAC) gender equality policy marker systematically in marking all programs, such as ADs.<sup>4</sup> GAP II ambitiously commits to the EU marking 85% of all new EU-funded programs with “1” or “2” by 2020. To achieve this, a minimum criterion is that a gender analysis is conducted to inform the action. Moreover, within actions, gender equality must be the main objective (marked “2”) or “an important and deliberate objective” (marked “1”).

**Figure 2. OECD Gender Marker Definitions**

| Marking | Definition   |
|---------|--|
| 2       | Gender equality is the main objective of the project/programme and is fundamental to its design and expected results. The project/programme would not have been undertaken without this objective. |
| 1       | Gender equality is an important and deliberate objective, but not the principal reason for undertaking the project/programme.  |
| 0       | The project/programme has been screened against the gender marker but has not been found to target gender equality   |

Source: OECD

Aside from these EU GAP II aims, Kosovo must apply its own Law on Gender Equality (LGE), which requires that a gender perspective inform all policies and programs,<sup>5</sup> including documents prepared by ministries and other public institutions, such as SPDs and ADs. Thus, gender analysis is important both for the Government of Kosovo and for the EU to inform interventions.

The EUO contracted the Kosovo Women’s Network (KWN) to prepare this gender analysis to inform future IPA programming by proposing specific objectives, indicators and actions related to GAP II. The Analysis was conducted to support the EUO in meeting its obligations according to GAP II.<sup>6</sup>

## **Methodology**

Initially, KWN consulted stakeholders to assess the needs and expected outcomes of the Gender Analysis, relevant to each sector. KWN then conducted a review of the legal framework related to each sector from a gender perspective. This included a review of international and national laws, policies and strategies. Where relevant, references are also made to EU Treaties and Directives, in consideration of Kosovo's commitment to approximate its legislation with the EU *acquis*, pursuant to the SAA.<sup>7</sup> Researchers performed a thorough desk review of all existing publications, including academic articles and "grey" literature produced by institutions, CSOs and donors. Data also was collected from relevant institutions and stakeholders. Towards contextualising quantitative findings and gathering information where data was lacking, researchers interviewed 51 key informants.<sup>8</sup> Research was conducted between June 2017 and June 2018. The report was written using an iterative process. The validity of findings has been enhanced through triangulation of researchers, data sources and methods used, as well as through participant checks.

## **Limitations**

Changes in government coupled with institutions' slow response to official requests for information contributed to delays in acquiring data and thus finalizing the Analysis. In some cases, gender-disaggregated data did not exist. Some informants suggested that data in certain sectors was outdated or did not reflect accurately the current situation. This was noted in relation to labour force data and education statistics for Roma, Ashkali and Egyptians. Under-reporting of discrimination and crimes involving gender-based violence mean that discrepancies exist between actual prevalence and official data.

## **About the Content of the Gender Analysis**

This Gender Analysis is divided by sectors, including: Rule of Law and Fundamental Rights; Governance and Democracy; Human Capital: Education and Employment; Competitiveness and Innovation; Agriculture; Energy; Environment; Transportation; and Health. Some sections are further divided into sub-sections. Each section includes a rapid assessment of existing laws and policies pertaining to the given sector, from a gender perspective, followed by findings regarding the current situation of women and men in that sector. Each section concludes with potential objectives, indicators and actions that the EU and other actors could consider taking to address gender inequalities. In so far as possible, these have been aligned with Kosovo strategies and action plans, as well as the EU GAP II. They will need to be aligned with the forthcoming Kosovo Program for Gender Equality (KPGE), as well as the next EU GAP. While known ongoing initiatives have been referred to in endnotes, coordination with other donors and actors in programming will be essential for avoiding overlap. An annex details additional data pertaining to each sector, identifying shortcoming in data availability. This can inform activities within sector programming towards improving data availability from a gender perspective, as recommended by GAP II.<sup>9</sup> For readability, all numbers throughout the report have been rounded to the nearest whole number.

# Democracy and Governance

Democracy and governance is considered a priority for potential candidate countries as institutional development can also contribute to fulfilling the Copenhagen criteria.<sup>1</sup> This section involves a gender analysis of various themes related to democracy and governance, including elected officials, political appointments, dialogue and negotiations, political parties, independent boards, publicly owned enterprises, public administration, national gender equality mechanisms, political participation via public consultations, gender responsive budgeting as an aspect of public financial management and civil society development.

## Relevant and Applicable Law from a Gender Perspective

- The United Nations (UN) Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)<sup>2</sup> asserts that states shall take all appropriate measures “to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men, the right: (a) To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies; (b) To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government; (c) To participate in non-governmental organizations and associations concerned with the public and political life of the country”. CEDAW is directly applicable in Kosovo by virtue of the Constitution of the Republic of Kosovo.<sup>3</sup>
- UN Security Council Resolution (UNSCR) 1325 on Women, Peace and Security<sup>4</sup> calls for women’s participation in decision-making in national, regional and international institutions in post-conflict countries, including in conflict resolution and peace processes.
- The Constitution broadly guarantees gender equality for men and women, considering equal opportunities and equal participation of women and men as a fundamental democratic value.<sup>5</sup> It protects freedom of election and participation.<sup>6</sup> Further, it states that the composition of the Assembly and the civil service shall respect internationally recognized principles of gender equality.<sup>7</sup>
- The Law on General Elections in the Republic of Kosovo<sup>8</sup> foresees a gender quota in the Assembly of 30% and that in each political entity’s candidate list, at least 30% shall be men and at least 30% shall be women.
- The Law on Local Elections in the Republic of Kosovo<sup>9</sup> similarly foresees a gender quota in municipal assemblies of 30% and that in each political entity’s candidate list, at least 30% shall be men and at least 30% shall be women.
- The Law on Gender Equality (LGE) defines unequal representation as when the participation or representation of one gender is less than 50% at any decision-making level in political and public life. Thus, the Law on General Elections and Law on Local Elections are not aligned with the LGE. The LGE also foresees various measures to prevent gender discrimination and ensure gender equality, such as: quotas to achieve equal representation; support programs to increase participation in decision making and public life; and preferential treatment in recruitment, hiring and promotion. The Law also makes GRB mandatory for all budget organizations.<sup>10</sup> It provides for the establishment of the Agency for Gender Equality (AGE) in the Office of the Prime Minister, as well as for gender equality officers (GEOs) in all municipalities, ministries and central level institutions. AGE is responsible for promoting, supporting and coordinating the implementation and reform of the LGE, as well as providing analysis of gender equality in Kosovo and awareness-raising.<sup>11</sup> AGE participates in preparing laws, sub-legal acts, strategies and programs to ensure application of gender mainstreaming and GRB.<sup>12</sup> AGE also prepares the KPGE and monitors its implementation. All ministries and municipalities must appoint a relevant official for gender equality to coordinate implementation of the LGE.<sup>13</sup> Such officials have roles including gender mainstreaming, budgeting and annual reporting on the implementation of the KPGE.

- Other laws related to this sector but containing no gender perspective include the Law on Amending the Law on the Ministry for Foreign Affairs and Diplomatic Service of Kosovo,<sup>14</sup> and Law on Consular Service of Diplomatic and Consular Missions of the Republic of Kosovo.<sup>15</sup>
- The Regulation on Minimum Standards for Public Consultation Process<sup>16</sup> aims to increase the transparency and accountability of public bodies by ensuring inclusive participation of interested parties and the public in the process of policy and legal drafting. All public bodies need to hold public consultations, be transparent and ensure equal opportunities and non-discriminatory practices.<sup>17</sup> In-person consultations are to be held and drafts of proposed policies must be shared for comments by interested parties.<sup>18</sup> The minimum standards lack a gender perspective.

### **Policy Documents**

- The Strategy on Local Self-Government 2016-2026<sup>19</sup> encourages supporting young people and women in business through offering loans with low interest rates, simplifying procedures for opening businesses or providing exemption from taxes. It obliges municipalities to draft policies for engaging disabled persons and policies for promoting participation of women and vulnerable social categories.
- Annual Budget Circulars<sup>20</sup> by the Ministry of Finance have defined GRB and encouraged all budget organizations to implement it in their budget planning and distribution processes. The Ministry has provided templates for this purpose.
- The Better Regulation Strategy 2.0 for Kosovo 2017-2021 seeks to reform existing primary and secondary legislation and to increase the effectiveness of public communication and consultation.<sup>21</sup> The Strategy states that Gender Impact Assessments (GIA) will be introduced as an ex-ante policy analysis tool, aimed at preventing unintended negative consequences, while strengthening intended positive consequences, of proposed policies and legislation that effect the “already existing inequalities between man [sic] and women in society.” The Strategy renders AGE responsible for overseeing the introduction of GIA.
- While not directly applicable in Kosovo, a GAP II Thematic Priority focuses on Voice and Participation, including several objectives and indicators relevant to democracy and governance.<sup>22</sup> It also calls for the EU to support NGEMs, as well as for all sector programs to consult and cooperate with NGEMs.

## **Findings**

### ***Kosovo and Municipal Assemblies***

Following the 2017 general elections, 38 women (32%) and 82 men (68%) were elected to the Assembly of Kosovo. Of the women, 17 received their seats thanks to the quota (43%), compared to 49% in the 2014 general elections.<sup>23</sup> This suggests a slight increase in the percentage of women directly elected by voters. Only one political party within the Kosovo Assembly is led by a woman (“Alternativa” party, which has only 2.4% of the seats). During the election campaign, women candidates took part in fewer television debates, had fewer billboards in public spaces and fewer sponsored posts in online portals.<sup>24</sup> No women ran for the position of Prime Minister. All nine parliamentary groups are led by men.<sup>25</sup> Gender-disaggregated data regarding voters is unavailable.<sup>26</sup>

While a quota exists for minority ethnic groups’ participation in the Assembly,<sup>27</sup> in practice the small number of seats held by minorities often has meant that women from minority ethnic groups have been underrepresented.<sup>28</sup> As of 2017, Albanian men were overrepresented in the Assembly, whereas Albanian women were significantly underrepresented. Roma, Ashkali, Egyptian and Gorani women, as well as Gorani men were not represented.<sup>29</sup>

For the October 2017 municipal elections, of 204 mayoral candidates only 4% were women.<sup>30</sup> Political party representatives have stated that women’s underrepresentation is due in part to women not being interested to candidate in mayoral elections.<sup>31</sup> Following elections, Kosovo has 38 mayors, and none are woman. Women hold 35% of all municipal assembly seats in Kosovo.<sup>32</sup> Of them, 67% received seats thanks to the quota, whereas 33% were directly elected.<sup>33</sup> This represents a remarkable increase in the direct election of women, without the quota, at the municipal level, from only 30 women in the

last elections to 109 women in 2017. Compared to the proportion of the Kosovo population that they comprise, Albanian, Serbian and Turkish men, as well as Serbian and Turkish women seem to be over-represented among municipal assembly members. Meanwhile, Albanian, Bosnian, Turkish and Gorani women, as well as Ashkali, Egyptian and Bosnian men are underrepresented among municipal assembly members. Roma, Ashkali and Egyptian women and Roma men are not represented within any municipal assemblies.<sup>34</sup> One of nine Deputy Chairpersons for the Municipal Assembly for Communities is a woman (11%).<sup>35</sup>

Concerns remain over the practice of “family voting”, where a group vote in the same voting booth at the same time.<sup>36</sup> In such instances, men heads of households often vote on behalf of women family members. In the June 2017 general elections, this phenomenon was reported in 845 polling stations (34%).<sup>37</sup> The prevalence was similar to the 2014 elections.<sup>38</sup> This practice threatens women’s ability to freely and independently exercise their vote.<sup>39</sup>

### ***Political Appointments***

Of 21 ministers, only two are women.<sup>40</sup> Of 64 deputy ministers, three are women and 61 are men.<sup>41</sup> Of 66 political advisors, 14 are women and 52 are men.<sup>42</sup> For the 11 ministries for which data were available, only one woman head of a Minister’s Cabinet was appointed, whereas ten men held this position. Currently, there is one woman General Secretary and one woman Acting General Secretary; the other 16 are men.<sup>43</sup> At the municipal level, two of 15 Deputy Mayors for Communities are women (13%).<sup>44</sup>

### ***Dialogue and Negotiations***

Until 2016, the Kosovo-Serbia dialogue was led by then Deputy Prime-Minister Edita Tahiri, a woman. However, having a woman lead the dialogue did not always mean that women’s needs and priorities were discussed.<sup>45</sup> Few consultations were held with women and men to determine their priorities for the dialogue, and women were underrepresented among the thematic experts involved.<sup>46</sup> The dialogue is currently being led by the President of Kosovo, a man. Data was unavailable regarding the number of women and men experts involved.

### ***Political Parties***

The LGE obliges political parties to implement measures to promote equal participation of women and men.<sup>47</sup> Among the political parties that agreed to be interviewed, 41% of the PDK leadership are women, and three of six PDK municipal branches are led by women.<sup>48</sup> As for AAK, 30% of all registered party members are women.<sup>49</sup> Of the 27 members of the leadership of LDK, 23 are men and four are women. As for AKR, women hold 35% of leadership positions. Most political parties have a women’s forum that works towards gender equality and women’s empowerment.<sup>50</sup>

### ***Independent Boards and Publicly Owned Enterprises***

Women remain underrepresented in independent boards and publicly owned enterprises, both as members and in leadership. In the 31 publicly owned companies in Kosovo, of 159 board members, 85% are men and 15% are women. Similarly, women head only 16% of all boards of publicly owned enterprises.<sup>51</sup> As for independent institutions and agencies, 80% of all board members are men, while 16% are women.<sup>52</sup>

### ***Obstacles to Women’s Participation in Politics***

Socialized gender stereotypes suggesting that women are not sufficiently qualified or capable of being political leaders undermine women’s participation in politics.<sup>53</sup> Several other factors contributing to women’s low participation in politics include: women’s unpaid, domestic care activities that limit the time they have available for engaging in politics; an inability to participate in political networking and fundraising events due to care activities at home; related, insufficient access to financing for political campaigning; and poor availability of public transportation at night, which would enable them to attend meetings.<sup>54</sup>

### **Public Administration**

Representation requirements set by the LGE<sup>55</sup> are not met by most central and municipal level institutions. Women comprise 40% of all employees and 27% of decision-makers in central level institutions.<sup>56</sup> At the central level, Albanian men are overrepresented in the civil service, whereas Albanian women and most other ethnic groups are underrepresented. Ashkali and Egyptian women are not represented at all.<sup>57</sup> Women of all ethnic groups except Gorani are underrepresented in municipal public administrations, both as staff and in leadership positions.<sup>58</sup> As of August 2017, women held 33% of all municipal public administration positions and only 20% of all leadership positions.<sup>59</sup>

### **National Gender Equality Mechanisms**

Kosovo has two main national gender equality mechanisms (NGEM): the Agency for Gender Equality (AGE), an executive agency in the Office of the Prime Minister, and gender equality officers (GEOs) in ministries and municipalities. AGE's responsibilities include promoting, supporting and coordinating implementation of the LGE; proposing legislative amendments in accordance with the LGE; monitoring implementation of legislation governing gender equality in Kosovo; cooperating with civil society related to gender equality; and providing situation analyses of gender in/equality in Kosovo.<sup>60</sup> AGE also is responsible for coordinating the preparation of the KPGE and monitoring its implementation.<sup>61</sup> The last KPGE expired in 2013 and was only partially implemented.<sup>62</sup> The new KPGE is set to be adopted in 2018. GEOs' responsibilities include implementing the LGE and KPGE in their respective institutions, mainstreaming gender in policies and programs and coordinating activities with AGE.<sup>63</sup>

Both AGE and GEOs continue to face several challenges. AGE's work has been hindered by insufficient political support, under-staffing, insufficient budget and government failure to involve them sufficiently in all policy-making.<sup>64</sup> Similarly, GEOs have faced insufficient political will to involve them in policy processes, which potentially has contributed to the lack of gender perspective in several Kosovo laws and policies.<sup>65</sup> They seldom have been involved in discussions on EU accession processes and programming.<sup>66</sup> Some GEOs have weak capacities in gender analysis and other policy processes, which hinders them from carrying out their responsibilities. A lack of executive power, insufficient funding and political party agendas also undermine their work.<sup>67</sup> Reportedly, GEOs often are given tasks outside their responsibility, which draws time away from implementing their mandate.<sup>68</sup> At central and local levels, all but one GEO are women. This may reinforce the perception that gender-equality is a "women's issue".

### **Public Consultations**

The minimum standards for public consultation do not establish an obligation to ensure that diverse women and men are consulted, though it does call for "ensuring equal opportunities for non-discriminatory participation".<sup>69</sup> Historically, women have been under-represented in public consultations on draft policies and laws, including related to the budget. For instance, only 19% of all participants in public consultations related to primary and secondary legislation drafted by MAFRD were women in 2017 and only 17% in 2016.<sup>70</sup> Several other ministries have faced challenges in consulting with women, including the Ministry of Education, Science, and Technology (MEST),<sup>71</sup> MESP,<sup>72</sup> and the Ministry of Trade and Industry (MTI).<sup>73</sup>

### **Gender Responsive Budgeting**

Gender Responsive Budgeting (GRB) involves mainstreaming gender in budget processes and documents. Since 2015, it is mandatory for all budget organizations in Kosovo, including ministries, municipalities, agencies and institutes. GRB requires ensuring women and men's equal participation in budget planning processes, and the distribution of public funds to address the diverse needs of men and women in each sector. GRB does not require additional funds, nor precisely equal distribution between women and men. If properly implemented, GRB can lead to more equal, transparent, effective and efficient use of public funds.

Despite legal obligations, in 2017 only 42% of municipalities (16 of 38) submitted the GRB annex requested by the Ministry of Finance with their Medium Term Budget Framework (MTBF).<sup>74</sup> As best practices, the municipalities of Kamenica/Kosovska Kamenica, Gjakova/Đakovica and Hani i Elezit/Elez

Han have taken several steps towards GRB implementation and have included it in their MTBF and municipal annual budget. Similarly, only 35% of all ministries and other budget organizations submitted a GRB annex with their Medium Term Expenditure Framework in 2017 (19 of 54).<sup>75</sup> The Ministry Labour and Social Welfare (MLSW), MAFRD, MEST, MESP, MTI and the Ministry of Diaspora all have conducted gender analyses with support from gender experts to inform GRB in their ministries.<sup>76</sup> Several civil servants at central and municipal levels have undergone training on GRB, and KIPA has adopted a curricula for future training.<sup>77</sup> However, training and GRB processes have not yet been fully institutionalized as part of the annual and mid-term budget planning process, let alone in relation to implementation, monitoring and evaluation of budget expenditures.

### **Civil Society**

The EU has recognized the importance of funding civil society in Western Balkan countries, including human rights organizations and women’s organizations.<sup>78</sup> The role of WCSOs and movements in contributing to transformative changes has been documented.<sup>79</sup> However, the Guidance for EU Support to Civil Society is largely gender blind. The EU does not presently maintain gender-disaggregated statistics regarding the number of grants and amount of funding provided to WCSOs and movements.

WCSOs tend to be under-resourced; insufficient human resources make it difficult for them to engage in democracy and governance processes.<sup>80</sup> Despite some improvements, several WCSOs, particularly in rural areas, still lack expertise and understanding of these processes. Very few WCSOs have institutional support, such as through operating grants. Most WCSOs have short-term grants that contribute to poor sequencing and piecemeal interventions, which hinder long-term impact in transforming gender norms and relations.<sup>81</sup> Sustainable policy and social change requires time. Also, time spent with fundraising and reporting takes time away from their advocacy work and other activities.

### **Potential Objectives, Indicators and Actions**

- **Objective:** “Equal rights and ability for women to participate in policy and governance processes at all levels” (GAP 17).
  - **Indicators:**
    - 1) “Proportion of seats held by women in national parliaments” (EU Results Framework [EURF] Level I, GAP 17.1). *Baseline: 32% women.*
    - 2) Percentage of women and men in municipal assemblies. *Baseline: 33% women, 67% men,*
    - 3) Percentage of “seats held by women and minorities in national parliament and or subnational elected office according to their respective share of the population (Sustainable Development Goal, SDG, 5.43)”. *Baseline 31.4% held by women in the parliament, including by women from the following ethnic groups: 25.6% Albanian, 3.3% Serbian, 1.7% Bosnian, 0.8% Turkish, and 0% Roma, Ashkali, Egyptian and Gorani, respectively. Within municipal assemblies, 35.4% held by women, including: 28.7% Albanian, 5.6% Serbian, 0.3% Bosnian, 0.7% Turkish, 0.1% Gorani and 0% Roma, Ashkali and Egyptian women, respectively.*
    - 4) Percentage of women and men in the public administration, disaggregated by gender and decision-making position. *Baseline: 40% women, 60% men overall; 27% women, 73% men in decision-making positions at the central level; 33% women, 67% men at the municipal level; and 20% women, 80% men in decision-making at the municipal level.*
    - 5) Percentage of women and men in leadership positions in national institutions. *Baseline: 27% women, 83% men.*
    - 6) “Representation of women among mediators, negotiators and technical experts in formal peace negotiations” (SDG 16.8, GAP 17.4).
  - **Actions:**
    - 1) “Support enabling legislation and policy that remove obstacles for women and girls’ participation in line with CEDAW, the Beijing Plan of Action, UNSC 1325 and SDGs” (GAP 17), such as: a) support the institutionalization and roll-out of affirmative measures in hiring and promotion processes for civil servants; b) support institutionalization and roll-out of affirmative measures in selection processes for independent boards and publicly owned

- enterprises; c) support improved infrastructure related to available public transportation and care services, enabling more women to enter politics.
- 2) Encourage the government politically to “guarantee the participation of autonomous women’s organisations in legislative processes and policy-making” (GAP).
- 3) “Promote the role of women among mediators, negotiators and technical experts in formal conflict prevention, peace negotiations, and peace making” (GAP).
- 4) “Promote behavioural change in decision making, combat discriminatory social norms and gender stereotypes at family and community level, through public education and media campaigns, engaging with women as much as men of all ages” (GAP).
- **Objective:** “Women’s organisations and other CSOs and Human Rights Defenders working for gender equality and women’s and girls’ empowerment and rights freely able to work and protected by law” (GAP 18).
  - **Indicators:**
    - 1) Number of WCSOs that engage in political processes with support from the EU.<sup>82</sup> *Baseline: Determinable based on prior projects.*
    - 2) Number of women who participate in decision-making processes with support from the EU. *Baseline: Determinable based on prior projects.*
  - **Actions:**
    - 1) “Support the participation of women’s organisations as accountability agents in budgetary, legislative, and policy making processes at all levels” (GAP). Strongly encourage government bodies to ensure that WCSOs are invited to meaningfully participate in government working groups.
    - 2) Support use of “Information and Communication Technologies (ICT) as a catalyst for political and social empowerment of girls and women, and to promote their freedom of expression, gender equality and women’s and girls’ empowerment and rights and policy making” (GAP).
    - 3) Provide financial support for women’s rights organizations and movements in mobilizing and engaging constituents, particularly women, to take part in political processes. Consider in particular operational grants and longer-term support.
- **Objective:** “Partnerships fostered between EU and stakeholders to build national capacity for gender equality” (GAP 6).
  - **Indicators:**
    - 1) Percentage of municipalities submitting the GRB annex with their MTBF. *Baseline: 42%.*
    - 2) Percentage of ministries, agencies and other budget organizations submitting the GRB annex. *Baseline: 35%.*
  - **Actions:**
    - 1) Support GRB (GAP 6.1 and 17.7), including: a) encourage AGE and the Ministry of Finance to finalize, adopt and implement the concept for incorporating GRB in public financial management systems and processes; b) support KIPA to continue providing interactive training on GRB for civil servants, updating it as needed based on any changes to existing systems and procedures; c) encourage all budget organizations to conduct gender analysis, as well as to use it to inform programming and budgeting, supported by experienced WCSOs; and d) encourage the budget organizations to engage women and men citizens, including NGEMs in public consultations on the budget.

# Rule of Law and Fundamental Rights

Rule of law and fundamental rights are a cornerstone of EU policy, particularly for potential candidate countries like Kosovo. Achieving stability of institutions guaranteeing human rights, the rule of law and protection of minority rights is a priority in the Copenhagen criteria.<sup>1</sup> This section provides a gender analysis of policies and practices related to the protection of human rights, fundamental freedoms and the rule of law. While a plethora of themes could be discussed, this section focuses on areas where key gender inequalities have been identified. Following an overview of broadly applicable law, sub-sections examine: Property and Inheritance Rights; Justice and Relevant Institutions; Perpetrators of Crimes; Gender-based Violence; Conflict-related Sexual Violence; LGBTQI Rights; Religious Rights; and Returns and Repatriation.

## Relevant and Applicable Law from a Gender Perspective

- CEDAW defines discrimination against women as: “Any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field”.<sup>2</sup> The Convention also declares its intent to promote and enshrine gender equality into domestic legislation, for states to repeal any discriminatory legal provisions from their laws and to aim to enact new laws that ban discrimination against women.<sup>3</sup> Further, states should: “Take measures to seek to eliminate prejudices and customs based on the idea of the inferiority or the superiority of one sex or on stereotyped role for men and women”.<sup>4</sup>
- The Universal Declaration of Human Rights, European Convention for the Protection of Human Rights and Fundamental Freedoms and its Protocols, Council of Europe Framework Convention for the Protection of National Minorities, UN Convention on the Elimination of All Forms of Racial Discrimination and UN Convention against Torture and Other Cruel, Inhumane or Degrading Treatment or Punishment are all directly applicable in Kosovo under the Constitution.<sup>5</sup>
- The Charter of Fundamental Rights of the European Union contains rights and freedoms under six chapters: Dignity, Freedoms, Equality, Solidarity, Citizens’ Rights and Justice. Equality between men and women must be ensured in all areas, including employment, work and pay.<sup>6</sup>
- The Gender Equal Access to Goods and Services Directive<sup>7</sup> sets the framework for combating discrimination in access to and supply of goods and services. It applies to all providers in the public and private sectors. The Directive is formally transposed into Kosovar law. However, there is no information as to how the legislation is implemented.<sup>8</sup>
- The Race Equality Directive<sup>9</sup> aims to combat discrimination on the grounds of racial or ethnic origin and acknowledges that women are often victims of multiple discrimination. This is partially transposed within the Law on Protection from Discrimination.
- The Constitution ensures gender equality “as a fundamental value for the democratic development of the society, providing equal opportunities for both female and male participation in the political, economic, social, cultural and other areas of societal life”.<sup>10</sup> No one shall be discriminated against based on gender, according to the Constitution<sup>11</sup>; and the composition of various institutions should reflect the principle of gender equality.<sup>12</sup>
- The Law on Gender Equality<sup>13</sup> guarantees “equal opportunity and treatment in public and private areas of social life, including political and public life, employment, education, health, economy, social benefits, sport and culture and other areas”. The Law specifies various general measures (to “prevent gender discrimination and ensure gender equality”)<sup>14</sup> and temporary special measures (to “accelerate the realization of actual equality between women and men in areas where inequities exist”)<sup>15</sup> to be undertaken by public institutions. General measures include gender mainstreaming of all policies, documents and strategies, GRB and recording of gender-disaggregated data.<sup>16</sup> Special measures include quotas to achieve equal representation and positive action.<sup>17</sup>

- The Law on Protection from Discrimination<sup>18</sup> has a broad scope, covering access to employment and vocational training, employment conditions, memberships in workers' organizations, social protection, education and training, housing, supply of goods and services and access to public places, among others. Implementation seems to have been hampered by insufficient information among citizens, limited awareness about the Law in judicial and administrative bodies, and rare use of the Law in courts.<sup>19</sup>
- The Law on Ombudsperson<sup>20</sup> details the competences, responsibilities and complaint procedures of this independent institution, which receives and investigates complaints involving discrimination. The Ombudsperson is also referenced in the Law on Protection from Discrimination,<sup>21</sup> and the LGE.<sup>22</sup> Its services are free of charge. The recommendations issued by the Ombudsperson are non-binding but illustrate best practices related to human rights and good governance.

## Findings

Generally, the aforementioned legal and policy framework in Kosovo provides for gender equality, including equal rights for women and men. However, challenges remain with implementing the applicable legal framework, as elaborated in later sections of this Analysis.<sup>23</sup>

## Property and Inheritance Rights

### Relevant and Applicable Law and Policy from a Gender Perspective

- CEDAW requires spouses to be entitled to the same rights in respect of the ownership, acquisition, management, administration, enjoyment and disposition of property, whether free of charge or for a valuable consideration.<sup>24</sup>
- The Constitution stipulates that everyone is entitled to own property and that no one shall be arbitrarily deprived of property.<sup>25</sup>
- The Law on Family<sup>26</sup> contains a chapter on property relations of spouses. Property belonging to one spouse at the time of entering marriage remains separately owned. Property acquired through work during the course of the marriage is jointly owned. Where the court evaluates each spouse's share of joint property, the decision is based on the contribution of each spouse, considering not only personal income, but also assistance that one spouse provided to the other spouse (including "children's care, conduct of housework, care and maintenance of property and any other form of work and co-operation pertaining to the administration, maintenance and increase of joint property").
- The Law on Inheritance<sup>27</sup> foresees that all persons are equal to inherit under the same conditions. The Law provides that "[c]hildren born out of wedlock, when fatherhood is known or verified by a court or competent body decision", as well as adopted children, are equal to other children. Where no will has been made or a will is invalid, the children and spouse of the deceased inherit first, in equal shares.<sup>28</sup> Heirs may renounce their inheritance before a court, if not under coercion.<sup>29</sup> A non-marital cohabiting couple (a woman and a man) may inherit from each other as spouses, if the relationship has lasted at least 10 years, or 5 years where they have children.<sup>30</sup>
- The Law on Housing Financing Specific Programs aims "to create possibilities for a sustainable housing for the families or individuals that are not in such economically state to endure the offers of free market" [sic].<sup>31</sup> Priority in selecting beneficiaries for rent subsidies is granted to certain beneficiary groups, including families where the "householder is a housekeeping woman" [sic].<sup>32</sup>
- Several other laws address property rights, such as the Law on Property and Other Real Rights,<sup>33</sup> the Law on Obligational Relationships,<sup>34</sup> the Law on Out Contentious Procedure<sup>35</sup> and the Law on Establishing the Immovable Property Rights Register.<sup>36</sup> These laws do not contain a gender perspective.
- The Administrative Instruction on Special Measures for Registration of Joint Immovable Property on Behalf of Both Spouses aims at stimulating the registration of joint immovable properties on behalf

of both spouses in the public register.<sup>37</sup> It aims to increase the number of women registered as joint owners and accelerate the realization of equality between women and men in terms of ownership rights.<sup>38</sup> This normative act is binding for all central and local institutions, other authorities and natural persons that perform public authorization related to the registration of immovable property on behalf of both spouses. Originally, this Administrative Instruction was applicable for one year, but the enforceability period has been extended into 2019.<sup>39</sup>

- The National Strategy on Property Rights<sup>40</sup> includes within its aims the goal of guaranteeing and enforcing the property rights of women. The recommendations of the Strategy include providing legal recognition of cohabiting relationships as marriages after five years or three years if there are children from the relationship. It also suggests introducing a safeguard for women heirs to be informed fully about their rights and the value of their portion of an estate if they intend to renounce before taking a final decision.

## Findings

According to the Cadastral Agency, as of September 2017 women owned 17% of all properties in Kosovo.<sup>41</sup> This has increased from 14% in 2016. Low property ownership creates various economic and social problems for women, such as not having sufficient collateral for loans, or being unable to claim rights after the death of their husband or divorce.<sup>42</sup> Without property rights, women may remain in difficult marriages, fearing that divorce may render them homeless.<sup>43</sup> No known monitoring has examined the practical implementation of the Family Law provisions foreseeing that courts consider a spouse's contribution through unpaid activities at home when ruling on each spouse's share of joint property in divorce cases.

Approximately 38% of men and 33% of women do not think women should inherit property from their birth families.<sup>44</sup> The National Strategy for Property Rights notes that women often are excluded from inheriting from their partner unless they can demonstrate cohabitation for 10 years or for five years with children. Sometimes women are excluded from inheriting from their birth families because they are not included in the Act of Death, a civil document used to decide on the division of inheritance among family members.

An estimated 19% of women renounce their property or inheritance rights. Factors contributing to women renouncing their right to property or inheritance include: fear of transferring their birth family's property to their husband's family (12%); and other reasons (18%), such as: "I don't want any property from my parents"; "I want to create wealth with my family/with my husband's family"; "personal wish"; and "there is potential to generate hostility in the family".<sup>45</sup> The Government of Kosovo is in the process of establishing a new Civil Code, and there have been discussions regarding how this could address the challenges women face related to inheritance and property ownership.<sup>46</sup>

## Potential Objective, Indicators and Actions

- Objective: Increase the percentage of property owned by women<sup>47</sup> (contributing to GAP 15: "Equal access by women to financial services, productive resources including land, trade and entrepreneurship").
  - Indicators:
    - 1) Percentage of "women, men, indigenous peoples, and local communities with documented or recognised evidence of tenure" (SDG 1.5, GAP 15.1). *Baseline: 17% by women and 79% by men in 2017.*<sup>48</sup>
    - 2) Number of "women and men who have secure[d] tenure of land with EU support" (EURF, GAP 15.7).
  - Actions:
    - 1) "Support transformative legislation on ownership, inheritance and control of land and other productive resources by women, with special attention to indigenous peoples" (GAP 15). More specifically: a) encourage the government to continue renewing the Administrative Instruction on the Joint Registration of Property, expanding it to include single women, particularly widows; b) support finalization of the Civil Code, inclusive of special measures

to prevent discrimination against women in property ownership and inheritance; and c) support recognition of factual marriages after five years, or three years where there are children involved, as well as create a legal option for the registration of cohabiting relationships in which the parties do not wish to be married.<sup>49</sup>

- 2) Support the development of incentives encouraging women-headed households to formalize their property rights.<sup>50</sup>
- 3) Support improvements to inheritance processes, ensuring women's inclusion in discussing the Act of Death and equal share of inheritance.<sup>51</sup> Support electronic access to the Civil Register Office by courts and notaries for securing civil register documents to inform inheritance and property rights cases.
- 4) Support social and behavioural change processes to improve social acceptance of women's property ownership.<sup>52</sup>
- 5) Support civil society monitoring of the implementation of the Family Law provision that foresees that courts evaluate each spouse's contribution when dividing joint property.

## Justice and Responsible Institutions

### Relevant and Applicable Law from a Gender Perspective

- The Victims' Rights Directive aims to "ensure that victims of crime receive appropriate information, support and protection and are able to participate in criminal proceedings". The directive seeks to "promote the principle of non-discrimination, the principle of equality between women and men, the rights of the child, the elderly and persons with disabilities, and the right to a fair trial", among others.<sup>53</sup> The Directive has been partially transposed in the Criminal Procedure Code.
- The Law on Courts<sup>54</sup> ensures that the constitution of the judiciary reflects the ethnic diversity of Kosovo and is in accordance with the principle of gender equality. A quota of 15% (but no fewer than 10 seats) in the Court of Appeal is established for judges from communities that are not in the majority in Kosovo.<sup>55</sup> A similar quota is established for the Supreme Court.<sup>56</sup> No such gender quota exists in the Law. However, the LGE defines equal gender representation as 50% of both genders.<sup>57</sup> On access to courts, the Law states that all persons shall be treated in an equal manner, "without any discrimination based on [...] gender", sexual orientation or other status.<sup>58</sup>
- The Criminal Code<sup>59</sup> describes several criminal offences that may involve gender-based violence (e.g., rape, sexual assault and trafficking, among others). Although the Code was undergoing revision in 2018, at the time it lacked respective definitions of domestic violence, sexual harassment, female genital mutilation and forced abortion. Limited provisions in the Criminal Code authorise the imposition of a punishment increase for crimes committed with a "bias motivation" (hate crimes).
- The Criminal Procedure Code<sup>60</sup> lacks a clear procedure for forensic evidence collection and psychological support for victims. Witness intimidation remains a concern due to a lack of precision in the Code in defining what may constitute intimidation.
- The Law on Free Legal Aid<sup>61</sup> establishes the Free Legal Aid Council and sets the criteria citizens must meet to receive free legal aid (qualification, financial and legal criteria).<sup>62</sup> The law states that beneficiaries of legal aid are entitled regardless of gender identity or sexual orientation, among others. However, it does not refer explicitly to sex or gender here. Legal aid also is provided for in the Constitution, but this is limited to criminal trials where the accused does not have sufficient resources.<sup>63</sup> The Criminal Procedure Code elaborates on this provision in two articles; one on mandatory defence (situations in which the accused *must* have defence counsel) and the other on non-mandatory defence (situations in which the defendant may request defence counsel).<sup>64</sup>
- The Law on Mediation<sup>65</sup> regulates mediation procedures, the functioning of the Mediation Council, and the rights, duties and qualifications of mediators. It does not contain a gender perspective. Under the Law on Protection from Discrimination, mediation or reconciliation may only be used on the request of the applicant. Thus, mandatory mediation is prohibited.

- The Law on Police<sup>66</sup> states that the actions of the police must be guided by the principles of equal treatment of all persons and respect for human rights, among others. In employment, advancement and assignment of duties, the police must act in a non-discriminatory manner, by reflecting the multi-ethnic character of Kosovo “and by recognizing the principles of gender equality and human rights foreseen by the Constitution.” The Law requires that persons in temporary police custody shall not be held with persons of the “opposite gender”.<sup>67</sup>
- The Law on Police Inspectorate<sup>68</sup> requires that the inspectorate reflects the multi-ethnic character of Kosovo and principles of gender equality and human rights guaranteed in the Constitution.
- The Law on State Prosecutor<sup>69</sup> requires each State Prosecutor to ensure equal, objective and unbiased treatment for all persons before the law, “regardless of gender”. The appointment of prosecutors must reflect Kosovo’s multi-ethnic composition and respect gender equality. This is provided for in both the Constitution and the Law.<sup>70</sup>
- The Law on Execution of Penal Sanctions<sup>71</sup> governs detention measures. Women and men are to be accommodated separately, and “[p]regnant women, childbearing women and mothers who are caring for their children shall be accommodated separately from other sentenced women”.<sup>72</sup> Pregnant women are entitled to healthcare services, and arrangements shall be made wherever practicable for children to be born outside the institution in a hospital.<sup>73</sup> The execution of a prison sentence can be postponed if a woman is convicted when more than six months pregnant, or if she has a child who is less than one-year-old, until the child is three.<sup>74</sup> Convicted women have the right not to work because of pregnancy, giving birth and maternity.<sup>75</sup>
- The Administrative Instruction for the function of prison health services<sup>76</sup> provides incarcerated women with gynaecological treatment and “treatment of pregnant women and babies up to 18 months”.
- The Regulation on the Mandate, Structure and the functioning of the Victim Protection and Assistance Office<sup>77</sup> details the role of the Victim Protection and Assistance Office. Victim Advocates are required to act without discrimination on the basis of race, nationality, gender, sexual orientation, age, marital status, etc.<sup>78</sup>

## Findings

### *Kosovo Police*

Women remain underrepresented in total numbers and in leadership positions in the Kosovo Police. In 2017, only 14% of 8,820 Kosovo Police employees were women (11% of uniformed officers). Reasons include difficult working conditions, low salaries and prevailing gender stereotypes.<sup>79</sup> Officers have established an Association of Women in the Kosovo Police to support each other and advocate common interests.

### *Prosecution*

Men lead all 10 prosecutorial offices in Kosovo. Of 201 prosecutors, 63 are women (31%).<sup>80</sup> The Kosovo Prosecutorial Council (KPC) added a gender quota in its work regulation, according to which three of the 13 KPC members should be women. This does not meet the LGE requirement of equal representation. The double-burden faced by women related to household and care activities is one of the main challenges faced by women prosecutors.<sup>81</sup> Indirect discrimination may also play a role, as interview panels are comprised primarily of men who continue to prefer working with other men colleagues.<sup>82</sup> Men and women prosecutors are not always treated equally; women prosecutors frequently are not consulted, and insufficient information is shared with them. The fact that men prosecutors share a substantial amount of information after working hours, such as at cafés or bars, undermines women prosecutors’ access to information, often due to domestic responsibilities.<sup>83</sup> Women’s underrepresentation as prosecutors may have repercussions, especially for victims of gender-based violence who may feel more comfortable speaking with women.

In 2017, the prosecution took steps towards improving the institutional response to domestic violence by appointing prosecutors to receive specialized training in their approach to such cases.

Prosecutors have been appointed and Terms of Reference have been established, but the process is still in an initial phase.<sup>84</sup> Gender-sensitive training has yet to be institutionalized. Communications and access to Serbian-speaking prosecutors reportedly remains a problem in the North, undermining access to justice, including in instances of gender-based violence.

### **Courts**

Only 27% of all judges in Kosovo are women (94 of 352 total judges).<sup>85</sup> Of 10 heads of courts in Kosovo, two are women (20%): The Constitutional Court and the Basic Court in Prishtina/Priština. The Kosovo Judicial Council (KJC) is also led by a man. Currently one head of court is of a minority ethnicity. Gender-sensitive training has yet to be institutionalized for judges.

Most courts have appointed judges to deal with domestic violence cases, in both criminal and civil courts. While the performance of criminal and civil court judges has improved when it comes to prioritizing domestic violence cases as human rights violations, some judges still lack sufficient knowledge pertaining to different types of violence.<sup>86</sup> Some judges still “blame the victim”, attributing guilt to the person who suffered the crime.<sup>87</sup> The lack of a definition of domestic violence as a criminal offense within the Criminal Code has hindered the work of Criminal Court judges.<sup>88</sup> An amendment that would include domestic violence as a criminal offense in the Criminal Code has been proposed but not yet approved by the Kosovo Assembly as of 2018. Courts do not maintain electronic data disaggregated by gender, which contributes to challenges in monitoring any potential gender bias that could exist in the processing and sentencing of cases.

### **Victim Advocates**

The Victims Advocacy and Assistance Office (VAAO), located within the Office of the State Prosecutor of Kosovo, supports victims, including related to domestic violence and other serious crimes. They ensure that victims are aware of services provided by the state and how to access these services, both in person and via a helpline.<sup>89</sup> In 2017, VAAO assisted 1,374 cases (76% women), mostly related to domestic violence (1,081).<sup>90</sup> Generally Victim Advocates have received sufficient training and have an appropriate approach when assisting victims.<sup>91</sup> Currently no gender-disaggregated data on domestic violence cases assisted by VAAO is available.

### **Legal Aid Offices**

Insufficient government funding has led to some legal aid offices closing, and CSOs have received reports of persons being unable to access free legal aid, suggesting that assistance is not available to everyone.<sup>92</sup> Inadequate state funding for the Free Legal Aid Agency (FLA) also reportedly limits its assistance to only civil and administrative cases.<sup>93</sup> This is despite the fact that the law requires assistance to be provided in criminal cases, where necessary. Moreover, the limited allocation of funds may place the FLA at risk of closure.<sup>94</sup> The Rule of Law Assistance Strategy in Kosovo 2016-2019 reiterates that the “physical infrastructure of the Free Legal Aid Agency [...] remains a major challenge”.<sup>95</sup> Of 3,381 legal aid beneficiaries in 2017, 52% were men and 48% women.<sup>96</sup> gender-disaggregated

### **Mediation**

Mediation, as an alternative to courts, is more efficient for the parties involved; it helps to achieve a timely adjudication of a dispute because Kosovo courts are overburdened and under-resourced.<sup>97</sup> Of the total cases in seven mediation centres in 2017,<sup>98</sup> 310 involved women (12%) and 2,251 involved men (88%).<sup>99</sup> Women mediators reportedly play a crucial role in facilitating mediation cases when clients face gender-related issues.<sup>100</sup> However, using mediation in cases involving gender-based violence can place victims at risk.<sup>101</sup> Proposed amendments to the Law on Mediation have excluded the possibility of using mediation in domestic violence cases.

## **Potential Objective, Indicator and Actions**

- Objective: Improve equal representation among police, prosecutors and judges, including at decision-making levels.

- Indicator: Percentage of women and men police, prosecutors and judges, divided by decision-making level. *Baseline: police: 14% women; prosecutors: 38% women; heads of prosecutorial offices: 0% women; judges: 28% women; heads of courts: 20% women.*
- Actions:
  - 1) Support police, prosecution and judiciary, respectively, to institutionalize affirmative measures that will contribute to equal representation, including at decision-making levels.
  - 2) Within educational reforms, address gendered occupational stereotypes that hinder women's involvement in these institutions.
  - 3) Support improved care availability and flexible working hours towards work-life balance, enabling more women to work in these institutions.
- Objective: Strengthen equal access to justice.<sup>102</sup>
  - Indicators:
    - 1) "Number of women benefitting from legal aid programmes supported by the EU" (GAP 17.5). *Baseline: Project specific.*
    - 2) Percentage of women and men accessing mediation. *Baseline: 12% women, 88% men.*
  - Actions:
    - 1) Encourage the government to allocate sufficient resources to support functioning legal aid offices; and support development of policies enabling additional vulnerable groups to access legal aid, including women suffering gender-based violence who cannot hire legal assistance.
    - 2) Support outreach campaigns on access to justice through mediation<sup>103</sup> to inform individuals of their legal rights and to make it easier to seek assistance, particularly targeting individuals in rural areas<sup>104</sup> and minority communities<sup>105</sup> in a gender sensitive manner.

## Perpetrators of Crimes

### Findings

Generally, police data suggest that far more men (94%) than women (6%) have been suspected of perpetrating crimes involving gender-based violence.<sup>106</sup> Men also tend to be convicted of more crimes than women. In 2015, of 16,344 adults convicted by basic courts for various crimes, 95% were men. In 2016, 692 juveniles were convicted; 96% were boys (666 boys, 26 girls).<sup>107</sup> Men make up approximately 98% of the prison population in Kosovo.<sup>108</sup> Men also are more likely than women to commit suicide;<sup>109</sup> cause traffic accidents (95% in 2017); and die in road accidents (96%).<sup>110</sup>

On the specific crime of corruption, some Kosovars perceive that men are more involved in corrupt practices than women.<sup>111</sup> Their given reasons include the willingness of men to engage in corrupt practices and that men hold decision-making positions, which provide more opportunities to engage in corruption.<sup>112</sup>

Gender roles usually are socially constructed to privilege men and to give them more social value than women. This privilege contributes to men perpetrating violence against women and girls.<sup>113</sup> Various criminological theories have similarly explained the gender gap in perpetrators of crime through socialised gender norms; particularly by men aspiring to achieve "hegemonic masculinity"<sup>114</sup> through behaviours considered "masculine" by the culture and society at the time in which they live.<sup>115</sup> Behaviours may include aggression, power, control, authority and a capacity to be violent; with criminality becoming a means of "doing gender" and demonstrating such power and authority when other resources are unavailable.<sup>116</sup> This is significant in Kosovo, where cultural beliefs hold that men should be "strong",<sup>117</sup> and patriarchal gender norms are widespread.<sup>118</sup> Insufficient educational and employment opportunities may similarly encourage men to resort to violence as a means to assert their masculinity.<sup>119</sup> The absence of alternative male role-models, particularly at the community level, re-enforces dominant patriarchal attitudes.<sup>120</sup> Moreover, such social norms can contribute to homophobia and intolerance towards LGBTQI persons, particularly among men.<sup>121</sup>

Correctional facilities lack resources for maintaining or improving physical conditions, which contributes to overcrowding; and few trained professionals working with prisoners (particularly doctors,

nurses, psychologists and psychiatrists).<sup>122</sup> The justice system also has weak political will and apathy for following procedures and ensuring that inmates are properly categorized, housed and provided for.<sup>123</sup> Some institutional corruption reportedly exists in correctional facilities.<sup>124</sup> These issues contribute to a lack of rehabilitative programs and prisoner-on-prisoner violence.<sup>125</sup> Given that men are over-represented in correctional facilities, these shortcomings tend to affect men, but may also contribute to recidivist violence affecting women.<sup>126</sup>

The Law on Public Peace and Order punishes engagement in prostitution as a minor offence.<sup>127</sup> Facilitating or compelling a person to engage in prostitution is criminalised under the Criminal Code.<sup>128</sup> Providing premises for prostitution is also an offence.<sup>129</sup> An estimated 6,000 sex workers are active in Kosovo.<sup>130</sup> Women tend to be overrepresented among sex workers. More men have been arrested for crimes related to prostitution than women; in 2017, of 75 arrests, 45 were men and 30 women.<sup>131</sup> Limited information exists regarding the sex industry, sex workers' rights or violations of those rights. Information also is lacking regarding the involvement of children, men, transgender and intersex persons in the sex industry. Research has suggested that criminalisation models like that in place in Kosovo alienate sex workers from support services, healthcare and law enforcement, making prevalence difficult to calculate.<sup>132</sup>

### Potential Objective, Indicator and Actions

- Objective: Decrease the number of men perpetrating crimes.
  - Indicator: Number of men perpetrating crimes. *Baseline: 15,527 convicted men in 2015.*
  - Actions:
    - 1) In supporting educational curricula reform, include address of socialized gender norms that underpin the encouragement of boys to use violence and uphold positions of power.
    - 2) Support institutionalization of improved curricula within corrections and probations systems that address socialized gender norms contributing to male violence, towards preventing recidivism.
    - 3) Support implementation of the legal framework for correctional facilities, particularly to improve access to mental health services and rehabilitation programmes, to decrease recidivism among men.<sup>133</sup>

## Gender-Based Violence

### Relevant and Applicable Law and Policy from a Gender Perspective

- General Recommendation No. 19 of the CEDAW Committee defines “gender-based violence” as “violence that is directed against a woman because she is a woman or that affects women disproportionately...[including] acts that inflict physical, mental or sexual harm or suffering, threats of such acts, coercion and other deprivations of liberty”. It specifies that CEDAW applies to violence perpetrated by public authorities and under general international law and specific human rights covenants. States also are responsible for private acts “if they fail to act with due diligence to prevent violations of rights or to investigate and punish acts of violence, and for providing compensation”.
- The Anti-Trafficking Directive establishes minimum standards concerning criminal offences and sanctions regarding trafficking in human beings.<sup>134</sup> This has been transposed by Law No. 04/L-218 (below) and the Criminal Code.<sup>135</sup>
- The Law on Protection against Domestic Violence<sup>136</sup> and relevant administrative instructions<sup>137</sup> cover civil procedure to protect victims of domestic violence. They outline the process of issuing protection orders and applicable protective measures for victims, including their support and rehabilitation, as well as measures to rehabilitate perpetrators. The Law defines acts of domestic violence as intentional acts or omissions when committed by a person against another person with whom the person is in a domestic relationship.<sup>138</sup> The Law also offers a unique definition of a “domestic relationship” based on the intra-familial forms of habitation in Kosovo, including: engaged

or were engaged; married or were married; in or were in an extramarital relationship; cohabitating in a common household, etc.

- The Law on Gender Equality and the Law on Protection from Discrimination prohibit gender-based discrimination, including harassment and sexual harassment.<sup>139</sup>
- The Law on Crime Victim Compensation foresees compensation for the crimes of murder, trafficking in persons, rape, sexual abuse of children and criminal offences that fall within the definition of domestic violence under the Law on Protection against Domestic Violence.<sup>140</sup>
- The Law on Preventing and Combating Trafficking in Human Beings and Protecting Victims of Trafficking<sup>141</sup> foresees the duties of competent authorities in “preventing and combating human trafficking” as well as the “protection of victims of trafficking” and their rights. The Law defines trafficking in humans as any “recruitment, transportation, transfer, harbouring or reception of persons, including the exchange or transfer of control over those persons, by means of threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation”. Trafficking in persons is criminalised under the Criminal Code.<sup>142</sup>
- The Law on Foreigners<sup>143</sup> (and Administrative Instruction no. 01/2014 on the Procedure of Issuance of Residence Permit for Foreigners and the Certificate for Notification of Work) transposes Directive 2004/81/EEC on the residence permit issued to third-country nationals who are victims of trafficking in human beings or who have been the subject of an action to facilitate illegal immigration, who cooperate with the competent authorities.
- The National Strategy Against Trafficking in Human Beings in Kosovo 2015-2018 seeks to strengthen institutional efforts in preventing and combating trafficking.<sup>144</sup> Its strategic objectives include: improving prevention through information, awareness and education; strengthening the system of identification, protection, assistance and reintegration of victims; increasing efficient criminal prosecution and strengthening international and local cooperation.
- The National Strategy of the Republic of Kosovo on Protection from Domestic Violence and Action Plan 2016-2020 (NSPDV)<sup>145</sup> seeks to treat with priority all cases of domestic violence; ensure rehabilitation and reintegration of victims and survivors of domestic violence; guarantee justice and accountability for harmed individuals; provide access to integrated qualitative services; and raise awareness to stop domestic violence. While not party to the Istanbul Convention,<sup>146</sup> Kosovo has acknowledged it within this Program.<sup>147</sup>
- The Standard Operation Procedures for Protection from Domestic Violence in Kosovo<sup>148</sup> define the main duties and responsibilities of each institution involved in assisting victims, according to the Law on Protection against Domestic Violence, including for: Victim Advocates, Centres for Social Work, police, prosecution, courts, the FLA (and Legal Aid Regional Offices), the Ombudsperson, shelters, healthcare providers, educational institutions and CSOs.
- The Standard Operating Procedures for Trafficked Persons in Kosovo<sup>149</sup> provides guidance to anti-trafficking stakeholders and professionals. All service providers must act in a non-discriminatory manner as to gender.

## Findings

### *Domestic Violence*

Domestic violence remains widespread with 62% of Kosovars (56% of men and 68% of women) having experienced some form of domestic violence in their lifetimes; 41% of women and 20% of men reported suffering domestic violence in 2014.<sup>150</sup> Police recorded 1,125 cases of domestic violence in 2017; 76% of victims were women.<sup>151</sup> The number of cases reported to police or in surveys is always lower than the actual extent of violence. Reasons for underreporting include fear of stigma, embarrassment, victim blaming, economic dependency, lack of institutional trust and fear of continued violence, retaliation or loss of child custody.<sup>152</sup>

The most commonly perceived causes of domestic violence are unemployment and bad economic situations within a family.<sup>153</sup> Survey data suggests that no significant relationship exists between unemployment and domestic violence. However, economic factors may prevent women from reporting violence or leaving a violent household.<sup>154</sup> Men perceive alcohol as a major cause of domestic violence, as well as lack of education, marriage against one's will and trauma from the war. Women tend to perceive disagreements that become too intense to be a cause of violence.<sup>155</sup> Living in an urban or rural area, or years of schooling do not have a significant statistical relationship with domestic violence.<sup>156</sup> Imbalanced power relations among men and women do contribute to violence.<sup>157</sup>

Training for police in addressing domestic violence cases is institutionalized, though reportedly not all domestic violence investigators have received the same level of training.<sup>158</sup> Domestic Violence Investigation Units exist, but officers work on other cases as well. In relation to criminal cases, prosecutors and judges have been appointed recently to specialize in treating domestic violence cases. However, they have not undergone sufficient training towards specialization, particularly towards understanding power relations, avoiding victim-blaming and using a victim-centred approach.<sup>159</sup> Prosecutors lack sufficient skills in gathering evidence, including avoiding building cases solely on a victim's statement. Also, considering that the victim and perpetrator frequently "reconcile", and charges are dropped, prosecutors still seemingly lack sufficient understanding of the need to prosecute crimes *ex officio*.<sup>160</sup> Prosecutors and judges also have played the role of "mediator" between victim and perpetrator, though this is not within their responsibilities.<sup>161</sup> Through a mandatory instruction released by the Chief Prosecutor in June 2016, this is now strictly forbidden. Several court rooms lack infrastructure to enhance security and physical accessibility for victims.<sup>162</sup>

In civil court proceedings, judges still face several challenges in issuing certain measures within protection orders, mainly due to multi-family households and the dearth of rehabilitation programs for perpetrators.<sup>163</sup> Kosovo lacks rehabilitation programs to treat alcohol and drug addiction, so it is impossible for judges to include these measures in protection orders, as possible measures outlined in the Law on Protection from Domestic Violence.<sup>164</sup>

While some social workers at the Centres for Social Work seem qualified, others lack competences and knowledge, including about the NSPDV. Moreover, some social workers continue advising courts to give custody of children to perpetrators, assessing that fathers will be better financial providers than mothers and ignoring the potential for violence against children.<sup>165</sup> Educators and healthcare personnel have insufficient knowledge about gender-based violence. Correctional and Probation Services officers lack expertise in designing tailored rehabilitation and reintegration plans for violence perpetrators. Although a curriculum exists and some officials have attended training, VTC and employment officers remain insufficiently informed in using a victim-centred approach when serving persons who have suffered gender-based violence.<sup>166</sup> Rehabilitation services for victims are lacking, including mental health services.

Although the government has a responsibility to protect victims of gender-based violence,<sup>167</sup> shelters continue to face substantial challenges in securing sustainable funding. This has contributed to periodic closures, rendering women and children homeless and placing them at great risk of repeat violence. In 2018, the government changed its application procedure for shelters, decreasing support to only 50% of their operational costs.<sup>168</sup> In early 2018, only six shelters were functional. While shelters serve all ethnic groups, historically shelters have not existed within Serbian majority municipalities. In 2018, two Serbian WCOSs were in the process of securing licenses and opening new shelters. Currently no shelter exists for boys older than 12, for men or for LGBTQI persons.<sup>169</sup>

A National Coordinator on Domestic Violence, simultaneously serving as Deputy Minister of Justice, exists, but changes frequently following elections. This has hampered coordination, progress and monitoring of the implementation of the NSPDV, which was only 19% implemented at the end of 2017.<sup>170</sup> Inter-institutional coordination mechanisms exist in 12 of 38 municipalities.<sup>171</sup>

Inter-institutional cooperation remains weak, including case and data management among institutions. All institutions that have a responsibility to address domestic violence, such as Centres for Social Welfare, police, courts, prosecutions, victim advocates and shelters, have their own databases. This makes it difficult to monitor which institution has failed in its duties to ensure access to justice.<sup>172</sup>

## ***Sexual Harassment and Sexual Violence***

“Blaming the victim” for sexual harassment remains prevalent; 74% of Kosovars think that the way women act or dress can provoke sexual harassment.<sup>173</sup> Similarly, a third of Kosovars believe that sexual harassment is acceptable and that young women enjoy it (41%).<sup>174</sup> Such perceptions likely contribute to sexual harassment. More than 64% of women and 33% of men have experienced sexual harassment in their lifetimes, and 45% had in 2014 (64% of women and 24% of men).<sup>175</sup>

Representatives of institutions in Kosovo lack knowledge about sexual harassment and which acts it entails; the applicable legal framework; and procedures for addressing sexual harassment.<sup>176</sup> Police lack knowledge about sexual harassment and sexual violence.<sup>177</sup> Sometimes they fail to treat sexual violence cases seriously or to investigate them properly, which may lead to under-documentation and insufficient address of these cases.<sup>178</sup> Similarly, several judges have little knowledge about sexual harassment and sexual violence, contributing to victim-blaming rather than justice.<sup>179</sup>

Currently, the lack of a specific definition for sexual harassment in the Criminal Code means that it is impossible to determine how many harassment cases are of a sexual nature. However, between 2015 and 2017, 416 harassment cases were reported to police, and 71% of victims were women.<sup>180</sup> During the same period, police documented other crimes involving gender-based violence, including five cases of degradation of sexual integrity and 97 cases of rape.<sup>181</sup> Nearly all victims were women.<sup>182</sup> Evidence suggests that more sexual violence cases likely occurred, but either victims have not reported them or police have not recorded cases.<sup>183</sup> The fact that speaking about sexual violence may contribute to public shaming likely precludes victims from reporting it.

In 2015, activists said LGBTQI persons faced four or five instances of sexual harassment.<sup>184</sup> In investigating and preventing gender-based violence and discrimination against LGBTQI persons, police in Prishtina/Priština reportedly have improved.

The Forensics Institute employs only one female forensic doctor. It does not offer psychological support before, during and after the examination. Poor approaches by its employees in examining women who have suffered sexual violence have been reported, such as lacking compassion and understanding of trauma.<sup>185</sup> Citizens generally lack awareness of the importance of reporting sexual violence crimes immediately, thereby facilitating the gathering of forensic evidence. Women further lack support and social acceptance that would enable them to make such reports.<sup>186</sup>

## ***Human Trafficking***

Human trafficking continues in Kosovo. In 2017, police recorded 18 cases of human trafficking, all women, including 10 girls.<sup>187</sup> More men than women tend to be arrested for trafficking for sexual exploitation. In 2017, of the 38 people arrested, 34 were men and 4 were women.<sup>188</sup> Additional cases may exist that have not been identified.

A government-run Interim Security Facility exists for sheltering high-risk cases during court proceedings. One shelter specializes in assisting trafficked women, whereas another focuses on children. Other shelters sometimes also provide services. The National Authority against Human Trafficking in Kosovo was established in 2013. It involves several governmental and non-governmental organisations.<sup>189</sup> The National Authority is chaired by the National Coordinator’s Office.<sup>190</sup>

Several problems exist in ensuring protection and access to justice for persons who have suffered human trafficking, including complicity among some officials, weak prosecution, lenient sentencing of perpetrators, cuts in shelter funding, insufficient long-term solutions for reintegration and empowerment of victims and weak implementation of existing legislation.<sup>191</sup>

## ***Victim Compensation***

As of 2015, the Law on Crime Victim Compensation outlines the rights of victims of violent crimes, as well as their dependents, to financial state compensation.<sup>192</sup> Eligible applicants include dependents of murder victims, survivors of rape, trafficked persons, domestic violence victims and children who have been sexually abused.<sup>193</sup> Implementation began recently, in 2017. Nevertheless, several challenges have been identified. The Ministry of Justice and the Commission for Victim’s Compensation have undertaken minimal outreach to inform citizens about compensation, which could contribute to underutilization.<sup>194</sup>

Further, few judges and prosecutors have been trained on victim compensation.<sup>195</sup> This and the outdated reference to victim compensation in the Criminal Procedure Code<sup>196</sup> could lead judges and prosecutors to misinform potential applicants.

### **Early Marriage**

According to the Law on Family, only adults older than 18 years can marry.<sup>197</sup> Exceptionally, “[d]ue to justifiable reasons, the competent court may allow wedlock for a minor person older than sixteen years upon his request, if it concludes that the person has reached the necessary physical and psychological maturity for exercising his marital rights and to fulfill his marital obligations.”<sup>198</sup> In 2014, 95 girls under age 18 were married, 109 in 2015 and 63 in 2016.<sup>199</sup> No underage boys were married during this period. Precise statistical data on the extent of early marriage is unavailable; in Kosovo it is common for couples to marry culturally, before friends and family, but wait to register the marriage for several years.<sup>200</sup> This may be particularly true in cases of early marriage, particularly if it is illegal.

Reasons for early marriage include love, family pressure, security, socioeconomic conditions, unplanned pregnancy, peer pressure and tradition.<sup>201</sup> Early marriage may place young women at risk of discontinuing their education to take up domestic responsibilities, thereby undermining their future employment prospects; health issues related to early pregnancy; and domestic violence or sexual abuse within unequal relationships.<sup>202</sup> Early marriage may be more common among persons in certain ethnic groups, such as among Roma, Ashkali, Egyptians and Gorani.<sup>203</sup>

### **Potential Objectives, Indicators and Actions**

- Objective: Improve access to justice for women and men.<sup>204</sup>
  - Indicators:
    - 1) Percentage of allegedly perpetrated crimes that are resolved by justice institutions in accordance with the legal framework, disaggregated by gender. *Baseline: presently unavailable due to lack of gender-disaggregated data.*
    - 2) Percentage of “referred cases of gender and sexual based violence against women and children that are investigated and sentenced” (SDG 5.39, GAP 7.3). *Baseline: presently unavailable due to lack of gender-disaggregated data.*
    - 3) Number of “individuals directly benefiting from Justice, Rule of Law and Security Sector Reform programmes funded by EU” (EURF, GAP 7.5). *Baseline: project relevant.*
    - 4) “Number of women benefitting from legal aid programmes supported by the EU” (GAP 17.5). *Baseline: project relevant.*
  - Actions:
    - 1) Strongly encourage and support the police, prosecution and judiciary in establishing and operationalizing a secure, inter-institutional data management and case management systems, inclusive of gender-disaggregated data.<sup>205</sup> Ensure protection of victims’ identities and personal information.
    - 2) Support continued reforms to justice system towards improving effectiveness of processes, including fair, timely address of all cases.
    - 3) Support development and institutionalization of obligatory training and refreshment courses for prosecutors and judges on gender-based crimes, particularly power relations, male violence, sexual violence, sexual harassment and victim-blaming, particularly following any amendments to the Criminal Code related to gender-based violence.<sup>206</sup>
    - 4) Support improvements to court infrastructure to enhance security and physical accessibility for victims.
    - 5) Strongly encourage government and support financial planning for expanded availability of legal aid, particularly for vulnerable groups.
    - 6) Support institutionalization of improved inter-institutional cooperation in the timely assistance of cases, including appropriate gathering of forensic evidence (e.g., through amendments to the Criminal Procedural Code and institutionalized training).

- **Objective:** “Girls and women free from all forms of violence against them (VAWG) both in the public and in the private sphere” (GAP 7).
  - **Indicators:**
    - 1) Percentage of people suffering domestic violence in the last year, disaggregated by gender. *Baseline: 31% (41% of women, 20% of men) in 2014.*<sup>207</sup>
    - 2) Percentage of people suffering sexual harassment in the last year, disaggregated by gender. *Baseline: 45% (64% of women, 24% of men) in 2014.*
    - 3) Percentage of “women aged 20-24 who were married or in a union by age 15” (GAP 7.1). *Baseline: Unavailable at present. Proxy: # of early marriages legally registered per year. Baseline: 105 in 2015.*
  - **Actions:**
    - 1) As part of curricula reform, include address of socialized gender norms that contribute to gender-based violence.<sup>208</sup>
    - 2) Support establishment of rehabilitation programs for perpetrators of violence, including treatment for drugs and alcohol.
    - 3) Support institutionalization of improved curricula for corrections and probations, including standard obligatory training for officers, to undo socialized gender norms contributing to gender-based violence, preventing recidivism.<sup>209</sup>
    - 4) Support institutionalization and improved availability of quality, affordable psychological counselling that incorporates a gender-sensitive approach and respects confidentiality.
    - 5) Support public outreach campaigns to debunk stigmas associated with receiving psychological counselling.
- **Objective:** Improve services for persons who have suffered gender-based violence.<sup>210</sup>
  - **Indicators:**
    - 1) Improved approach of institutions assisting persons who have suffered gender-based violence, as shown by monitoring reports. *Baseline: low quality services.*<sup>211</sup>
    - 2) Shelters have permanent, sustainable financing that covers the costs of quality services for persons who have suffered domestic violence and trafficking. *Baseline: annual funding that is regularly interrupted and does not cover all costs.*
  - **Actions:**
    - 1) Support institutionalization of training to improve knowledge and approach of social workers, health practitioners, educators, employment officers and VTC in assisting persons who have suffered gender-based violence.<sup>212</sup>
    - 2) Strongly encourage and support institutions in budgeting adequately for and allocating resources to finance shelters sustainably, without interruption.<sup>213</sup>

## **Conflict Related Sexual Violence**

### **Relevant and Applicable Law and Policy from a Gender Perspective**

- The Law on Amending and Supplementing the Law on the Status and the Rights of the Martyrs, Invalids, Veterans, Members of Kosovo Liberation Army, Sexual Violence Victims of the War, Civilian Victims and their Families<sup>214</sup> determines the status and rights of victims of sexual violence perpetrated during the war. Victims are entitled to personal disability pension, release from property taxes, residential care, health services abroad (if the health issue is a consequence of the war and Kosovo cannot provide such services) and priority in employment in the public and private sectors.
- The Law on Specialist Chambers and Specialist Prosecutor’s Office<sup>215</sup> foresees special measures of procedure and evidence for victims of sexual and gender-based violence, further detailed in the Rules of Procedure and Evidence.<sup>216</sup> Special measures to facilitate the testimony of traumatised or vulnerable witnesses, including victims of sexual and gender-based violence, are: attendance of a psychologist, counsellor or immediate family member during the testimony of the witness, use of

one-way closed circuit television, shielding the witness from the direct view of the Accused and submission of questions in advance for transmission through a Panel.<sup>217</sup>

- The Regulation on Defining the Procedures for Recognition and Verification of the Status of Sexual Violence Victims during the Kosovo Liberation War<sup>218</sup> and its Amending Regulation<sup>219</sup> establish conditions and criteria for verifying the status of such victims. The regulations also organize the functioning and responsibilities of the Government Commission for the Recognition and Verification of the Status of Sexual Violence Victims during the Kosovo Liberation War.
- The Administrative Instruction on Determining Conditions and Criteria for Family Housing Provision for Families of Martyrs, the Missing of the KLA, for KLA Veterans, Civilian War Invalids, Sexual Violence Victims of War, Civil War Victims and their Families<sup>220</sup> regulates entitlement to housing.
- The Action Plan: Access to Justice For Victims of Sexual Violence During the War<sup>221</sup> contains actions to support victims of sexual violence perpetrated during the war, though its timeframe is unclear.
- The former Workplan to implement Resolution 1325, "Women, Peace and Security" 2013-2015<sup>222</sup> included access to mechanisms for protection, access to justice, rehabilitation and reintegration for victims of sexual violence during the war. This plan expired in 2015.

## Findings

While a precise number can never be known, various sources have estimated that approximately 20,000 women suffered sexual violence during the war in Kosovo.<sup>223</sup> Sexual violence was also perpetrated against men, though it has been little discussed publicly.<sup>224</sup> As of 2016, 767 survivors had requested psychosocial services from WCSOs.<sup>225</sup> Survivors have faced discrimination and stigmatization, which has contributed to low reporting. Several challenges have existed with criminal investigations, and few cases have reached courts; defendants have been convicted in only three cases.<sup>226</sup>

Until 2018, the only services available to survivors were provided by WCSOs. Following recent legal amendments, MLSW has established a Commission for the Recognition and Verification of Survivors of Sexual Violence in close collaboration with WCSOs. The Commission will accept applications from survivors for state services, interview them and offer pensions, among other benefits.<sup>227</sup> The MLSW Secretariat coordinating the Commission's work became operational in 2018. The Law presently bars several victims from accessing benefits, particularly through exclusionary eligibility criteria and short application timeframes.<sup>228</sup>

## Potential Objectives, Indicators and Actions

- Objective: Improve access to justice for persons who suffered conflict-related sexual violence.
  - Indicator: Number of persons convicted. *Baseline: 5 as of 2017.*<sup>229</sup>
  - Actions:
    - 1) Support sufficient collection of evidence, witness protection and fair trial, to ensure that cases of conflict-related sexual violence are promptly, independently, impartially and effectively investigated and prosecuted.<sup>230</sup>
    - 2) Support reform of the law on reparation, broadening the scope to include sexual violence in the immediate aftermath of the conflict.
    - 3) Effective healthcare and psychological support services should be made available to survivors, without discrimination.
    - 4) Related to transitional justice, apply political pressure for the government of Serbia to acknowledge and make a public apology for the sexual violence that police, military and para-military troops perpetrated against women and men in Kosovo.<sup>231</sup>

## LGBTQI Rights

### Relevant and Applicable Law from a Gender Perspective

- The Treaty on the Functioning of the European Union<sup>232</sup> ensures that the Union will combat discrimination based on sex and sexual orientation when defining and implementing its policies and activities.
- The Charter of Fundamental Rights of the European Union prohibits discrimination based on any ground such as sex, genetic features or sexual orientation.
- The Recast Directive notes that the Court of Justice has held that the prohibition of discrimination applies to discrimination arising from the gender reassignment of a person.<sup>233</sup> This and the aforementioned Treaty and Charter have been transposed in the Law on the Protection from Discrimination and the LGE.
- The Equal Treatment Directive establishes a framework for combating discrimination on the grounds of sexual orientation in employment and occupation.<sup>234</sup>
- Under the Criminal Code, crimes motivated by a person's sexual orientation attract a punishment aggravation.<sup>235</sup>
- The Constitution prohibits discrimination on the grounds of gender, sexual orientation or other personal status.<sup>236</sup>
- The Law on the Protection from Discrimination establishes a framework for preventing and combating discrimination based on sex, gender, gender identity, sexual orientation, personal status, genetic inheritance or any other grounds.<sup>237</sup> It applies to all state and local institutions, natural and legal persons, and in the public and private sectors in all areas of life: employment, vocational training, working conditions, education, housing, social protection, access to and supply of goods, access to justice, insurance, participation in public life, participation in science, sports, art, services and cultural activities.
- The Law on Gender Equality applies to men, women and persons who have a protected characteristic of gender identity or sex determination. It guarantees equal opportunity and treatment in all areas of life.<sup>238</sup>
- The Law on Ombudsperson gives the Ombudsperson the power to investigate complaints related to violations of human rights. The work of the Institution is governed by the principles of impartiality, independence, pre-eminence of human rights, confidentiality and professionalism.

### Findings

The Criminal Code does not specifically define which acts constitute “hate crimes”, which has posed challenges for LGBTQI persons seeking justice.<sup>239</sup> The Family Law defines marriage as a legally registered community of two persons of different sexes,<sup>240</sup> contrary to the principles of equality in the Constitution. The Constitution and Family Law neither permit nor forbid adoption by same sex couples. While the Law on Civil Status does not prohibit changing gender/sex on official documents, procedures to do so are not in place.<sup>241</sup> The Parliamentary Committee on Human Rights, Gender Equality, Missing Persons, and Petitions has not monitored the implementation of the relevant legal framework. The inter-ministerial Advisory and Coordination Group for LGBTI Rights in Kosovo created an Action Plan for November 2016 to November 2018, but no budget has been allocated. Gender reassignment surgery is not offered in Kosovo. The closest available locations are in Belgrade and Skopje.<sup>242</sup> Hormone Replacement Therapy can also be obtained in Skopje.<sup>243</sup> Limited information is available about intersex persons.

Homophobia remains widespread in Kosovo. According to a 2018 study, 67% of men and 55% of women in Kosovo believe that homosexuality is neither “normal” nor “natural”.<sup>244</sup> Moreover, 60% of men believe that homosexual marriages should be illegal in Kosovo, as do 46% of women.<sup>245</sup> Additionally, 74% of men and 41% of women have stated that LGBTI persons should not be allowed to work with children.<sup>246</sup>

Homophobia stems from traditional gender roles and responsibilities, according to which women and men are expected to have very particular reproductive and productive roles within the family and society; if individuals do not fit into these roles, they may face social rejection. Homophobia also has been linked to factors such as insufficient awareness, religious beliefs that consider it “sinful”, anti-Western sentiment and minimal positive media coverage of LGBTQI people.<sup>247</sup>

Homophobia and insufficient awareness in general contribute to a lack of access to public services including quality healthcare, education (where LGBTQI persons face bullying) and employment.<sup>248</sup> Many LGBTQI people do not feel safe in Kosovo.<sup>249</sup> Perpetrators of abuse, violence and harassment against LGBTQI people tend to be their friends.<sup>250</sup> Heightened vulnerability within public and private settings may result in withdrawal from interaction, therefore limiting opportunities for LGBTQI people and reinforcing feelings of isolation.<sup>251</sup>

In Kosovo, family is an important form of social protection as well as an economic safety net in the absence of sufficient state services. Many people live with their parents until marriage and are financially dependent on their families. Revealing LGBTQI status to one’s family can mean that a person may lose economic support, be kicked out of their homes, and face psychological and/or physical abuse.<sup>252</sup> Several LGBTQI people fear their families.<sup>253</sup> The closest shelter for LGBTQI persons is in Albania.

### Potential Objective, Indicators and Actions

- Objective: Improve social acceptance and treatment of LGBTQI persons.
  - Indicators:
    - 1) Number of laws and policies amended and adopted, in close consultation with LGBTQI persons that ensure equal treatment of LGBTQI persons. *Baseline: 0 for a new program.*
    - 2) Percentage of people that are homophobic. *Baseline: 67% of men and 55% of women.*
  - Actions:
    - 1) Support amendments to the legal framework in accordance with the EU *acquis*, including:
      - 1) explicit definitions of which acts constitute “hate crimes” within the Criminal Code; 2) clear provision for the right to same sex marriage and adoption by same sex couples in the Family Law, as part of revisions to the Civil Code; and 3) establish clear procedures for changing gender/sex on official documents.
    - 2) As part of ongoing curricula reforms, ensure address of socialized gender norms that contribute to discrimination against LGBTQI persons, as well as education on human rights more broadly.
    - 3) Institutionalize in teacher training, civil servants, prosecutors, judges and other officials, information about LGBTQI persons, including sexuality, gender identity and rights.
    - 4) Support the Parliamentary Committee on Human Rights, Gender Equality, Missing Persons and Petitions to improve monitoring of laws and policies related to the rights of LGBTQI persons.
    - 5) Encourage and work with political parties to include LGBTQI rights on their political agendas.
    - 6) Support efforts to provide free legal aid to LGBTQI persons through improving legal aid offices competencies and directly supporting CSOs that support LGBTQI persons.

## Religious Rights

### Relevant and Applicable Law from a Gender Perspective

- The European Convention on Human Rights protects freedom of thought conscience and religion.<sup>254</sup> Protocol No. 1 to the Convention concerns the right of parents to ensure the education of their children in conformity with their own religious convictions.<sup>255</sup> The protocols to the Convention are directly applicable in Kosovo by virtue of the Constitution.<sup>256</sup>
- The EU Charter of Fundamental Rights protects freedom of thought conscience and religion.<sup>257</sup>

- The Constitution declares that Kosovo is a secular state that is neutral in matters of religion.<sup>258</sup> The Constitution guarantees freedom of belief, conscience and religion.<sup>259</sup> Constitutionally, one of the grounds on which freedom of expression may be limited is where it is necessary to prevent the encouragement or provocation of violence and hostility of religion.<sup>260</sup>
- The Law on Freedom of Religion in Kosovo details rights and protections arising from the constitutional guarantee of freedom of religion.<sup>261</sup> Freedoms include the right to worship or assemble, establish charitable institutions, disseminate publications and respect days of rest, among others. The law does not contain a gender perspective.
- The Law on Protection from Discrimination includes religion as a protected ground, as does the Constitution.<sup>262</sup> The scope of the Law on Protection from Discrimination is broad, covering various aspects of employment, but also housing, goods and services, participation in sports and cultural activities and equal treatment in court proceedings, among others.<sup>263</sup>
- The Administrative Instruction “code of good conduct and disciplinary measures for students of secondary high schools”<sup>264</sup> prohibits religious outfits including the headscarf. The prohibition applies to primary and secondary schools, but not universities or workplaces.

## Findings

According to the latest population census in Kosovo 96% of citizens identify as Muslim, less than 4% as Christian, 2% as Catholic, 1% as Orthodox and less than 1% as “Other”; 0.1% did not identify as religious.<sup>265</sup> Gender-disaggregated data show that the percentages of women and men identifying with each religion is balanced. However, slightly more men (54%) than women (48%) stated that they do not identify as religious. Only approximately 24% of people attend religious services at least monthly.<sup>266</sup> Men tended to take part in religious services more often than women, with 34% of men and only 8.6% of women participating at least weekly in religious services.<sup>267</sup>

Muslim women, particularly those wearing headscarves, reportedly face discrimination, social stigma and institutional discrimination.<sup>268</sup> In 2009, MEST introduced a prohibition on high school students wearing religious clothing, including the hijab, citing the Kosovo’s secularism to support the prohibition; the Ombudsperson recommended the restriction be limited to teachers and administrators.<sup>269</sup> The Constitutional Court has upheld the prohibition,<sup>270</sup> and thus the restriction remains in place.

Regarding religious extremism, in some instances extremist views have contributed to harassment and even violence against LGBTQI persons and human rights defenders.<sup>271</sup> The number of Kosovar people who have engaged in conflicts in Syria and Iraq has decreased.<sup>272</sup> Nevertheless, radicalisation and violent extremism continue to be a challenge, due to funding by foreign organisations preaching extremist ideologies and propaganda via social media.<sup>273</sup> Between 2012 and 2016, 255 men, 49 women and 55 children left Kosovo to join violent conflicts in different Middle Eastern conflict zones, mostly as foreign terrorist fighters.<sup>274</sup> In total, 133 Kosovars returned and 74 are deceased; 59 men and 41 women remain in conflict zones.<sup>275</sup> Most women who went to conflict zones accompanied their husbands, either voluntarily or following coercion.<sup>276</sup> Women reportedly tended to have traditional gender roles, conducting care-activities; they did not actively participate in combat.<sup>277</sup>

Certain elements of traditional gender roles contribute to women and men’s vulnerability to violent extremism or radicalization.<sup>278</sup> For instance, men’s inability to be a provider due to difficult social and economic circumstances, may make some men more vulnerable towards joining external armed conflicts and embracing radical ideologies.<sup>279</sup> Women may embrace such ideologies due to reinforced gender norms that pressure women to be obedient towards their partners.<sup>280</sup> Rehabilitation, de-radicalisation and reintegration of returnees remains a challenge, particularly for children and women.<sup>281</sup>

## Potential Actions

- Support further research on the gendered dimensions of recruitment and reintegration of persons involved in violent extremism; and on discrimination against women and men due to their religion.
- Based on research findings, support programs to address discrimination and/or the root causes of violent extremism and their gendered nature.

## Returns and Repatriation

### Relevant and Applicable Law and Policy from a Gender Perspective

- The Constitution ensures the safe and dignified return of refugees and internally displaced persons.<sup>282</sup>
- The Law on Asylum<sup>283</sup> regulates the conditions and procedures for granting refugee status, subsidiary protection and temporary protection. The definition of “refugee” relates to fear of persecution for reasons of belonging to a particular social group, which includes consideration of gender-related aspects, including gender identity.<sup>284</sup> “Acts of persecution” include actions which by their nature are specifically related to gender.<sup>285</sup> Pregnant women, single parents with minor children, victims of human trafficking and persons who have been subjected to rape or other serious forms of psychological, physical or sexual violence, such as victims of female genital mutilation, are considered “vulnerable persons” under the Law.<sup>286</sup> In specific cases, applicants may be provided with a translator of the same gender.<sup>287</sup> Interviews or inspections may also be carried out by someone of the same gender.<sup>288</sup> Women applicants have the right to request that the asylum procedure be conducted by the officer of the same sex.<sup>289</sup> On special procedures and reception guarantees, the necessary support for applicants is conditional on their personal circumstances; which includes gender, sexual orientation, gender identity or being a victim of rape or other forms of psychological, physical or sexual violence.<sup>290</sup>
- The Regulation for Municipal Offices for Communities and Returns<sup>291</sup> foresees determining the number of officers in municipal offices by considering the needs of non-majority communities, women, children and the elderly. Officers have the responsibility to assess the specific needs of women, children and the elderly in the municipality.
- The Strategy and Action Plan for Communities and Return 2014 – 2018<sup>292</sup> prioritizes the advancement of disadvantaged groups of returnees: youth, women, persons with disabilities and Roma, Ashkali and Egyptians. It acknowledges insufficient assistance for youth, women and persons with disabilities is a challenge and recommends increased funding for these groups and CSOs that work in this field.
- The Guide for the Implementation of the National Policy to the Reintegration<sup>293</sup> is fairly gender blind; it only mentions that the process of reintegration will include all repatriated persons regardless of age, gender, ethnicity, religion and race.

### Findings

In 2016, more men (52%) sent requests to renounce their Kosovo citizenship than women did.<sup>294</sup> More women, however, requested Kosovo citizenship (59%). Slightly more men (52%) than women gained residential permits in 2016. More men sought asylum in Kosovo (66%) than women (44%) in 2016.<sup>295</sup> More men (69%) were among the 3,072 persons repatriated in 2017 than women (31%).<sup>296</sup> This may be partially explained by the fact that more men than women may have gone abroad, seeking economic opportunities to support their families.<sup>297</sup>

Girls, boys, women and men who return may have different economic and social needs, considering their different positions in society. For example, considering Kosovo’s aforementioned high unemployment rates for women in particular, women returnees may face added challenges in securing work. Girls and boys may face different obstacles in completing their education. Repatriated Roma, Ashkali and Egyptian children have higher drop-out rates than other children.<sup>298</sup>

### Potential Actions

- Ensure that programming related to returns and communities considers the potentially differing needs of women, men, girls and boys. Conduct further gender analysis to better identify their needs.
- Encourage the Ministry of Internal Affairs to publish gender disaggregated statistics regarding returnees, including the extent to which women and men benefit from subsidies.

# Human Capital: Education and Employment

The Human Capital sector encompasses education, employment and social policy. This section examines each from a gender perspective. Responsible institutions for the sector include MEST and MLSW.

## Education

### Relevant and Applicable Law from a Gender Perspective

- [CEDAW](#) General Recommendation No. 3 urges states to adopt education and public information programs that will help eliminate prejudices and practices that hinder the social equality of women.<sup>1</sup>
- The [UN Convention on the Rights of the Child](#)<sup>2</sup> recognizes the right of all children to education. The Constitution renders this Convention directly applicable in Kosovo.<sup>3</sup>
- The [Recast Directive](#) contains provisions to implement the principle of equal treatment in vocational training and in securing equality in matters of occupation and employment. The Directive mostly has been transposed in Kosovo legislation, but implementation remains poor.<sup>4</sup>
- The [UN Sustainable Development Goal \(SDG\) 4](#) seeks to ensure inclusive and equitable quality education and to promote life-long learning opportunities for all.<sup>5</sup>
- The [Constitution](#) guarantees the right to free basic education and that public institutions should ensure equal opportunities to education for everyone in accordance with their abilities and needs.<sup>6</sup>
- The [Law on Pre-school Education](#) provides for inclusive participation of boys and girls in pre-school.<sup>7</sup>
- The [Law on Education in the Municipalities of the Republic of Kosovo](#) obliges MEST to promote a non-discriminatory educational system in which each person's right to education is respected, and quality learning opportunities are available to all.<sup>8</sup>
- The [Law on Pre-University Education in the Republic of Kosovo](#) ensures participation of girls and boys in the education system. It guarantees access to pre-university education without discrimination on any ground, including sex and marital status, among others.<sup>9</sup> The Law requires pre-university education to include preparing the pupil for a responsible life in the spirit of gender equality.<sup>10</sup> The promotion of gender equality must be considered in the planning, managing and delivering of pre-university education.<sup>11</sup>
- The [Law on Higher Education in the Republic of Kosovo](#) describes the principles of equality, equal opportunities without discrimination and diversity as fundamentals of higher education.<sup>12</sup> It ensures participation of men and women, guaranteeing the right to access education without discrimination.<sup>13</sup>
- The [Law on Adult Education and Training in the Republic of Kosovo](#)<sup>14</sup> ensures men and women can participate in adult education and training.
- The [Law on Vocational Education and Training](#)<sup>15</sup> is based on the principle of inclusion and ensures men and women can participate in vocational education and training.
- The [Law on Empowerment and Participation of Youth](#)<sup>16</sup> obliges institutions to ensure youth participate and have influence on important decision-making processes affecting their interests. It details fields in which youth participation is mandatory, such as: education, employment, social issues and public health. It does not mention gender.

### Policy Documents

- The [Kosovar Strategy for Youth 2013-2017](#)<sup>17</sup> covers topics including education, health, human security, employment, sports, culture and recreation, and has incorporated social inclusion as a general approach (e.g., gender, ethnicity, rural/urban youth and other marginalized groups). The new strategy currently is being drafted.
- The [Strategy for Inclusion of Roma and Ashkali Communities in the Kosovo Society 2017-2021](#)<sup>18</sup> incorporates a gender perspective related to education, including gender-specific indicators and

activities: incentivizing pre-school education attendance and organizing awareness-raising on the importance of timely enrolment and school attendance, focusing on girls.

- The Kosovo National Development Strategy (NDS) 2016-2021<sup>19</sup> prioritizes including children ages 0-6 in pre-school programs. It states that this will have a positive effect on increasing women's participation in the labour force.
- The NPISAA<sup>20</sup> aims to improve the standard of education, including vocational education, training and policy development work for young women and men without discrimination on the grounds of sex, race, ethnicity, religion, belief, disability, age or sexual orientation.
- The European Reform Agenda (ERA)<sup>21</sup> states that it should be implemented in line with the LGE, including in relation to education policy reforms, increasing pre-school education attendance and improving the quality of VET and school to work transitions.

## Findings

### *Pre-University Attendance Rates by Gender, Ethnicity and Disability*

Girls and boys attend pre-university education at similar rates (48% girls to 52% boys), except in pre-school, which slightly more boys attend (54%). Pre-school attendance in Kosovo is low overall due to insufficient affordable pre-school facilities,<sup>23</sup> far from the EU Barcelona Objective targets.<sup>24</sup> Surplus demand means pre-schools do not adjust tariffs to parents' salaries, despite requirements to do so in the Law on Pre-school Education.<sup>25</sup> Perhaps fewer girls than boys are sent to pre-school due to stereotypical gender attitudes, and there is weak understanding, particularly outside Prishtina/Priština, that pre-school education is important.<sup>26</sup>

| Pre-University Educational Attendance in Kosovo by Gender, 2015/2016 <sup>22</sup> |                |            |            |
|--|----------------|------------|------------|
| Level  | Total          | % Boys     | % Girls    |
| Pre-School   | 5,892          | 54%        | 46%        |
| Pre-Primary  | 23,094         | 52%        | 48%        |
| Primary and Lower Secondary  | 250,931        | 52%        | 48%        |
| Upper Secondary  | 89,392         | 52%        | 48%        |
| <b>Total</b>   | <b>369,309</b> | <b>52%</b> | <b>48%</b> |

A fairly even ratio of girls and boys receiving social assistance attend pre-university education, particularly pre-school and primary/lower secondary school. During upper secondary school, the attendance rate of girls receiving social welfare falls slightly, suggesting that they leave school once attendance is no longer compulsory.<sup>27</sup>

The attendance rates of pupils in pre-university education, disaggregated by ethnicity, are relatively proportional to the demographics of Kosovo.<sup>28</sup> Data disaggregated by ethnicity and gender is unavailable.<sup>29</sup> Dropout rates may be particularly high for Roma, Ashkali and Egyptian children who were repatriated.<sup>30</sup> However, data on Roma, Ashkali and Egyptian children's educational attendance, disaggregated by gender, is unavailable. This poses difficulties in understanding any differences among girls and boys.

Kosovo has five Resource Centres and two schools for children with special needs. More boys (59%) than girls (41%) with special needs attend mandatory education.<sup>31</sup> Challenges to educating children with disabilities include breaking social stigmas surrounding disability so that parents educate their children.<sup>32</sup> Insufficiencies in teaching assistants, physically accessible schoolrooms, books and learning equipment to support children with disabilities also hinders their equal access to education. Although the law foresees special provisions for children with special educational needs,<sup>33</sup> there is no budget allocation to meet these standards. A proposed amendment to the (then) Draft Law on Budget for the year 2018 to allocate funds for 50 teaching assistants for children with special needs<sup>34</sup> was rejected in the Kosovo Assembly.<sup>35</sup>

### *Pre-University Educational Performance by Gender*

Kosovo ranked among the bottom three countries of those participating in the Program for International Student Assessment (PISA) test, for overall educational performance, as well as within the subjects of science, mathematics and reading.<sup>36</sup> Girls performed slightly worse than boys in mathematics (boys performed 8 points higher), and boys worse than girls in science (girls performed 9 points higher on average). Girls scored significantly better than boys did in reading (on average 36% higher than boys). These differences may be partially attributable to socialized gender norms, particularly in rural areas,

which suggest that boys' physical strength is more important than literacy and girls have an aptitude for reading.<sup>37</sup>

### **Teachers**

The female to male ratio is 40% to 60% among upper secondary teachers and 99.6% to 0.4% among pre-school teachers, respectively.<sup>38</sup> Fewer differences exist in primary and lower secondary school, with 54% female and 46% male teachers. In the five resource centres for children with special needs, two directors are women and three are men. The directors of both special needs schools are women.<sup>39</sup> Occupational gender stereotyping and lower pay appear to deter men from studying pre-university teaching at university.<sup>40</sup> Cultural perceptions of typically male and female roles (e.g. men as professors, women as caretakers) are reinforced from generation to generation, confirmed by the lack of male role models in early education and female teachers in secondary school.<sup>41</sup>

### **Universities**

While slightly more women than men study bachelor (54%) and masters (57%) programs in public universities, more men attend private universities for bachelor (58%) and masters (67%) programs.<sup>42</sup> Slightly more women enrolled in bachelor (55%) and masters (51%) studies at the University of Prishtina/Priština in the 2015/2016 academic year than men did.<sup>43</sup> Generally, more women (59%) graduate than men (39%).<sup>44</sup> Gender segregation exists in academic pathways, with men significantly underrepresented in education, and women underrepresented in computer science, agriculture, business and geosciences. Annual scholarships exist for female Roma, Ashkali and Egyptian university students.<sup>45</sup>

Public (34%) and private (26%) universities employ fewer women professors than men.<sup>46</sup> Some women professors feel unsupported, both professionally and politically.<sup>47</sup> The Gender Studies Program at the University of Prishtina/Priština is the only of its kind in Kosovo, catering to women (70%) and men (30%) students. The program struggles to stay open.<sup>48</sup>

The public universities of Peja/Peć, Gjilan/Gnjilane and Gjakova/Đakovica have more women than men graduating from both bachelor and master's studies, though women academic staff are underrepresented. An exception, the University of Mitrovica/Kosovska Mitrovica, has more men enrolled in bachelor studies than women. Overall, women remain underrepresented in academic teaching and administration positions.

### **Adult and Continuing Education**

In 2015, women comprised only 39% of students enrolled at Vocational Training Centres for adults (VTC) and 36% of attendees of Adult Education courses were women.<sup>49</sup> A suggested reason was social perceptions that VTC cater to "male" professions.<sup>50</sup> People also may lack knowledge about vocational education options, and regard them as inferior to tertiary education.<sup>51</sup> Another limiting factor is the absence of public transport to VTC, which particularly affects women owing to safety concerns.<sup>52</sup>

## **Potential Objectives, Indicators and Actions**

**Objective:** "Equal access for girls and women to all levels of quality education and vocational education and training (VET) free from discrimination" (GAP I3)

o **Indicators:**

- 1) "Number of teachers trained with EU support" (EURF, GAP I3.9) on undoing socialized gender norms, roles, and stereotypes, as well as gendered power relations. *Baseline: 0.*
- 2) Percentage of pre-school teachers that are men. *Baseline: 0.4%.*
- 3) Percentage of women professors in public higher education institutions. *Baseline: 34%.*
- 4) "Ratio of female to male who have benefitted from Vocational Education and Training / Skills development and other active labour market programmes with EU" (GAP I3.10), or percentage of women attending vocational schools. *Baseline: 39%.*
- 5) Percentage of adult education attendees that are women. *Baseline: 36%.* (In line with GAP I3);

- 6) Percentage of children attending pre-school, disaggregated by gender.<sup>53</sup> *Baseline: 15.5% in 2015*
  - 7) Percentage of girls with special needs attending mandatory education. *Baseline: 41%.* (Contributes to GAP 13.1).
  - 8) “Number of programmes reporting improvement in quality and availability of sex-disaggregated/gender specific statistics through EU support” (GAP 6.1.2), particularly related to education statistics disaggregated by both gender and ethnicity.
- o Actions:
- 1) Support government in designing and institutionalizing teacher training on undoing socialized gender norms, roles and stereotypes, as well as gendered power relations.
  - 2) “Promote gender-equal role models in the transition from education to the labour market through curricula and gender parity among teachers” (GAP 13).
  - 3) Support the government to install affirmative measures for hiring men as pre-school teachers and women in higher education institutions.
  - 4) Encourage MEST to budget for and employ more psychologists in schools, as well as to enhance their professional capacities in addressing gender-based violence and preventing drop-outs.
  - 5) Support the government to institutionalize and “provide education (both formal and non-formal), that addresses gender stereotypes, and allows for lifelong learning” (GAP 13) for children at all levels.
  - 6) Support development, institutionalization and promotion of more diverse VET programs that address market needs and are tailored to women’s particular needs.
  - 7) Support the government to develop care availability and other affirmative measures that will support women’s attendance of vocational and adult education.
  - 8) Encourage and support the government to improve education accessibility for children with disabilities, particularly girls, by allocating resources for personal assistants, accessible transport, accessible buildings and adequate didactical materials.
  - 9) Support the government in expanding pre-school availability in accordance with the EU Barcelona Objectives, including gender relations in the early education curricula.
  - 10) Support the government to improve data collection regarding educational attendance and attainment, disaggregated by both ethnicity and gender.

## Employment

### Relevant and Applicable Law from a Gender Perspective

- CEDAW requires states to take all appropriate measures to eliminate discrimination against women in employment so that women and men enjoy the same rights.<sup>54</sup>
- The Treaty on the Functioning of the European Union<sup>55</sup> establishes the principle of equal pay for women and men for equal work or work of equal value. Although the principle of equal pay is integrated into Kosovo law there is no data on the gender pay gap to measure implementation.<sup>56</sup>
- The Recast Directive aims to ensure implementation of the principle of equal opportunities and equal treatment of men and women in employment and occupation. It contains provisions related to: access to employment, vocational training, working conditions and occupational social security schemes. The Directive has been mostly transposed correctly in Kosovo legislation, but implementation remains poor.<sup>57</sup>
- The Parental Leave Directive<sup>58</sup> foresees parental leave for a period of at least four months as the individual right of women and men workers, to promote equal opportunities and equal treatment.<sup>59</sup> The Directive has yet to be correctly transposed in Kosovo legislation, especially with regard to paternity leave, parental leave and carers’ leave.<sup>60</sup>
- The Pregnant Workers Directive<sup>61</sup> provides for at least 14 weeks of maternity leave and includes measures to improve the workplace health and safety of pregnant workers and workers who have

recently given birth or are breastfeeding. Pregnancy and maternity protection are transposed into Kosovo law.

- The Directive on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity<sup>62</sup> is not transposed correctly into Kosovo law. Self-employed women should be registered officially, and self-employed parents should enjoy equal rights regarding maternity and parental rights to that of parents who are employees.<sup>63</sup>
- The Law on Labour contains a prohibition on discrimination in employment and renders provisions of the Law on Protection from Discrimination applicable to employer-employee relations in the private and public spheres.<sup>64</sup> The Law also foresees maternity leave rights and protection of pregnant and breastfeeding women in the workplace. Maternity leave provisions in which employers pay for six months of maternity leave reportedly have contributed to discrimination against women in hiring and women's comparatively higher unemployment rates.<sup>65</sup> The provision for men's paternity leave, only three days paid and two weeks unpaid, violates concepts of gender equality and equal opportunities set forth in the LGE. Moreover, contract provisions do not adequately consider maternity leave, contributing to indirect discrimination against women.<sup>66</sup>
- The Law on the Protection of Breastfeeding guarantees women employees the right to two hours of paid breastfeeding breaks during working hours.<sup>67</sup> However, this right only applies after the first six months of maternity leave has been taken, leaving a gap in protection for women who return to work earlier.<sup>68</sup> After the first year and for up to two years, this is reduced to one hour paid break daily. To use this right, employees must notify their employers in writing with a certificate issued by a doctor.
- The Law on Health and Safety at Work applies to the public sector, private sector, public-private partnerships and state administration, and obliges employers to follow the principle of equal treatment for all employees when taking health and safety measures.<sup>69</sup> It also obliges employers to inform employees regarding measures taken for protecting health and safety at work for children, youth, pregnant women, breast-feeding women and persons with disabilities.<sup>70</sup>
- The Law on the Protection and Promotion of the Rights of Communities and their Members in Kosovo acknowledges that women from minority communities are at risk of double discrimination in employment, economic and social opportunities, due to their gender and belonging to a particular ethnicity. The Law provides for the government to introduce special measures to counter such discrimination.<sup>71</sup>
- The Law on Labour Inspectorate<sup>72</sup> supports the implementation of the Labour Law through the establishment of the Labour Inspectorate, a body which oversees the enforceability of legislation related to labour relations, safety and health at work and collective contracts. The Inspectorate also advises employers and employees on the enforceability of legal provisions. It reports to the Minister of Labour and Social Welfare on the shortcomings and obstacles of the current legal framework.
- The Law on Vocational Ability, Rehabilitation and Employment of Persons with Disabilities regulates institutional support for the rehabilitation, vocational training and employment of people with disabilities based on principles of equal treatment and gender equality.<sup>73</sup> The Law obliges state administration bodies, private sector, public sector and non-governmental organisations (NGOs) to employ one person with a disability among every fifty employees.<sup>74</sup>
- The Criminal Code<sup>75</sup> outlines criminal acts related to labour rights, including: violating rights in labour relations (e.g., the protection of women, children and people with disabilities), denying or restricting the right of persons to employment under equal conditions, violating the right to strike and violating and/or misusing social insurance rights. Punishments vary from fines to three years of imprisonment depending on the offense.
- The Administrative Instruction for the Classification of Hard and Dangerous Forms of Labour that may Damage the Health of Pregnant and Breastfeeding Women<sup>76</sup> contains provisions and measures to improve the health and safety of pregnant and breastfeeding employees at work.

## Policy Documents

- The ERA prioritizes tackling youth unemployment and increasing labour market participation of women.
- The NPISAA foresees measures on transposing the EU gender equality *acquis* related to social policy and employment into Kosovo legislation by 2020.<sup>77</sup>
- The NDS priorities strengthening mechanisms and coordination of institutional actions aiming to decrease informal employment among men and women.
- The Strategy for Inclusion of Roma and Ashkali Communities in the Kosovo Society 2017-2021 foresees research with gender sensitive indicators regarding the situation of Roma and Ashkali women and men in the labour market, followed by a report.

## Findings

### Labour Force Participation

Labour market participation in Kosovo is alarmingly low. As the table illustrates, only 43% of people of working age were active in 2017, meaning that they are either employed or looking for a job. Only 20% of women participated in the labour force, compared to 65% of men. However, only 13% of working age women were employed, compared to 47% of men. Age plays a factor especially among women; overall unemployment among women was 37%, however 64% of young women (ages 15-24) were unemployed. Among men, 29% were

| Key Labour Force Indicators (2017) <sup>78</sup> |       |     |       |
|--|-------|-----|-------|
| Indicator  | Total | Men | Women |
| Labour Market Participation                      | 43%   | 65% | 20%   |
| Employment to population ratio                   | 30%   | 47% | 13%   |
| Inactivity                                       | 57%   | 34% | 80%   |
| Unemployment                                     | 31%   | 29% | 37%   |
| Youth Unemployment (15-24)                       | 53%   | 48% | 64%   |
| Youth NEET                                       | 27%   | 24% | 31%   |

unemployed, compared to 48% of young men. Among youth, 24% of young men were not in employment, education or training (NEET) compared to 31% of young women.

Occupational segregation continues. Education, healthcare and trade sectors tend to employ women (48% of all employed women). Manufacturing, construction and trade sectors tend to employ men (46% of all employed men).<sup>79</sup> These percentages have remained fairly consistent over time.

Employed women have tended to secure jobs through vacancy announcements and systematic hiring processes.<sup>80</sup> Only 0.2% of women interviewed were hired for their current position through employment offices.<sup>81</sup> Data to facilitate comparisons with men does not exist. On average, women have reported undergoing five interviews in the last five years.<sup>82</sup> In comparison, surveyed men reported attending 3.6 interviews. This suggests that women may have to attend more interviews than men when trying to secure a job. This is perhaps partly explained by the fact that 47% of employers believed their work was fit for men, whereas 9% said work was for women and 35% for both women and men.<sup>83</sup>

Alarmingly 80% of women of working age are inactive in the labour force, compared to 34% of men. Men tend to be inactive because they are attending school, education or training (37%).<sup>84</sup> This is the second most prevalent reason for inactivity among women; the most common reason for women's inactivity appears to be care responsibilities at home, primarily childcare (32%). In comparison, only 1% of men attribute inactivity to their childcare responsibilities. Limitations in available public transport may also undermine women's access to work.

Women's high unemployment can contribute to the feminization of poverty. In 2015, 18% of women and 17% of men lived in poverty.<sup>85</sup> Women and girls comprised 60-65% of household members reliant on social assistance from 2013 to 2016.<sup>86</sup> Women's low employment rates and/or work in the informal economy also contribute to lower pensions, as unpaid labour is not considered when calculating pensions.<sup>87</sup>

Little is known about the informal economy, especially from a gender perspective. Official data is poor due to the underreporting of labour in order to avoid taxes, and the fact that multiple understandings of this term exist.<sup>88</sup> According to the World Bank's definition and considering the aforementioned issues, over a third of workers have been classified as informal.<sup>89</sup> Informality is believed

to be higher among youth, men, the less educated and rural residents.<sup>90</sup> However, further research is needed. Women employed in the private sector, very often belong to the informal sector. This makes this category of women very vulnerable to financial, emotional and physical risk.<sup>91</sup> Moreover, a Kosovo-wide survey has shown that in the private sector, around 30% of women work without a contract.<sup>92</sup>

A recent time-use survey has revealed that men, on average, spend 400% more time (3.9 hours a day) on employment than women (0.9 hours a day).<sup>93</sup> Whereas, women spend 300% more time on household activities and family care (7.1 hours) than men (2.3 hours).<sup>94</sup> Kosovars enlisted equal treatment for women and men in the workplace (32%), equal pay for equal opportunities (25%), the availability of part-time jobs/flexible working hours (17%) and access to childcare centres (14%) as incentives for women to become more active in the labour force.<sup>95</sup>

### ***Discrimination in Hiring and at Work***

Evidence also suggests that young women are discriminated against in the recruitment process.<sup>96</sup> Women are asked to share information about their family plans in job interviews, and some women report not receiving job offers if they have plans to become pregnant. Others have had their employment contract annulled upon announcing pregnancy. In one study, when selecting candidates for employment, 55% of employers said they do not consider a job applicant's family plans during the hiring process, whereas 45% said that they do. This suggests that some employers are discriminating against women in hiring based on their family plans.<sup>97</sup>

In another study, 11% of surveyed employed women said that they had been discriminated against at work.<sup>98</sup> Moreover, up to one-third had experienced gender bias at work, though they themselves did not necessarily consider this discrimination. This suggests that women may not always know what discrimination entails. No similar data is available from employed men to enable comparison.

### ***Parental Leave***

Women working in the public sector have tended to use maternity leave benefits more than women working in other sectors.<sup>99</sup> Only 18% of surveyed employers (including private, public and civil society) had a policy guaranteeing that women could return to work following maternity leave.<sup>100</sup> Yet, most employers stated that they ensured that women will receive the same salary, entitlements and conditions upon return. However, many women said they experienced discrimination and employers lacked complaint mechanisms. While the main issue was unpleasant comments in the workplace, more than one-fifth of the surveyed women reported that they did not get promoted, had to work overtime, were given unsuitable work and/or were unfairly criticized based on their work performance.<sup>101</sup>

Most employers (57.5%) state that they grant employees two to three days of paternity leave, which complies with the Law on Labour. Many employers grant employees more than three days of paternity leave. Almost one-fifth of the surveyed men who became fathers reported that they were unable to take off any days, which is in violation of the Law. In addition, most employers continued to pay men their regular wages or salary, although 26% stated they did not receive any paternity leave and 5% reported that they received 70% of their regular wages. Thus, some new fathers may have to choose between receiving their regular wage or going on paternity leave. Most men believe that the current two to three days paternity leave is too short and that paternity leave should be extended to at least four days to one month after the child is born.<sup>102</sup> Slightly more than half said they (54%) would only take the leave if they continued to receive their full salary. Recent research shows that 31% of men would take parental leave up to three months if paid up to 70% of their base salary, while 18% would take the same compensation up to six months.<sup>103</sup> Moreover, 8% of men would take parental leave up to nine months.

### ***Employment Offices and Vocational Training Centres***

More men than women are registered in Employment Offices (EO),<sup>104</sup> even though labour force participation data show that there are more unemployed women than men in Kosovo. In 2017, 45% of all persons registered in EO were

| <b>Persons Registered in EOs by Gender</b> |             |             |             |
|--|-------------|-------------|-------------|
| <b>Year</b>                                | <b>2015</b> | <b>2016</b> | <b>2017</b> |
| <b>Women</b>                               | 44%         | 44%         | 45%         |
| <b>Men</b>                                 | 56%         | 56%         | 55%         |
| <b>Total</b>                               | 112,179     | 101,773     | 93,866      |

women and 55% were men. However, this partially illustrates women's high inactivity rates.

EO have been very inefficient in finding employment for those registered, particularly women. For instance, in 2016, EO found employment for 4% of those registered (only 39% of whom were women); while in 2017 they found employment only for 3% of those registered (only 40% of whom were women). Qualitative information regarding the reasons underpinning these gender differences is lacking and further research is needed.

| Persons Who Found Employment through EOs by Gender |      |      |      |
|--|------|------|------|
| Year   | 2015 | 2016 | 2017 |
| Women  | 34%  | 39%  | 40%  |
| Men  | 66%  | 61%  | 60%  |
| Total  | 3574 | 4022 | 3215 |

Even though women represent the majority of the unemployed and economically inactive, they comprise a minority of those attending courses at Vocational Training Centres (VTC). In 2015, women made up 44% of all persons attending VTC, 27% in 2016 and 34% in 2017. In a recent survey, 76% of women stated that they

| Persons Attending VTC by Gender |      |      |      |
|---------------------------------|------|------|------|
| Year                            | 2015 | 2016 | 2017 |
| Women                           | 44%  | 27%  | 34%  |
| Men                             | 56%  | 73%  | 66%  |
| Total                           | 4055 | 6736 | 5962 |

had never attended tailored training programs with the aim of enhancing job-related skills.<sup>105</sup> Women who have only finished primary education or less, are inactive in the labour force and earn less than 150 euros per month, are overrepresented among women who have never received such trainings.<sup>106</sup>

### Potential Objective, Indicators and Actions

- **Objective:** [Improve] “access to decent work for women of all ages” (GAP 14).
  - **Indicators:**
    - 1) Percentage of women inactive in the labour force (GAP 14.4). *Baseline: 80%.*
    - 2) Percentage of unemployed young women (GAP 14.4). *Baseline: 64%.*
    - 3) Percentage of persons registered with EO that are women. *Baseline: 44%.*
    - 4) Percentage of persons employed through EO that are women. *Baseline: 39%.*
    - 5) Percentage of persons attending tailored VTC training that are women. *Baseline: 34%.*
    - 6) “Average number of hours spent on paid and unpaid work combined (total work burden) by sex (SDG 5.4.2, GAP 14.2) *Baseline: women, 8, men, 6.2.*
  - **Actions:**
    - 1) Support government of Kosovo in establishing more day care centres for children, the elderly and persons with disabilities, which will enhance educational outcomes (and employability of future generations), create new jobs including by transforming unpaid work to paid work and relieve women from socially ascribed unpaid care roles so that they may seek employment.
    - 2) “Support gender sensitive legislative and public finance reforms, which account for the role of women in the care economy, unpaid labour, unequal gender distribution of family responsibilities, overrepresentation in the informal economy, women in agriculture, and the gender pay gap”. Strongly encourage the government to work closely with WCSOs and draw from Kosovo-specific evidence to amend the Law on Labour and to transpose the Parental Leave Directive, the Directive on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity and, potentially, the work-life balance Directive (if adopted). Then, “support institutional capacity to deliver on these reforms and policies” (GAP 14).
    - 3) “Support challenges to social norms and attitudes that hinder women’s economic empowerment, including economic and social recognition of unpaid and care work” (GAP 14)
    - 4) “Analyse and address the [...] female workforce in the informal economy” (GAP 14, 6.1)
    - 5) Support the Kosovo Agency of Statistics (KAS) in institutionalizing regular gender analysis pertaining to the gender pay gap, which will contribute towards establishing the Gender Equality Index (GAP 6.1). Also support KAS in institutionalizing a regular time-use study, which would reveal information about the informal economy as well as the ways in which women and men spend their time.

- 6) Support EO in furthering capacities to better record reasons why women or men do not secure employment through EO, towards identifying improved approaches.
- 7) Support innovative programs tailored to supporting women's employment.

## Competitiveness and Innovation

Competitiveness and innovation is an EU financial priority for potential EU candidate countries, as achieving a functioning market economy with the capacity to cope with competition and market forces is included in the Copenhagen criteria. This section provides a gender analysis of policies, practices and inequalities in the areas of competitiveness and ICT, respectively.

### Relevant and Applicable Law from a Gender Perspective

- The Law on Protection of Competition<sup>1</sup> does not contain any gender perspective.
- The Law on State Aid,<sup>2</sup> which regulates principles and procedures related to aid granted by the state to support economic and social development and to protect competition, does not contain a gender perspective.
- The Law on Safeguard Measures on Imports<sup>3</sup> does not contain any gender perspective. Small producers (where women tend to work or be owners) may lack resources for filing complaints against foreign competitors that flood Kosovo's market.<sup>4</sup>
- The Law on Anti-Dumping and Countervailing Measures<sup>5</sup> contains similar rigid complaint criteria.<sup>6</sup> The Law does not contain any gender perspective.

### Policy Documents

- The NPISAA focuses on developing and drafting legal acts that would transpose EU legislation in the field of competition. Other measures include: vocational training benefitting women and men staff of the Competition Authority and activities raising awareness with relevant stakeholders.
- The ERA priorities for Competitiveness and Investment Climate should be implemented in line with the LGE.
- The NDS, as part of the competitive industries priority, includes ensuring property rights protection for non-majority communities and women.
- The Private Sector Development (PSD) Strategy 2017-2021 deals with trade, business and informality, but does not contain a gender perspective or address specific challenges that women face.

### Findings

Kosovo lacks gender analysis regarding the impact of trade on gender equality.

In 2017, women-owned enterprises comprised only 13% of all enterprises in Kosovo.<sup>7</sup> Women owned 18% of new businesses registered between 2014 and 2016.<sup>8</sup> Women tended to work in Agricultural Cooperatives more than in other types of businesses. Most women who registered businesses opened individual businesses. No women opened limited partnerships, social companies or public companies during this period.<sup>9</sup> Due in part to their underrepresentation among enterprise owners, women have received fewer state subsidies than men have for business development. Women-led enterprises comprised less than 17% of the enterprises receiving KIESA subventions; men led 83% of beneficiary enterprises.<sup>10</sup> Women-owned enterprises received 25 times less funding in subsidies, despite the fact that the ratio of registered enterprises of women to men is one to six, suggesting that funding is extremely disproportionate. Reasons observed include that fewer women apply, and women may be less able to provide co-funding due to their economic situations.

Businesses owned by women are oriented towards trade, production sectors and services; 31% of all women-owned businesses offered services, 29% engaged in trade and 15% in production.<sup>11</sup> The majority offered services such as hairdressing and other beauty services. The three main barriers faced by women business owners include tax rates, administrative burdens and the generally small market in Kosovo. Only an estimated 15% of women business owners have used commercial bank loans.<sup>12</sup> Up to 88% of women entrepreneurs open businesses alone, unsupported by others, with more than half utilizing their own capital.<sup>13</sup>

Kosovo has a Central Bank and several commercial banks. None of the four major banks interviewed would share gender-disaggregated data regarding loan recipients. One bank did not maintain such data. Others refused to disclose it or said that it would take too much time to manually disaggregate.<sup>14</sup> Prior findings have suggested that women face added challenges in accessing credit to develop their businesses because women lack equal access to credit and own less capital than men.<sup>15</sup> Limited funding may make it difficult for women-owned enterprises to expand.<sup>16</sup> The Kosovo Credit Guarantee Fund was established in 2017 to enhance access to credit for marginalized groups, including women and minorities.<sup>17</sup>

### Potential Objective, Indicators and Actions

- **Objective:** “Equal access by women to financial services, productive resources including land, trade and entrepreneurship” (GAP 15).
  - **Indicators:**
    - 1) Percentage of women and men, respectively, with “documented or recognised evidence of tenure” (SDG 1.5, GAP 15.1) *Baseline: Proxy: women owned 17% of property in 2017<sup>18</sup>*
    - 2) Number of “women and men who have secure[d] tenure of land with EU support” (EURF, GAP 15.7). *Baseline: Project dependent.*
    - 3) Percentage of KIESA subventions that support women-owned enterprises. *Baseline: 17%*
    - 4) “Number of women accessing EU supported community level, (micro-) financial services” (EURF, GAP 15.8). *Baseline: Project dependent.*
    - 5) Percentage of enterprises owned by women. *Baseline: 13%.*
    - 6) Percentage of newly registered businesses owned by women. *Baseline: 18%.*
    - 7) “Gender gap in wages, by sector in economic activity” (SDG 5.1, GAP 15.3). *Baseline: Unavailable<sup>19</sup>*
    - 8) Number of “women accessing EU supported community level, (micro-) financial services” (EURF, GAP 15.8). *Baseline: Project dependent.*
  - **Actions:**
    - 1) “Support transformative legislation on ownership, inheritance and control of land and other productive resources by women, with special attention to indigenous peoples” (GAP 15). See also the Rule of Law section recommendations.
    - 2) Support KIESA in designing programs that: a) incorporate affirmative measures as per the LGE, such as favouring proposals that include a balance of women and men workers; b) improve outreach that targets women in particular with information about opportunities; and c) design subvention programs with different criteria that target women only, as an affirmative measure. Include monitoring before, during and after subventions to ensure that women are benefiting directly from grants.
    - 3) Support programs for women’s continuing education, internships, mentoring, drafting business plans and writing grant applications, enabling more women to apply.
    - 4) “Analyse impacts of international trade on gender equality in connection with trade negotiations” (GAP 14).
    - 5) Support KAS in institutionalizing regular collection of better statistics related to the gender pay gap by sector (contributing to GAP 6.1)
    - 6) Support women’s access to (micro-) financial services (GAP 15).

- 7) “Eliminate barriers to women’s equal access to markets, private sector development services, financial services, entrepreneurship, and Information Communication Technologies” (GAP 15).
- 8) “Support female entrepreneurship as well as care facilities that assist families” (GAP 15).

## Information and Communication Technologies

### Relevant and Applicable Law and Policy from a Gender Perspective

- The Law on Electronic Communications<sup>20</sup> affirms the principle of non-discrimination in providing communication services.
- The National Cyber Security Strategy and Action Plan 2016 – 2019<sup>21</sup> references gender: in that “Cyber security is guaranteed by respecting fundamental rights and freedoms as well as by protecting individual liberties, personal information, and identity regardless of ethnicity, gender, age, religion”.<sup>22</sup> However, there is no gender analysis. No foreseen objectives, indicators or beneficiaries involve a gender perspective.
- Electronic Communications Sector Policy - Digital Agenda for Kosovo 2013-2020<sup>23</sup> acknowledges that women are underrepresented at all levels in the ICT sector and stresses that participation of young women and women returners [sic] in the ICT workforce should be promoted.
- Other laws and policies applicable for this sector do not contain any gender perspective: The Law on the Information Society Services,<sup>24</sup> the Law on Prevention and Fight of Cyber Crime<sup>25</sup> and the Kosovo IT Strategy.<sup>26</sup>

### Findings

Only 2.6% of employed Kosovars work in the ICT sector, including 2.6% of all men and 2.9% of women.<sup>27</sup> In 2014, women comprised 22% of all employees in ICT companies. Research conducted with girls from Kosovo high schools in 2014 suggested that 68% of girls have a personal computer and 84% have email addresses.<sup>28</sup> Prejudices exist against women in the ICT sector, as some still consider it a sector that is more appropriate for men.<sup>29</sup>

### Potential Objective, Indicators and Actions

- Objective: Increase the percentage of persons involved in the ICT sector that are women.
  - Indicator: Percentage of ICT employees that are women. *Baseline: 22%*.
  - Actions:
    - 1) Support programs that counter gender stereotypes regarding women’s involvement in the ICT sector, including as part of early, primary and secondary education.
    - 2) Ensure support to ICT sector includes affirmative measures for women’s involvement, such as quotas and scholarships.
    - 3) “Increase the affordability and use of technology, expand rural access, and boost digital literacy for women” (GAP 15).

# Agriculture

According to the ISP, the Agriculture sector is the main source of income and largest area of employment in Kosovo.<sup>1</sup> This section provides a gender analysis of agricultural policies and practices.

## Relevant and Applicable Law and Policy from a Gender Perspective

- The Law on Amending and Supplementing the Law on Agriculture and Rural Development<sup>2</sup> aims to increase “incomes for [the] rural population by increasing their welfare through improvement of the working and living conditions, as well as creating equal opportunities for all marginalized groups”.
- The Law on Agricultural Census<sup>3</sup> obliges the KAS to collect data divided by gender on the labour force involved in agriculture.
- The NPISAA medium term priorities include stimulating farmers through subsidies and rural grants, while reflecting a gender perspective; and that rural planning should incorporate GRB.
- Other relevant laws and policies do not contain any gender perspective: The Law on Agriculture Inspection,<sup>4</sup> Law on Kosovo Forests,<sup>5</sup> Land Consolidation Strategy 2010-2020<sup>6</sup> and Policy and Strategy Paper on Forestry Sector Development 2010 – 2020.<sup>7</sup>

## Findings

An estimated 5% of all employed men and 3% of employed women are active in agriculture, forestry and fishing.<sup>8</sup> These, however, are officially registered workers. Women and men may work as unregistered employees in this sector, though data is lacking.<sup>9</sup>

Women-led businesses receive fewer licenses for activities in forestry. In total, women received 18% of all licenses between 2014 and March 2017.<sup>10</sup> From 2015 through 2017, women consistently have comprised 1% of vineyard users.<sup>11</sup> This could be due in part to fewer women applying for such licenses, which likely relates to women’s aforementioned lack of access to property and capital.

MAFRD has used an affirmative measure to provide women with additional opportunities for receiving subsidies.<sup>12</sup> However, misuse has been reported.<sup>13</sup> In 2015 and 2016, only 2% of all subvention recipients were women and they received 32 times less funding than men did.<sup>14</sup> A contributing challenge is that only 5% of all licensed farmers are women.<sup>15</sup> The greatest challenges facing women working in the agriculture sector include lack of education, property ownership, access to funding and husbands who use their wives’ names to secure subventions, though in practice women do not have a decision-making role in the businesses.<sup>16</sup> These issues also prevent women from being able to apply for or receive subventions.

## Potential Objective, Indicators and Actions

- **Objective:** “Equal access by women to financial services, productive resources including land, trade and entrepreneurship” (GAP 15).
  - **Indicators:**
    - 1) Number of “women receiving rural advisory services with EU support” (EURF, GAP 15.6). *Baseline: Project specific.*
    - 2) Number of “women and men who have secured tenure of land with EU support” (EURF, GAP 15.7). *Baseline: Project specific.*
    - 3) Number of “women accessing EU supported community level, (micro-) financial services (EURF, GAP 15.8.). *Baseline: Project specific.*
    - 4) Percentage of persons receiving MAFRD agricultural grants by gender. *Baseline: 2% women recipients, 98% men recipients.*
    - 5) Percentage of licensed farmers that are women. *Baseline: 5%.*
  - **Actions:**
    - 1) Support MAFRD in designing programs that: a) incorporate a gender perspective, such as favouring proposals that include a balance of women and men workers; b) improve outreach

- that targets women with information about opportunities; and c) offer subsidies specifically for women farmers, as an affirmative measure in accordance with the LGE. Support MAFRD to improve monitoring systems for monitoring before, during and after subventions to ensure that women are benefiting directly from subsidies.<sup>17</sup>
- 2) Support programs for women’s continuing education, drafting business plans, mentoring and writing applications for grants, which could support more women in meeting the basic criteria to apply for agricultural subsidies.
  - 3) “Support female entrepreneurship as well as care facilities that assist families” (GAP 15), including unique approaches to affordable, collective care tailored to agricultural workers.
  - 4) Support gender analysis on agriculture and the informal economy, towards identifying practical interventions to address the informal economy while increasing registered work and labour protections for women and men presently working in the informal economy (contributing to GAP 6.1 and 14).
  - 5) Support increased property ownership among women, as per the recommended actions in the Rule of Law section.

## Energy

The energy sector is an EU funding priority as access to sustainable and reliable energy supply is particularly important for developing countries and countries seeking EU membership. This section includes a gender analysis of energy policies and practices in Kosovo.

### Relevant and Applicable Law and Policy from a Gender Perspective

- The Law on Energy<sup>1</sup> guides activities in the energy sector, including electricity, thermal energy, natural gas and energy from renewable energy sources. It does not contain any gender perspective.
- The NPISAA foresees that all funds to the energy sector “need to benefit women, men, girls and boys, serving their needs and interests, and Gender Responsive Budgeting needs to be applied in all phases of design, planning, [and] monitoring the implementation” of projects. Further, when setting criteria for investments in Renewable Energy Sources, affordability for women and men consumers should be considered.
- The ERA states that priorities on energy must be implemented in line with the LGE.
- Other applicable policies include: The Energy Strategy of Kosovo 2017-2026,<sup>2</sup> Heating Strategy 2011-2018,<sup>3</sup> National Action Plan for Renewable Energy Sources 2011-2020,<sup>4</sup> Kosovo Energy Efficiency Action Plan 2010-2018<sup>5</sup> and Mining Strategy of the Republic of Kosovo 2012-2025,<sup>6</sup> none of which contain any gender analysis or perspective.

### Findings

Kosovo still lacks a secure and reliable energy supply, and faces several problems related to renewable energy.<sup>7</sup> Evidence from other countries suggests that such challenges can impact women and men differently. However, insufficient gender analysis and reliable gender-disaggregated data related to the sector exist in Kosovo. This includes insufficient gender analysis related to energy usage. Neither the public heating company, Termokos, nor the Kosovo Energy Distribution Services (KEDS) maintains gender-disaggregated data on bills paid or complaints received.<sup>8</sup> Women tend to be underrepresented within this sector. Moreover, few young women have shown interest in pursuing education that would lead to jobs in the energy sector. Only 18% of students pursuing Geosciences at the University of Mitrovica in the 2015/2016 academic year were women.<sup>9</sup> However, the percentage of women pursuing Computer and Electric Engineering has increased from 35% in 2013/2014 to 41% in 2015/2016.<sup>10</sup> The Association of Women in the Energy Sector was founded in July 2017 to empower women in the energy sector through networking, career advancement and professional skills development.<sup>11</sup>

## Potential Objective, Indicators and Actions

- Objective: “Equal access and control over [...] energy [...] and equitable engagement in [its] management, enjoyed by girls and women” (GAP 16).
  - Indicator:
    - 1) “Share of population using reliable electricity by urban/rural” (SDG 7.51, GAP 16.6). *Baseline: 100% of urban population; unavailable for rural population.*<sup>12</sup>
    - 2) Number of “women of all ages provided with access to sustainable energy services with EU support” (EURF, GAP 16.8). *Baseline: Project specific.*
  - Actions:
    - 1) “Support public policies and community-based natural resource management systems that generate greater coverage, safer access to, and inclusive decision making over sustainable energy [...] by women of all ages” (GAP 16).
    - 2) Ensure that efforts to complete the legislative framework in the area of energy and climate change involve gender impact analyses, gender review and consultations with diverse women and men. Ensure that the government implements policies pertaining to public consultations related to energy and cooperates with NGEMs and WCSOs to ensure women and girls’ participation.
    - 3) Ensure that efforts to improve institutional and human capacities in relevant institutions and to enhance private sector competitiveness in the renewable and energy efficiency sector include job creation for both women and men.
    - 4) Ensure that investments in the energy sector “benefit women, men, girls and boys, serving their needs and interests, and Gender Responsive Budgeting needs to be applied in all phases of design, planning, monitoring the implementation of the project”, in accordance with the NPISAA.
    - 5) When setting criteria for investments in Renewable Energy Sources, consider affordability for women and men consumers, as per the NPISAA.
    - 6) Support institutionalization of “country monitoring systems to report with sex disaggregated data and qualitative analysis the situation of [...] energy [...] in the country” (GAP 16 and 6.1). Support gender analyses of the energy sector, examining the potentially different ways in which various forms of energy production may impact women and men and their health.

## Environment

The Treaty on the functioning of the European Union foresees that “environmental protection requirements must be integrated into the definition and implementation of the Union’s policies and activities, in particular with a view to promoting sustainable development”.<sup>1</sup> The Treaty on European Union lists protection and improvement of the quality of the environment as an aim of the Union.<sup>2</sup> In order to join the EU, Kosovo must make substantial progress towards improving environmental protection and mitigating climate change. This section provides a gender analysis of the environmental sector in Kosovo.

### Relevant and Applicable Law and Policy from a Gender Perspective

- The Directive on the assessment of the effects of certain public and private projects on the environment contains no reference to gender equality.<sup>3</sup> The Directive is partially transposed into Kosovar law.
- The Directive providing for public participation in respect of the drawing up of certain plans and programmes relating to the environment<sup>4</sup> aims to contribute “to the implementation of the

obligations arising under the Aarhus Convention, in particular by: (a) providing for public participation in respect of the drawing up of certain plans and programmes relating to the environment; (b) improving the public participation". It has no explicit mention of women and men. The Directive is partially transposed into Kosovar law.<sup>5</sup>

- The Law on Waste<sup>6</sup> references gender once, stating that the terms used in the Law in reference to one gender include other genders also.
- The Climate Change Framework Strategy for Kosovo includes a gender perspective only under the National Adaptation Strategy, which aims "to introduce new and improve current mechanisms of disaster risk reduction, especially important for sectors of economic significance that are particularly vulnerable to climate change impacts, and to enhance adaptive capacity of the vulnerable communities, particularly of the poor farmers, marginal groups and women to address the climatic impacts and related risks on their lives and livelihoods".<sup>7</sup>
- The Kosovo National Water Strategy Document 2017-2036 includes demographic data disaggregated by gender and ethnicity.<sup>8</sup> The Water and Wastewater Regulatory Office is obliged to ensure that service tariffs charged to customers are fair and non-discriminatory, and that gender and minority issues are addressed pursuant with the law.
- Other applicable policies such as the Kosovo Environmental Strategy 2011-2015<sup>9</sup> and the Kosovo Environmental Strategy 2013-2022<sup>10</sup> lack a gender perspective. There is no gender impact analysis of any of the sectors addressed within them.<sup>11</sup>
- Other relevant applicable laws without a gender perspective include: The Law on Environmental Protection,<sup>12</sup> the Law of Environmental Impact Assessment,<sup>13</sup> the Law on Strategic Environmental Assessment,<sup>14</sup> the Law on the Inspectorate of Environment, Waters, Nature, Spatial Planning and Construction,<sup>15</sup> the Law of Nature Protection,<sup>16</sup> the Law on Chemicals<sup>17</sup> and the Law on Waters of Kosovo.<sup>18</sup>

## Findings

Women are underrepresented as employees in MESP, comprising less than 38% of all employees; they also are underrepresented among decision-makers (22%).<sup>19</sup> MESP lacks proper gender analysis of internal programs, projects, activities and policies.<sup>20</sup> However, an analysis of climate change and gendered disaster risk has been undertaken.<sup>21</sup> There has not been sufficient capacity building related to gender aspects of environmental impact.<sup>22</sup> MESP does not organize sufficient public consultations; when they are organized, women tend to be underrepresented.<sup>23</sup>

### **Water and Sanitation**

Most Kosovars have access to drinking water, though data is not disaggregated by rural and urban location.<sup>24</sup> Very limited gender analysis is available related to the water sector in Kosovo and gender-disaggregated data is largely unavailable. For example, the Water Supply Company "Regional Water Supply Pristina" does not maintain gender-disaggregated data on consumers who pay bills or on complaints received.<sup>25</sup> In the same company, only 13% of 530 employees are women.<sup>26</sup> The Kosovo National Water Strategy Document 2015-2034 does not contain a gender perspective, concrete gender indicators to measure its implementation or measures of its impact on the wellbeing of men and women.<sup>27</sup> Further, the State of Water Report published by MESP and the Kosovo Environmental Protection Agency (KEPA) in 2010 does not contain gender analysis and lacks gender-disaggregated data.<sup>28</sup> Kosovo has very few wastewater treatment facilities, and the improper management of wastewater has caused health concerns, such as for women and children walking through sewage on the way to school.<sup>29</sup>

### **Waste Management**

The "Plan of the Republic of Kosovo on Waste Management 2013-2022" lacks a gender perspective. It lacks a gender sensitive logical framework and plans for gender impact analyses. Women comprised only eight of 43 experts who contributed to the strategy.<sup>30</sup> No gender experts were involved. Further,

the State of Waste and Chemicals report published by KEPA and MESP in 2014 lacks gender-disaggregated statistics and indicators and contains no gender impact analysis.<sup>31</sup>

Women are underrepresented in the waste management sector. For example, in the public waste disposal company “Pastrimi”, only 7% of 558 employees are women.<sup>32</sup> Gender occupational segregation exists as men tend to work in operational/technical positions and women in administration.<sup>33</sup> The company tracks consumer complaints and keeps this data in a physical registry disaggregated by gender.<sup>34</sup>

## Potential Objectives, Indicators and Actions

- **Objective:** “Equal access and control over clean water, energy, transport infrastructure, and equitable engagement in their management, enjoyed by girls and women” (GAP 16).
  - **Indicators:**
    - 1) “Proportion of population using an improved drinking water source” (EURF, GAP 16.1). *Baseline: Approximately 67% of the population has drinking water from public systems managed by regional water companies, and 29% from independent systems not managed by regional water companies; 0.7% does not have access to the water supply system.*<sup>35</sup>
    - 2) “% of population using safely managed sanitation services, by urban/rural” (SDG 6.46, GAP 16.4). *Baseline: Unavailable*
  - **Actions:**
    - 1) “Support public policies and community-based natural resource management systems that generate greater coverage, safer access to, and inclusive decision making over [...] water [and environment] by women of all ages” (GAP 16).
    - 2) Support institutionalization of “country monitoring systems to report with sex disaggregated data and qualitative analysis the situation of water and sanitation [...] in the country” (GAP 16, 6.1). In accordance with the LGE, collaborate closely with AGE, KAS, MESP and Sida to support improved availability of gender-related statistics pertaining to the environmental sector, including the impact of environmental degradation and climate change on men and women in Kosovo.<sup>36</sup>
- **Objective:** “Equal rights enjoyed by women to participate in and influence decision-making processes on climate and environmental issues” (GAP 20).
  - **Indicators:**
    - 1) Percentage of MESP employees that are women. *Baseline: 38%*
    - 2) Percentage of MESP employees at decision-making levels that are women. *Baseline: 22%*
    - 3) Persons participating in public consultations regarding environmental policy and investment priorities, by gender (supporting GAP 17.7 related to GRB). *Baseline: 13%.*<sup>37</sup>
  - **Actions:**
    - 1) Strongly encourage MESP to implement affirmative measures, as foreseen by the LGE, when recruiting, promoting and appointing women to work within the Ministry in political and civil servant positions.
    - 2) Ensure that the government implements policies pertaining to public consultations related to the environment and cooperates with NGEMs and WCSOs to ensure women and girls’ participation.
    - 3) “Increase the resilience of girls and women in facing climate and environmental change and support them as agents of environmental protection” (GAP 20).
    - 4) “Research the differentiated impact of climate change on male and female population of all ages, to be able to design public policy that responds to the real needs of men and women” (GAP 20, 6.1).

# Transportation

According to the ISP, IPA II will support only “interventions aimed at connecting Kosovo with its neighbours. Assistance will be channelled through regional interventions, in particular in the railway sector, through WBIF [Western Balkan Investment Framework] coordination”. Therefore, the gender analysis in this section focuses on railways, though women in particular face several other challenges related to access to transportation.<sup>1</sup>

## Relevant and Applicable Law and Policy from a Gender Perspective

- The Sectorial Strategy and Multimodal Transport 2015-2025 and the Action Plan for 5 years<sup>2</sup> aims to create a safe and functional transport system. Women are referenced only once: “The improvement and development of transport infrastructure and services and, with this, the increase of economic development, safety of free movement for all communities, access to safety and security systems and to ensure that public transport services are available for all citizens of Kosovo, addressing in particular the needs of women and minorities”. None of the goals, indicators or beneficiaries in the Strategy reference gender. It does not specify the needs of women and men.
- Transportation is regulated mainly by the Law on Kosovo Railways,<sup>3</sup> Law on Civil Aviation,<sup>4</sup> Law on the Air Navigation Services Agency,<sup>5</sup> Law on Road Transport,<sup>6</sup> Law on Road Traffic Safety,<sup>7</sup> Law on Road Traffic Provisions<sup>8</sup> and Road Safety Strategy and Action Plan for Kosovo.<sup>9</sup> None of these laws and strategies contain a gender perspective.

## Findings

Women are underrepresented at the Railways Regulatory Authority of Kosovo, and at Infrakos and Trainkos, the two major railway companies, particularly at decision-making and professional levels. Only 19 of 325 employees at Infrakos currently are women (0.04%). Generally, minorities are underrepresented in Infrakos, particularly women. Women work primarily in the administration.<sup>10</sup> Women’s underrepresentation perhaps could be attributed to occupational segregation, according to which some professions are still perceived as more appropriate for men and others more appropriate for women. Other contributing factors may be women’s low attendance in university fields and vocational training relevant to the sector; insufficient affordable care centres; and railway sector employers’ weak knowledge of affirmative measures foreseen by the LGE.<sup>11</sup> However, further quantitative and qualitative gender analysis of the transport and railway sector is needed in order to better understand gender inequalities. Infrakos is attempting to mainstream gender in its operations.<sup>12</sup>

## Potential Objective, Indicators and Actions

- Objective: “Equal access and control over [...] transport infrastructure and equitable engagement in [its] management, enjoyed by girls and women” (GAP I6).
  - Indicators:
    - 1) Percentage of women and men involved in public discussions related to transport systems. *Baseline: No information*
    - 2) Extent to which public transport meets the specific needs of women, including persons with disabilities. *Baseline: limited*<sup>13</sup>
  - Actions:
    - 1) “Support public policies [...] that generate greater coverage, safer access to, and inclusive decision making over [transport] infrastructure [...] by women of all ages” (GAP I6).
    - 2) Ensure that the government implements policies pertaining to public consultations related to transportation, cooperating with NGEMs and WCSOs to ensure women and girls’ participation.
    - 3) “Support the development of infrastructure with safe, affordable and accessible means of public transport for women of all ages”, including special considerations for persons with disabilities (GAP I6).

- 4) Support institutionalization of “country monitoring systems to report with sex disaggregated data and qualitative analysis the situation of [transport] infrastructure in the country” (GAP 16 and 6.1).
- 5) Support further gender analysis of the transport sector in relation to future programming.

## Health

### Relevant and Applicable Legislation from a Gender Perspective

- CEDAW and General Recommendation 24 of the CEDAW Committee<sup>1</sup> foresees that states shall “take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on a basis of equality of men and women, access to health care services, including those related to family planning”.
- The Treaty on the Functioning of the European Union obliges that a high level of human health protection should be ensured in the definition and implementation of all Union policies and activities.<sup>2</sup>
- The Constitution states that healthcare is regulated by law.<sup>3</sup>
- The Law on Health<sup>4</sup> includes equity, inclusiveness and non-discrimination among its principles. It foresees “equal healthcare for all citizens and residents by fulfilling the needs at all levels of healthcare as well as ensuring healthcare without discrimination” based on gender or sexual orientation, among others.
- The Law on Mental Health<sup>5</sup> lists equal treatment and treatment without discrimination of persons with mental disorders among its guiding principles.
- The Law on Health Insurance<sup>6</sup> provides that healthcare services are offered on an equal basis for all insured persons. Regardless of insurance status, children may access healthcare services from the list of basic services, and pregnant women or women after childbirth are entitled to essential healthcare services.
- The Law on Reproductive Health<sup>7</sup> regulates all activities in the field of reproductive health and protects reproductive rights of individuals covering a wide range of issues, including sexually transmitted diseases, family planning, access to information, assisted reproduction and safe motherhood.
- The Law for Termination of Pregnancy<sup>8</sup> establishes the legal basis for terminating pregnancy in cases foreseen by the Law. Where the life or health of the woman is in danger due to pregnancy, or in cases of fatal foetal abnormality, abortion can be accessed at any stage of the pregnancy. Abortion may be accessed until 22 weeks if pregnancy is a result of rape, for victims of trafficking and forced sexual exploitation, and in cases of sexual relations with a minor or incest. Elective termination is permitted for women over age 18 (and adolescents ages 16-18 with parental consent) up to 10 weeks from the first day of their last menstrual cycle. Sex selective abortions are prohibited under both the abortion law and the Law on Reproductive Health.
- The Health Sector Strategy 2017-2021 was developed to ensure reforms in the sector.<sup>9</sup> Although the strategy covers a wide range of issues, a gender perspective was included only in examining some illnesses and related to child birth. The Strategy is not sufficiently gender mainstreamed.
- The Strategy for Inclusion of Roma and Ashkali Communities in the Kosovo Society 2017-2021 contains gender specific activities to improve the health and quality of life of Roma and Ashkali women and girls.<sup>10</sup> These include breast cancer screenings, home visits for mothers and children and the distribution of materials on family planning and reproductive health.

### Findings

Overall, more women are employed in health institutions than men, with a difference of 18%.<sup>11</sup> Five of nine health institutions have a majority of women workers. Certain institutions like the Clinical Hospital

and University Service of Kosovo and the National Centre for Blood Transfusion have almost two women for every man working there.<sup>12</sup> The largest difference between men and women workers is in the Prison Health Department, where men are employed at a rate 44% higher than women are. No gender-disaggregated data exists on occupations within health institutions. Therefore, any differences in positions or wages among women and men are unknown.

Access to healthcare can differ for women and men, including based on ethnicity and geographic location.<sup>13</sup> Differences in access can be partially attributed to gender and sociocultural barriers, such as women's care responsibilities. For example, among the women who had not consulted a doctor when they felt they needed to in the last year, 12% stated that the main reason was that they did not have time "because of work, care for children or for others".<sup>14</sup> Sociocultural barriers may be interlinked with financial barriers. The aforementioned high unemployment rates among women may mean that they do not have their own income to pay for healthcare. In approximately one-third of Kosovo families, men are primary decision-makers for family finances, which also could hinder women's access to healthcare.<sup>15</sup> Moreover, women are significantly more likely than men to consider having a health provider of another gender a problem; 24% of women considered this a problem limiting their access to healthcare, compared to 18% of men. Such views are more widespread in rural than in urban areas,<sup>16</sup> and could prevent women from seeking healthcare if women healthcare providers do not work in their area.

Differences in the use of healthcare services exist based on ethnicity and gender. Serbs and Gorani tend to use the most services, while Albanians and Bosnians use the least. Gorani men use more services than Gorani women. Both Albanian and Turkish women use more services than men of the same ethnicity. No significant differences exist between Roma, Ashkali and Egyptian women and men in this regard.<sup>17</sup> Some Roma, Ashkali and Egyptian mothers give birth at home, often in unsanitary conditions.<sup>18</sup> As a result, many children are not registered officially. This affects access to healthcare later in life, as non-registered persons cannot receive social welfare or access public healthcare services.

Gender-disaggregated data on the utilization of specific healthcare services shows that many services are under-utilised, such as services for cancer screenings and chronic illnesses. Dental services and laboratory analyses are the most used services, by both men and women. The discrepancy between the high rate of utilizing gynaecologist services and low rate of cervical cancer screening suggests that gynaecological visits may not be efficient or thorough, or women may not know that Pap test include cervical cancer screening.<sup>19</sup>

Despite the fact that 18% of Kosovars reported having a chronic illness, only 16% of all women and 12% of all men had sought treatment, and significantly fewer had received treatment more than once annually. Thus, people may not be receiving necessary treatment.<sup>20</sup> Women use certain services much more than men do, such as dental services and services for chronic illnesses. Men have general health exams slightly more often than women do, and they have lab analyses much more often than women do.

It is difficult to gather information about abortion because women may not want to share their experiences due to social stigma, fear and embarrassment. Among women who reported having had one or more abortions, most used a public clinic. Physically self-induced abortions also occur; these may be due to the 10-week restriction on abortions or young women's hesitancy to secure parental consent, though no clear correlation exists.<sup>21</sup> While 4% of women who had an abortion said they used a pill, doctors and pharmacists believe that such pills are used more widely in Kosovo. While illegal and thus rarely disclosed, population statistics suggest that sex selective abortions still occur; the sex ratio at birth is 110 boys to 100 girls, which is a greater difference than the world average.<sup>22</sup>

Data on healthcare service spending shows that women and men spent overall around the same amount on services.<sup>23</sup> Women spent more on general healthcare than men, while men spent more on pharmaceutical products. Many people choose to wait to see if their condition gets better rather than paying for healthcare services.<sup>24</sup> Public health insurance is not currently available in Kosovo, and only 6% of Kosovars have private insurance.<sup>25</sup> This suggests that healthcare spending comes out of pocket from patients, and wealthier people may have the ability to pay for more services. Two-thirds of persons with private health insurance were men and one-third were women. While half of the privately insured lived in urban areas and half in rural areas, men comprised 80% of the insured in rural areas.

Although slightly more men stated that they would be likely to obtain drugs without a prescription (66%) than women did (62%), in reality more women regularly use pharmaceuticals without a prescription (17%) than men do (12%).<sup>26</sup> Pharmaceuticals that appear to be misused without a prescription are contraceptives, misoprostol (for abortions), antibiotics, antidepressants, Trodon (an opiate) and tranquilizers. Women seem significantly more likely to accept using tranquilizers to relieve anxiety and stress than men. Yet, women may be more willing to talk due to assigned gender roles and ingrained masculinity, which can impact men's mental health and contribute to the aforementioned higher rate of suicide among men. Both men and women use drugs without a prescription because of stigma around mental health and confidentiality issues. Although the number of mental healthcare facilities has increased in recent years, the fact that there are few specialized clinics may contribute to people self-treating rather than seeking help. Most women and men in Kosovo perceive their health condition as good or very good, but women on average consider their condition slightly worse than men do.<sup>27</sup>

Regarding information related to contraceptives, most men use the internet, while women rely on public hospitals, maternity centres and their partners.<sup>28</sup> Few people seem to learn about contraceptive use in school, and teachers reportedly regularly bypass reproductive health education without teaching it.<sup>29</sup> This may contribute to inaccurate information. Limited knowledge about contraceptives may affect abortion rates or increased risk for sexually transmitted diseases. Some professional healthcare providers from hospitals, health centres and clinics share inaccurate information on contraceptives.<sup>30</sup>

Most sexually-active Kosovars (64%) do not use any contraceptive method.<sup>31</sup> Among those that do, the most popular method for both women and men is condoms, which are comparably cheaper and more accessible than other methods. The pill, female condom and intrauterine device (IUD) are widely used among women, though they may be more difficult to obtain.

## Potential Objectives, Indicators and Actions

- **Objective:** "Equal access to quality preventive, curative and rehabilitative physical and mental health care services for girls and women" (GAP 10).
  - **Indicators:**
    - 1) Access to healthcare improved for women and men of all ethnicities, as shown by accessibility index, disaggregated by gender, ethnicity and rural/urban location. *Baseline: See KWN, Access to Healthcare in Kosovo.*
    - 2) "Proportion of persons with a severe mental disorder (psychosis, bipolar affective disorder, or moderate-severe depression) who are using services" (SDG 3.28, GAP 10.2). *Baseline: Unknown*
  - **Actions:**
    - 1) Support campaigns to increase awareness among women and men regarding the importance of preventative care, different contraceptives and to debunk myths regarding treatment for mental health issues, respectively.
    - 2) Support improved availability of affordable, quality mental healthcare services that ensure confidentiality for patients.
    - 3) Support healthcare institutions in institutionalizing adequate training for healthcare workers and inspection of healthcare providers, including pharmacies.
    - 4) Provide political incentives, technical support and encouragement for the government to establish and implement plans for health insurance.
    - 5) "Support extension of national coverage and access by women of all ages to all types of health care services, paying attention to multiple discrimination, e.g. age, ethnicity, religion, rural/ urban, etc." (GAP 10).
    - 6) "Support the removal of any and all barriers limiting the access to good quality and affordable health care services for all" (GAP 10).
- **Objective:** "Promoted, protected and fulfilled right of every individual to have full control over, and decide freely and responsibly on matters related to their sexuality and sexual and reproductive health, free from discrimination, coercion and violence" (GAP 11).
  - **Indicators:**

- 1) Percentage “of women with cervical cancer screening” (SDG 3.17, GAP 11.3). *Baseline: estimated 23% ever in their lifetimes.*<sup>32</sup>
  - 2) “Met demand for family planning” (SDG 5.44, GAP 11.4). *Baseline: Unmet demand, considering that 64% of sexually active Kosovars do not use contraceptives.*
  - 3) Percentage “of young people receiving comprehensive sexuality education” (SDG 5.5, GAP 11.5). *Baseline: unknown*
  - 4) Number “of women using any method of contraception with EU support” (EURF, GAP 11.7). *Baseline: Project relevant*
  - 5) Sex ratio at birth. *Baseline: 110 boys to 100 girls*
- Actions:
- 1) Support awareness campaigns, particularly targeting women in rural areas, which explain the healthcare system and where to access different types of care; improve knowledge about cervical cancer screening and other forms of preventative care; and educate on contraceptives.
  - 2) “Support universal access to quality, affordable and comprehensive sexual and reproductive health-care services” (GAP 11) by supporting the Ministry of Health in institutionalizing better, obligatory training for healthcare workers on sexual and reproductive health, including confidentiality and sex-selective abortion.
  - 3) Support MEST to further train teachers in methods for teaching reproductive health education (including contraceptives) and to engage administrators and inspectors in ensuring that teachers deliver this part of the curricula.
  - 4) Support the Ministry of Health in improving inspections of all healthcare institutions and workers, private and public, including pharmacies and clinics providing abortions, while ensuring confidentiality and care for clients.

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# Annexes

## Annex 1. List of Interview Respondents

| Last Name        | First Name | Position   | Organization/Institution  | Date  |
|------------------|------------|--|---|-------|
| Agushi           | Shpresa    | Executive Director                                 | Network of Roma, Ashkali, and Egyptian Women's Organizations    | 26.09 |
| Aliu             | Mrika      | Director   | Action for Mothers and Children                                 | 18.09 |
| Arifi            | Muhamet    | Executive Director                                 | Balkan Sunflowers   | 29.08 |
| Bala             | Nazlije    | Chairwoman of the Secretariat of Women             | Vetevendosje!   | 12.12 |
| Baxhaku          | Antigona   | Editor   | RTV 21  | 11.12 |
| Buzhala          | Viktor     | Office for Information                             | Electricity Company KEDS  | 15.12 |
| Cavolli          | Vjollca    | Executive Director                                 | STIKK   | 31.08 |
| Gowing           | Elizabeth  | Director   | Ideas Partnership   | 02.10 |
| Gusia            | Linda      | Professor  | University Programme for Gender Studies, University of Pristina | 28.08 |
| Hajdini - Beqiri | Sebahate   | Director   | Down Syndrome Kosova  | 14.09 |
| Hajrullahu       | Muhamet    | Editor on Chief                                    | Telegrafi   | 10.12 |
| Haziraj          | Shkendije  | Human Resources                                    | Raiffeisen Bank   | 14.12 |
| Kada             | Besnik     | Office for Information                             | Central Bank of Kosovo  | 14.12 |
| Idrizi           | Zana       | Product Development Manager                        | Girls Coding Kosovo   | 20.09 |
| Jasiqi           | Fatime     | Gender Equality Officer                            | MEST  | 28.08 |
| Karaxha          | Donika     | Human Resources                                    | TEB Bank  | 14.12 |
| Kerquki          | Leonard    | Editor   | Gazeta Express  | 11.12 |
| Koro             | Levent     | Labour Market Expert                               |   | 19.09 |
| Leka             | Besnik     | Project Coordinator                                | CARE International in the Balkans                               | 05.09 |
| Makolli          | Vesel      | Secretary  | New Alliance of Kosovo  | 13.12 |
| Morina           | Blert      | Director   | Centre for Equality and Liberty of the LGBT community in Kosova | 18.09 |
| Morina           | Sevdije    | Deputy State Prosecutor                            | State Prosecution   | 13.09 |
| Muhaxhiri        | Alida      | Market Sector Facilitator                          | Swisscontact  | 19.09 |
| Musa             | Teuta      | Chairwoman of the Women's Forum                    | Democratic League of Kosovo                                     | 12.12 |
| Musmurati        | Basri      | Secretary  | Democratic Party of Kosovo                                      | 13.12 |
| Rexhepi          | Brikenda   | Editor   | Koha Ditore   | 10.12 |
| Sahatqia         | Hana       | Project Manager                                    | UNICEF  | 20.09 |
| Salihu           | Valbona    | Director   | NORMA Women Lawyers' Association                                | 18.09 |
| Selimaj          | Dardan     | Producer   | KTV   | 11.12 |
| Shima            | Ada        | Project Manager for Active Labour Market Programme | UNDP  | 30.08 |
| Shkodra          | Makbule    | Chairwoman of the Women's Forum                    | Alliance for the Future of Kosovo                               | 13.12 |
| Tahiri           | Petrit     | Project Manager                                    | Kosovo Education Centre   | 29.08 |
| Zogiani          | Arberie    | Office for Information                             | Regional Water Supply Pristina                                  | 15.12 |

## Annex 2. Participants in Gender Analysis Stakeholders Consultation

| Last Name        | First Name | Position  | Organization/Institution                                     |
|------------------|------------|---|--|
| Aqifi            | Venera     | National Adviser  | GIZ  |
| Cekic<br>Dincsoy | Selma      | Gender Focal Point  | EUO  |
| Demolli          | Luljeta    | Executive Director  | KGSC   |
| Dibra            | Venera     | Gender Equality Officer   | Ministry of Internal Affairs                                 |
| Dobranja         | Dita       | Advanced Researcher   | Riinvest   |
| Gorani<br>Gashi  | Visare     | Program Officer for Human Rights,<br>Democracy, Gender Equality, and Civil<br>Society | Embassy of Sweden  |
| Graçevci         | Sebahate   |   |  |
| Kerqeli          | Ajete      | Fundraising and Gender Specialist   | Democracy for Development                                    |
| Koetter          | Henriette  | First Secretary, Head of Development<br>Cooperation                                   | German Embassy   |
| Krasniqi         | Hazbije    | Director of European Integration<br>Department  | MESP   |
| Nura             | Albina     | Task Manager – Public Administration<br>Reform and EU Integration                     | EUO  |
| Osmani           | Ruzhdi     | Head of the Division for European<br>Integration and Policy Coordination              | Ministry of Justice  |
| Poder            | Sirje      |   | EUO  |
| Rexha            | Violeta    | Gender and Social Inclusion Expert  | Millennium Challenge Kosovo, Office<br>of the Prime Minister |
| Salihu           | Florentina | Gender Equality Officer   | MEI  |
| Sekiraqa         | Sherife    |   | MAFRD  |
| Sokoli           | Adelina    | Gender Equality Officer   | MEI  |
| Sutaj            | Mirlinda   |   | MESP   |
| Tahiri           | Aferdita   | Task Manager  | EUO  |
| Uka              | Sanije     | Gender Statistics   | KAS  |
| Zaimi            | Albulena   | Task Manager/Programme Officer/<br>Gender Focal Point                                 | ADA  |

### Annex 3. Persons Consulted in Stakeholder Verification Workshop

| Last Name             | First Name | Position   | Organization/Institution                               |
|-----------------------|------------|--|--|
| Banjaska              | Iliriana   | Gender Analyst   | KWN  |
| Bejtullahu<br>Turjaka | Valentina  | National Anti-Trafficking Officer  | OSCE Mission in Kosovo                                 |
| Bivolaku              | Visar      | Policy Officer / Human Rights  | EUO  |
| Canolli               | Florim     | Director, Department of Development Assistance/Head of National IPA Coordinator (NIPAC) Office                                 | MEI  |
| Cekic<br>Dincsoy      | Selma      | Gender Focal Point   | EUO  |
| Charle<br>Cuellar     | Reyes      | Legal Adviser  | EUSR   |
| Domaniku              | Luljeta    | Legal Councilor for Gender Equality  | Ombudsperson Institution                               |
| Fath-Lihic            | Annette    | EUSR Chief Political Adviser/Executive Coordinator   | EUO / EU Special Representative                        |
| Farnsworth            | Nicole     | Program Director and Lead Researcher   | KWN  |
| Gashi                 | Berenika   | Gender Adviser   | USAID  |
| Grajçevci             | Sebahate   |  |  |
| Jasiqi                | Fatime     | Gender Equality Officer  | MEST   |
| Kajtazi               | Adelina    | Head of Division for Reporting and Monitoring  | AGE  |
| Kërqeli               | Ajete      | Fundraising/Gender Specialist  | Democracy for Development                              |
| Morina                | Donjeta    | Researcher   | Kosovo Institute for Policy, Research, and Development |
| Ramaxhiku             | Merita     | Project Manager "Development of Rural Areas through the Advancement of Advisory Services" / Senior Officer for Gender Equality | MAFRD  |
| Roka                  | Adea       | Intern   | KWN  |
| Rudi                  | Nita       | Intern   | KWN  |
| Sokoli                | Adelina    | Gender Equality Officer  | Ministry of Infrastructure                             |
| Stolarczyk            | Agnieszka  | Senior Adviser - Department of Human Rights and Communities  | OSCE Mission in Kosovo                                 |
| Syla                  | Merita     | Department for Protection from Discrimination  | Ombudsperson Institution                               |
| Sheremeti<br>Smakiqi  | Shpresa    | Unit Coordinator for Human Rights  | MESP   |
| Sopa                  | Yllka      | Program Officer Kosovo   | Kvinna till Kvinna Foundation                          |
| Zaimi                 | Albulena   | Program Manager Education  | ADA  |
| Zariqi                | Shpresa    | Head of the Department of Cooperation  | AGE  |
| Zogjani               | Nita       | Project Manager  | Kosovar Gender Studies Center                          |

## Annex 4. Mapping of Key Actors

According to the Terms of Reference, the Gender Analysis must include a mapping of actors working on gender equality issues. This Annex briefly maps key actors by sector, their roles and responsibilities, past actions taken and any known planned future activities related to furthering gender equality. All information derives from official websites or information shared with KWN during prior meetings, unless otherwise noted. Given the vast number of actors, the authors may have missed actors, for which they apologize.

| Institution/<br>Organization  | Roles and Responsibilities   | Relevant Actions Taken and Planned to Address<br>Gender Inequalities  |
|---|--|---|
| Democracy and Governance  |  |   |
| AGE   | An Executive Agency in the Office of the Prime Minister responsible for furthering gender equality. Responsible for promoting, supporting and coordinating LGE implementation. Responsible for preparing the KPGE and monitoring its implementation. Reviews laws, sub-legal acts, strategies and programs, ensuring gender mainstreaming and GRB. | Has published research on women's participation in decision-making (2015). In the process of institutionalizing gender impact analysis as part of the law and policy-drafting process, as well as GRB, respectively.  |
| Ministry of Finance   | Responsible for overseeing the budget process and providing instructive budget circulars, including a gender perspective as per LGE.   | Has incorporated GRB in budget circulars for budget organizations at local and central levels and can continue to do so. Some staff have attended training in GRB.  |
| GEOs  | Located in ministries and municipalities, among other government bodies. Responsible for coordinating implementation of LGE and KPGE; including gender mainstreaming and budgeting in drafting and implementing policies; cooperating with AGE and other actors; and preparing annual reports on KPGE implementation and other reports.            | Involved in implementing actions towards furthering gender equality in their relevant municipalities and ministries.  |
| Political Parties   | Most political parties have women's forums.  | Determine electoral lists and must ensure representation of women and men as per the quota.   |
| Committee on Human Rights, Gender Equality, Missing Persons and Petitions | Responsible for parliamentary oversight of government performance related to human rights and gender equality.   | Have organized public hearings to monitor implementation of the Law on Protection from Discrimination. Held meetings on the process for the verification of the status of persons who suffered sexual violence during the war and the distribution of pensions to these persons.  |
| Women's Caucus  | Women members of the Kosovo Assembly that seek to join efforts on issues of common interest.   | Has been involved in various activities seeking to improve women's participation in politics, including facilitating dialogue between women politicians and citizens, organising public hearings, hosting discussions, appearing in media, participating in regional conferences with women parliamentarians from neighbouring countries and meeting young women, civil society, municipal leaders and government agencies. |

| Institution/<br>Organization  | Roles and Responsibilities  | Relevant Actions Taken and Planned to Address Gender Inequalities  |
|-------------------------------|---|--|
| USAID                         | Democracy and good governance has been part of its strategy. Gender was mainstreamed in programming.  | Has sought to build the skills of women to increase their participation in politics and decision-making. This includes supporting women's caucuses, expanding the number of women in political parties and CSOs, encouraging greater political involvement. Focuses on marginalized groups such as rural, young and minority women.  |
| Sida                          | Gender equality is a priority in Sida's development cooperation with Kosovo.  | Focus on increasing women's participation in decision-making in the sectors where it works. Providing direct support to strengthen AGE. Has contributed to a gender analysis at the national level that highlights several important challenges before EU integration.   |
| NDI                           | A USAID-funded international NGO supporting political parties, including specific support to women for them to enter politics.  | Has supported the annual Week of Women, the Women's Caucus and other activities to support women in politics. Plans to continue similar support in the future.   |
| UNDP                          | Mainstreams gender in its work related to democratic governance and peace-building.   | Has a newly adopted gender mainstreaming strategy for their democratic governance program. Seeks to empower women in decision-making. Working to strengthen the gender-responsiveness of central and local government through capacity-development. Works with Kosovo partners to implement the Global Gender Equality Strategy and promote women's participation in democratic institutions and decision-making. Works towards strengthening the capacities of Kosovo institutions and supporting evidence-based decision-making using gender-disaggregated data. |
| Kvinna till Kvinna Foundation | Works in regions of war and armed conflict to promote women's self-reliance and self-esteem; women's psychosocial and/or physical health; and women's participation in building a democratic civil society. Also, supports studies and brings public attention to the effects of war and armed conflict on women; and seeks to build public support for peaceful conflict resolution. | Supports WCSOs, particularly in advocating to integrate a gender perspective in EU accession processes, and to ensure women's involvement in these processes.  |
| Helvetas                      | Promotes actions and policies favouring disadvantaged social groups and women who suffer from discrimination. Strives to address unequal power relations and diminish bias and violence.  | Supports furthering gender equality at the municipal level as part of decentralization-related programming. This has included training and support in gender mainstreaming, including related to GRB and strengthening women caucuses in municipal assemblies.   |
| OSCE Mission in Kosovo        | Democratisation and good governance are among focus areas, including a gender perspective.  | Supports furthering gender equality and gender mainstreaming at the municipal level, including GRB. Has worked on increasing capacities of local officials and mechanisms, towards gender mainstreaming their work, including providing training in GRB.   |
| Lobby for Gender Equality     | Informal network that joins women in municipal assemblies, former municipal assembly members,   | Will continue meeting at least semesterly at the Kosovo level and more often within municipalities, identifying issues of joint concern and then   |

| Institution/<br>Organization              | Roles and Responsibilities   | Relevant Actions Taken and Planned to Address Gender Inequalities   |
|---|--|---|
|   | GEOs, WCSOs and men in 27 municipalities in advocating to further gender equality at the municipal level.  | undertaking joint advocacy to further gender equality at the municipal level. Also plan to join forces with women Kosovo assembly members to advocate on central level issues of joint concern.   |
| Coalition for Equality                    | Informal network of women in politics at local and central levels and WCSOs, which seeks to support and empower each other in improving the position of women in politics, decision-making and advancement of gender equality, through mentoring, advocacy, solidarity and support for each other. | Founded in July 2018 with support from the EU Special Representative, they have identified key challenges to women's political participation in Kosovo and actions to address these, which they plan to undertake together in the future.   |
| KWN                                       | A network with a programmatic focus on empowering women's participation in politics. Several of its member WCSOs also work on furthering women's participation in politics.  | Reviews targeted draft laws and policies, advocating to integrate an improved gender perspective. Has assessed alignment of Kosovo laws with EU Gender Equality Acquis. Mobilizes women to participate more in politics and decision-making at all levels. Encourages people to vote for women. Strategy for 2019-2022 will continue this, including empowering women to participate in politics and decision-making at all levels; supporting the Kosovo Lobby for Gender Equality; and supporting the Coalition for Equality. |
| KGSC                                      | WCSO that works towards gender equality and women's empowerment with a mission to integrate gender-sensitive programs and policies in all sectors.   | Has conducted research on how women vote and how women politicians are portrayed in the media. Continuing program to support young women's participation in politics.   |
| D4D                                       | Has several programs on governance and democracy.  | Mainstreams gender in all of its programs. New strategy will be drafted by the end of August 2018.  |
| GIZ                                       | Implementing project "social services for disadvantaged population groups".  | Among other disadvantaged groups, the project targets women from different ethnic and religious backgrounds. The project will last until 2021.  |
| <b>Rule of Law and Fundamental Rights</b> |  |   |
| Ministry of Justice                       | Works towards ensuring an efficient and impartial justice system. Responsible for relevant legal amendments. National Coordinator on Domestic Violence (see below), Crime Victim Compensation, probations, corrections and forensics are under this Ministry.                                      | Persons seeking to claim rights under the Crime Victim Compensation Fund send requests to the Ministry of Justice. Currently responsible for coordinating proposals for amending the Criminal Code and Criminal Procedure Code, towards implementing the Istanbul Convention and including a definition specifically on sexual harassment.  |
| AGE                                       | See above. Also, co-coordinates implementation of the NSPDV.   | Seeks to follow and coordinate stakeholders' programs related to gender-based violence. Has produced several publications related to gender-based violence. The KPGE (2018-2023) will likely include attention to issues relating to security, rule of law and fundamental rights. Has supported several initiatives to improve women's access to property, including the Administrative Instruction for the Joint Registration of Property. An Associate in a KWN-led  |

| Institution/ Organization   | Roles and Responsibilities   | Relevant Actions Taken and Planned to Address Gender Inequalities   |
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|   |  | EU-supported regional initiative to address gender-based discrimination (2018-2022).  |
| National Coordinator against Domestic Violence                                  | A Deputy Minister of Justice, mandated to oversee the implementation of the NSPDV2016-2020, coordinate the work of the Inter-Ministerial Working Group on Domestic Violence and monitor implementation of the National Strategy.   | Will continue supporting and monitoring implementation of the NSPDV. Is creating an inter-institutional database to record cases of domestic violence, supported by UN Women.   |
| National Authority against Human Trafficking                                    | Within the Ministry of Internal Affairs, responsible to prepare, develop, coordinate and supervise implementation of measures preventing and combating trafficking in human beings, as well as provide assistance and protection to victims. Responsible for developing research, preparing reports and sharing information with the public. | Will continue implementing its roles and responsibilities as per the relevant legal framework.  |
| National Anti-Trafficking Coordinator   | Chair of the National Authority against Human Trafficking. Acts as national reporter in assessing trends in trafficking and measuring the results of anti-trafficking actions.   | Consistently cooperates with relevant authorities, including law enforcement, to prevent and combat human trafficking and protect victims. Monitors the implementation of the national referral mechanism to ensure proper identification, referral, assistance and protection of victims.  |
| Office for Good Governance in the Office of the Prime Minister                  | Competences include assisting the government to promote equality and protection from discrimination, and monitoring implementation of Ombudsperson recommendations.  | Hosts the Advisory and Coordination Group at the National level in the Republic of Kosovo for the rights of LGBT persons, which involves ministries, courts, the prosecution, police and CSOs, among other stakeholders.  |
| Ombudsperson Institution  | Handles discrimination cases on behalf of the State. These include: investigating claims; giving opinions and recommendations in cases of discrimination; assisting victims in preparing complaints; and providing information regarding rights, obligations and protective tools.   | Strategy for 2017-2019 involves: building citizens' trust in the Institution; promoting and protecting human rights and fundamental freedoms; increasing implementation of the Institution's recommendations; and empowering its capacities. The Institution also deals with cases involving gender-based violence and discrimination, when applicable to its mandate. It is an Associate in a KWN-led EU-supported regional initiative to address gender-based discrimination. |
| Commission for the Recognition and Verification of Survivors of Sexual Violence | Administered by MLSW, responsible for reviewing applications and interviewing survivors eligible for state services, including pensions.   | Will continue reviewing applications and identifying eligible pension recipients.   |
| Kosovo Police   | Investigates crimes, provides protection and refers victims to support services, including for gender-based crimes. Domestic Violence Investigation Units and Trafficking in Human Beings  | Will continue implementing official duties by investigating crimes, referring victims to support services and providing protection. Police undergo training and Domestic Violence Investigation Units will continue to have specialized training for police in addressing cases of domestic violence. Some have had training in a victim-centred approach, as well as   |

| Institution/ Organization    | Roles and Responsibilities   | Relevant Actions Taken and Planned to Address Gender Inequalities   |
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|                              | Directorate, respectively, specialize in such cases.   | on conflict-related sexual violence cases. An Association of Women officers exists within the police.   |
| Forensic Institute           | Responsible for examining cases and collecting evidence, including related to gender-based violence.   | Has had a few cases related to sexual violence. Plans to open Rape Crisis Centre, which will include future training related to gender-based violence.  |
| Prosecution                  | Handles criminal cases, including gender-related, in the first instance, for each basic court in the seven largest municipalities. The Appellate Prosecution Office handles appeals; it has jurisdiction in all of Kosovo. The Office of the Chief State Prosecutor handles Supreme Court cases. | The Code of Ethics and Professional Conduct requires prosecutors to abstain from discrimination on any ground by avoiding any prejudicial attitude against any person(s) based on any grounds, including sex and gender. Some prosecutors have undergone training related to domestic violence, including on a victim-centred approach, and also on conflict-related sexual violence cases. Special prosecutors are being appointed to focus on such cases. A Forum of Women Judges and Prosecutors of Kosovo exists. |
| VAAO                         | Support victims, including related to domestic violence and other serious crimes, and ensure that victims are aware of services provided by the state and how to access these services.  | Will continue implementing their roles and responsibilities as per existing legal requirements. They have received specialized training.  |
| Courts                       | Responsible for ensuring the rule of law, including in gender-related cases.   | Some albeit few judges have undergone training related to gender-based violence and handling conflict-related sexual violence cases. Some judges are being appointed to deal specifically with gender-based violence cases. A Forum of Women Judges and Prosecutors of Kosovo exists.   |
| Legal Aid Offices            | Provides legal aid to vulnerable groups receiving social assistance and to domestic violence victims; prepares/distributes brochures informing citizens about legal aid.   | Continue implementing their roles and responsibilities. Officers have received training on the domestic violence legal framework.   |
| Centres for Social Work      | Municipal public institutions responsible for protecting citizens in need of social and family services, including persons who have suffered domestic violence. Specific responsibilities for protecting children's rights.  | Continue implementing their roles and responsibilities, including serving on municipal Coordination Mechanisms on Domestic Violence. Some, albeit not all, social workers have undergone training related to domestic violence previously.  |
| Kosovo Correctional Services | Responsible for re-socialization of prisoners, including preparing detainees' individual rehabilitation plans. Must create conditions for detainees to receive treatment for drug or alcohol addiction.  | Will continue implementing its roles and responsibilities. Some officers have had some training on gender-based violence, focusing on sexual harassment and domestic violence. EULEX is supporting gender mainstreaming, including undertaking gender analysis and will support the advancement of women corrections officers.  |
| Probation Services           | Responsible for organizing, applying and supervising the execution of alternative punishments and the social reintegration of convicted persons.   | Will continue implementing its roles and responsibilities as per existing legal requirements. Some officers have had some training on gender-based violence, focusing on sexual harassment and domestic violence.   |

| Institution/ Organization          | Roles and Responsibilities  | Relevant Actions Taken and Planned to Address Gender Inequalities   |
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| Municipal Coordination Mechanisms  | Municipal inter-institutional bodies responsible for managing individual cases of domestic violence.  | Continue ensuring quality management of domestic violence cases. Most members have undergone training. So far 13 municipalities have functional mechanisms; there are initiatives to establish such mechanisms in other municipalities.   |
| Interim Security Facility          | State-run shelter providing shelter to high risk trafficking cases.   | Will continue providing shelter in accordance with its role and responsibilities.   |
| Notaries and Chamber of Notaries   | Notaries are public officers who offer judicial and public services, aimed at protecting legal interests in compliance with the Constitution and laws. The Chamber of Notaries is the central body of the profession.   | Has collaborated with the USAID Property Rights Program to address challenges related to women claiming inheritance rights and to develop consistent practice for such cases. Some notaries have received training regarding inheritance processes, and written guidance for the treatment of inheritance cases.  |
| Security Gender Coordination Group | Informal body comprised of institutions, WCSOs, UN agencies and donors that meets regularly to share information and coordinate joint actions.  | Has undertaken several activities, including writing joint advocacy letters related to domestic violence and access to justice; and organizing annual 16 Days against Violence against Women events.  |
| EULEX                              | Current mandate involves monitoring specific cases and trials in the justice system; and limited capacities as a second security responder, supporting police in crowd and riot control. Continues managing witness protection program and assisting the Specialist Chambers and Specialist Prosecutor's Office logistically and operationally. | Has monitored, mentored and advised rule of law institutions, including but not limited to: police handling of domestic violence cases; police and prosecutor cooperation in domestic violence cases; improving the applicable legal framework related to gender-based violence; and supporting drafting of the NSPDV. Also, provided a few trainings for police and prosecutors on a victim-centred approach to investigations; for judges regarding gender-based violence; and for police, prosecutors and judges on handling of conflict-related sexual violence. In 2018, supporting coordination among police, prosecutors, the Forensic Institute and Kosovo Forensic Agency on sexual violence cases. Will support the formation of an association of female corrections officers, and offer training to advance women's capacities and position in the Kosovo Correctional Service. |
| OSCE Mission in Kosovo             | As part of its work related to gender equality, works to improve institutional response to gender-based and domestic violence, as well as to protect women's property and inheritance rights.   | Has worked with representatives from the justice sector and the Ombudsperson Institution, as well as coordinated awareness-raising related to women's property rights. Plans to continue awareness-raising initiatives. Also focuses on the effective administration of justice in inter-ethnic cases, and those with a disproportionate impact on women or specific communities. Supported establishing domestic violence Coordination Mechanisms in 10 municipalities. Presented NSPDV at local level. Will continue organizing TV debates and conferences on domestic violence. Conducted a study on Men's Perspective on Gender Equality in Kosovo.   |
| UNDP                               | Program on Democratic Governance and Peacebuilding involves attention to gender justice and the rule of law.  | In the past, through the Women's Safety and Security Initiative, supported implementation of the legal framework addressing domestic violence, the strategy against domestic violence and the strategy against trafficking in human beings. Has led prior UN inter-agency initiatives to address gender-based violence, particularly domestic violence. Gender  |

| Institution/<br>Organization  | Roles and Responsibilities   | Relevant Actions Taken and Planned to Address Gender Inequalities  |
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|   |  | Justice initiative supports paralegals in assisting women who have suffered domestic violence. Also working on gender-focused community security.  |
| UN Women  | Contributes to legislation related to gender equality, domestic violence and women's empowerment, as well as to the establishment of gender mechanisms at local and central levels.  | Involved in several initiatives to address gender-based violence. Part of three-year regional EU-supported program, "Implementing Norms, Changing Minds", to address violence against women and support implementation of the Istanbul Convention. With other UN agencies, supported establishment of the aforementioned Municipal Coordination Mechanisms. Supporting shelters and awareness-raising. In collaboration with WCSOs, also supported economic opportunities for survivors of wartime sexual violence.  |
| UNICEF  | Aims to ensure that all children have access to quality services and opportunities to help them survive, develop and become active, responsible citizens.  | Involved in initiatives to address gender-based violence. Also, related to girls, boys and the impact of migration.  |
| UNFPA   | Aims to ensure planned pregnancy, safe childbirth for mothers, and healthy lives for all. Advocates for reproductive health and rights for every woman, man and child, as individuals and families.  | Involved in initiatives to address gender-based violence. Works with religious leaders and healthcare workers in better preventing and treating violence. Examined sex selective abortion and child marriages, among other issues.   |
| ADA   | Goals include peace and human security through strengthening the rule of law.  | Supports address of gender-based violence through its support to WCSOs.  |
| USAID   | Rule of law programs have focused on ensuring enforcement and implementation of gender equality laws and regulations. LGBTI rights have been a cross-cutting theme. Also supported women's property and inheritance rights by addressing legal and social factors impeding access to property.   | Programs have supported WCSOs in monitoring courts' treatment of issues important to women. Property Rights Program has supported training for GEOs, notaries and court officials regarding inheritance processes; amendments to the legal framework to facilitate women's ability to claim inheritance and property rights; guidance for notaries for inheritance cases; research on women's access to property; and social and behavioural change for women to claim their right to property.  |
| U.S. Department of Justice, Office of Overseas Prosecutorial Development and Training | Supports policy-makers, assisting them in strengthening the rule of law; provides training and assistance to judges, prosecutors, victim advocates and other institutions; and advises the prosecution and judiciary on management techniques that improve efficiency. Has a victim advocacy program that focuses on improving the quality of services for victims of crime and addresses gender-related issues. | Has supported development of victim advocates in the criminal process, including via training in court representation and compliance with EU requirements; supported functionalization of the victim compensation program; informed legal professionals about victim restitution and compensation; and assisted the Victim Compensation Committee. Plans to continue training judges, assigned prosecutors, victim advocates and police on domestic violence; hold roundtables with prosecutors, judges and victim advocates to discuss the new provision in the Criminal Code on Domestic Violence; and improve awareness about victim rights and compensation. |
| GIZ   | Implementing Project "advisory services on judicial and administrative reform -  | The project includes efforts to strengthen the "capacity and performance of the judicial and administrative system with regard to gender issues,   |

| Institution/<br>Organization                                    | Roles and Responsibilities  | Relevant Actions Taken and Planned to Address Gender Inequalities   |
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|   | Strengthening training institutes. The project will end in 2018.  | administrative decisions and administrative court rulings.”   |
| CARE  | An international NGO focusing on the political and socio-economic inclusion of marginalized groups and gender equality. Also assists refugees.  | Through Young Men Initiative, promotes gender equality and seeks to prevent violence, using education, community outreach and media. “Global Fatherhood Campaign—MenCare” promotes men’s equal involvement as caregivers, towards family wellbeing and gender equality.   |
| KWN   | Has a program to address gender-based violence. Several member WCSOs, including shelters, work on addressing gender-based violence, among other areas related to rule of law such as anti-trafficking, anti-discrimination, minority rights, disability rights and property rights. | Has undertaken awareness-raising and policy-oriented advocacy on property rights, sexual violence perpetrated during the war, domestic violence and sexual harassment. New Strategy will continue focus on gender-based violence, including further improving the legal framework; monitoring/advocating its implementation; and raising awareness, including towards preventing violence from occurring. Will continue supporting KWN members via Kosovo Women’s Fund to uphold the rule of law. |
| KGSC  | See above.  | Has published prior reports related to women’s security, sexual harassment, violence among adolescent couples, violence against women and women’s property rights. Plans to continue work with the Equal Rights for All Coalition; ending violence against women through the UN Women-supported Implementing Norms, Changing Minds program; and supporting media and independent journalism with a human rights perspective.  |
| Equal Rights for All Coalition                                  | A Coalition of human rights-focused CSOs aiming to strengthen their capacities to advocate for the fundamental rights of LGBT persons, women, youth and persons from minority ethnic groups   | Implementing EU-supported project involving cooperation among CSOs; opportunities for learning, knowledge and experience sharing; capacity-strengthening related to advocacy targeting relevant central and municipal institutions; and increased visibility all related to human rights issues. Initiative includes attention to some issues related to gender equality and rule of law.   |
| Shelters  | WCSOs, partially financed by MLSW, responsible for sheltering persons who have suffered domestic violence and/or trafficking. This includes shelters in each region and two shelters for children specifically.   | Will continue to participate in Municipal Coordination Mechanisms to manage cases and will continue protecting persons who have suffered violence, pending funding. Most shelter staff have undergone several trainings.  |
| <i>Terres des Hommes</i>  | Runs a project to protect children against abuse, neglect, violence, delinquency, exploitation and trafficking.   | Has supported development of inter-institutional mechanisms for child protection services, which have dealt with cases related to domestic violence. Moreover, it is developing a child protection network in six municipalities to protect children from all forms of abuse and neglect, including migrant children.   |
| Medica Kosovo, Medica Gjakova, Kosovo Rehabilitation Centre for | WCSOs certified to support women and men in claiming reparations for sexual violence perpetrated during the war. They   | Continue supporting women and men in claiming their rights to reparations. Continue providing support services.   |

| Institution/<br>Organization                                 | Roles and Responsibilities   | Relevant Actions Taken and Planned to Address Gender Inequalities   |
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| Torture Victims, Centre for Protection of Women and Children | also provide psychological and other support services.   |   |
| Norma Women Lawyers Association                              | WCOSO involving an association of women lawyers. Provides direct legal aid; offers training and seminars; monitors the implementation of existing laws related to gender equality; and offers education to women on applicable laws. | Will continue focusing on property and inheritance rights, labour relations, and domestic violence. Currently (2017-2019), they are implementing “Civil Society Organizations advocacy actions for implementation of the National Strategy on Domestic Violence in line with CEDAW and Istanbul Convention under the programme Ending Violence Against Women: Implementing Norms, Changing Minds” funded by UN Women. |
| Kosovar Institute for Policy Research and Development        | A CSO promoting democracy and democratic values.   | Has researched access to compensation for crimes, including for victims of domestic violence and trafficking (2017); and the security sector in Kosovo from a gender perspective (2016). Currently working on research on access to justice for victims of gender-based violence and LGBT victims of crime.   |
| Centre for Social Group Development                          | Works towards elevating the LGBT community in Kosovo from the margins of the society to having an influence in decisions that affect their wellbeing.  | Prior and future work focuses on: empowerment of the LGBTI community in Kosovo; awareness-raising on LGBTI rights; advocacy for LGBTI Rights; and HIV prevention among LGBGTI persons.  |
| Centre for Equality and Liberty                              | Works towards empowering the LGBTI community in Kosovo by promoting and protecting LGBTI rights and by working towards creating an inclusive society, which advocates for equality and recognizes and respects diversity.            | Works towards preventing discrimination based on sexual orientation; raising awareness about LGBT rights; and advocacy for LGBT rights.   |
| Youth Initiative for Human Rights                            | CSO focused on dealing with the past, protecting victims of human rights abuse, promoting the rule of law and strengthening the role of young people.  | Previously conducted research related to LGBT rights in Kosovo. Organises regularly public events to raise awareness about gender equality and equal rights.  |
| Jahjaga Foundation   | New Foundation established by former Kosovo President Atifete Jahjaga, which focuses on women and children.  | Has provided support to women who suffered sexual violence during the war. Plans to provide funding targeting women in the future. Raises awareness on different issues related to women’s rights.  |
| Advocacy Training and Resource Centre                        | Kosovo Foundation making grants in different areas, currently including related to property rights.  | Has supported several CSO initiatives related to furthering women’s access to property, women in governance and in the economy.   |
| <b>Human Capital: Education</b>                              |  |   |
| MEST   | Offers pre-school through tertiary education for men, women, boys and girls, as well as vocational and adult education. Responsible for teaching topics related to gender equality.  | Has taken steps towards GRB. <sup>1</sup> Established working group to amend primary school curricula to make it more gender sensitive. MEST GEO involved in outreach to schools on various gender equality related issues like domestic violence.  |
| AGE  | See above.   | Finalizing the 2018-2023 Programme on Gender Equality, which includes education as a main   |

| Institution/<br>Organization                        | Roles and Responsibilities  | Relevant Actions Taken and Planned to Address Gender Inequalities  |
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|   |   | component. Regularly supports educational campaigns.   |
| KAS   | Annually provides statistics on all levels of education, disaggregated by gender.   | Continue collecting gender-disaggregated statistics in cooperation with MEST. With AGE, plans to establish the EU Gender Equality Index related to education.  |
| Universities  | Six public and 31 private universities educate men and women. Hypothetically, education in different fields could include a gender perspective.                       | The University of Prishtinë/Priština University Program for Gender Studies and Research exists; it organizes feminist summer schools, among other activities. Initiative underway to establish policy against sexual harassment at the University of Prishtinë/Priština. |
| Municipalities, including Departments for Education | Responsible for budgeting for and administering education programs.   | In accordance with the National Development Strategy, they should budget for opening additional pre-schools.   |
| UNICEF  | Advocates for children's rights. Aims to ensure that all children have access to quality services and opportunities.  | Supports ensuring equal opportunities and inclusive education for vulnerable children at central and local levels. Focuses on addressing gender inequalities, as well as disparities related to ethnicity, urban/rural location and disability.                          |
| ADA   | Supports MEST, among other programs.  | Country Strategy 2013-2020 includes focus on Higher Education. Gender mainstreams all programs.  |
| GIZ   | Supports improved education, among other programs.  | Has implemented program for capacity development in basic education in Kosovo (2010-2018). Gender mainstreams all programs.  |
| USAID   | Improving education is part of its Country Development Cooperation Strategy for 2014-2018. All programs include measures towards gender equality.                     | Involved at central and local levels to address gender imbalances in the profile of teachers and school administrators. Also, Transformational Leadership Program ensured gender balance and supported higher education in gender studies.                               |
| OSCE  | Previous work involved attention to gender equality within the education system.  | Worked to raise awareness and promote gender equality among teachers in 2016-2017. Supported integrating a gender analysis in the Kosovo Education Strategic Plan 2016-2020.   |
| Kosovo Education Centre                             | A CSO focused on improving the quality of education, including teacher training; human rights; networking and participation in policy-making; and education research. | Several ongoing projects focus on improving education systems; and "Afterschool support for Teens", among others. Has worked to combat gender biases in Albanian language books. <sup>2</sup>  |
| KWN   | Among member WCSOs, 34 work in the education sector, particularly at the local level.   | New Strategy (2019-2022) includes plans to continue supporting members and to support consciousness-raising related to gender equality. Has researched and advocates for GRB in MEST and opening pre-schools as per the Barcelona Objectives.                            |
| Artpolis  | A WCSO using art and culture for social change.   | Uses Forum Theatre, an annual Feminist Summer School, art such as through the annual feminist festival FemArt and outreach to engage young women and men, girls and boys in addressing gender inequalities.  |
| KGSC  | A WCSO whose mission includes "increasing focus on gender issues in the Kosovo education system".   | Previously conducted a "Gender Audit of the Education System" (2007) and seeks to improve gender studies.  |

| Institution/<br>Organization     | Roles and Responsibilities   | Relevant Actions Taken and Planned to Address Gender Inequalities  |
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| Peer Educators Network           | A CSO supporting education on gender roles and norms. Works to build institutional capacities related to gender mainstreaming.   | Ongoing projects include: Pro Wo+Man, which aims to build the capacities of CSOs, Labour Unions and other institutions in gender mainstreaming; Act on Equality focuses on building capacities of young women in leadership and local governance, inviting men as allies in furthering equal gender representation in local decision-making structures, offering educational activities for girls and boys regarding gender equity, sexual and gender-based violence, and cooperating with groups of men and women to raise awareness about gender inequalities. |
| Care International               | An international NGO that works with men, towards addressing traditional gender roles and norms.   | The regional Young Men Initiative seeks to build more equitable attitudes and behaviours among young men and decrease gendered and peer violence.  |
| Balkan Sunflowers                | A CSO engaged in activities related to social change, human rights and dignity. Education is a priority.   | Has focused on education for Roma, Ashkali and Egyptian girls and boys, including research and programming for addressing discontinuation of education.  |
| The Ideas Partnership            | A CSO working in several areas including education.  | Has worked on access to education for Roma, Ashkali and Egyptian children, tackling factors that inhibit girls and boys from attending school such as healthcare, poverty and alienation. Also provides adult education classes.   |
| Kosovo Youth Council             | An NGO representing youth; promoting self-organized education, development and entertainment for youth; and actively involving youth in creating and developing meaningful youth policies. | Ensures that school councils have 50/50 representation of girls and boys who are active in creating high school policies. The work plan of the Steering Council includes organizing discussions, workshops and different initiatives in schools throughout Kosovo in relation to gender equality.  |
| <b>Human Capital: Employment</b> |  |  |
| AGE                              | See above.   | Previously supported drafting of Women's Economic Empowerment Strategy. New KPGE will include a section related to women's economic empowerment.   |
| KAS                              | Responsible for regularly collecting gender-disaggregated data related to the labour force.  | Continue regularly publishing gender-disaggregated data related to the labour force.   |
| MLSW                             | Works to ensure the social wellbeing of citizens by providing employment services, vocational training and labour inspections. Legal responsibility to ensure gender equality.             | Initiated efforts for GRB. <sup>3</sup> Responsible for proposing amendments to the Labour Law and has held several working groups towards aligning this Law with EU directives, including related to gender equality.   |
| VTC                              | VTC in Prishtina/Priština, Ferizaj/Uroševac, Gjakova/Đakovica, Mitrovica/Kosovska Mitrovica, Peja/Peć and Prizren offer vocational training.   | Continue offering vocational training courses, as per responsibilities. Some officials have undergone training on how to properly support women who have suffered trauma, such as from gender-based violence, when providing vocational training.  |
| Employment Offices               | Responsibilities including market research, registering unemployed men and women, conducting labour force research and providing   | Continue implementing responsibilities, including registering unemployed citizens, market research and information and guidance provision, maintaining gender-disaggregated data. Some officials have  |

| Institution/<br>Organization               | Roles and Responsibilities  | Relevant Actions Taken and Planned to Address Gender Inequalities  |
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|  | information and career guidance to jobseekers.  | undergone training on how to support women who have suffered trauma in securing employment.  |
| UNDP                                       | Mainstreams gender in all sectors, including Inclusive Growth sector, which deals with employment.  | Has supported employment offices and VTCs, including related to gender mainstreaming. Provides equal opportunities for skills development and employment to women and men in various active labour market programs: on-the-job trainings, wage subsidy measures, self-employment; supporting job creation and income generation for survivors of domestic violence and repatriated women and men returning to Kosovo.  |
| Promoting Private Sector Employment (PPSE) | Works to increase sustainable gainful employment for young women and men through small and medium enterprises that operate in different sectors.  | Previously, supported enabling environment for women, including property rights and childcare availability. Currently, focuses on private sector development and job creation particularly for youth, women and minorities.  |
| Sida                                       | Programs on Economic Development, with attention to employment. All programs involve gender mainstreaming.  | Supports the International Business College of Mitrovica, which aims to provide students with practical skills, experience working in multi-ethnic environments and knowledge of EU trade and integration, to increase employability. Students are prepared for self-employment and public sector jobs.  |
| Millennium Challenge Corporation           | Has Threshold Program that seeks to address economic constraints in Kosovo. Has a standard "Gender Policy" that involves conducting gender analyses for all programs.                     | Has published reports on labour force participation and a time-use survey with gender-disaggregated data. Supports the Government of Kosovo in collecting gender-disaggregated data in these fields.   |
| KWN  | Several member WCSOs focus on employment for women. Has program on Women's Economic Empowerment, which addresses the enabling environment, such as property rights and care availability. | Has researched and advocates amendments to the Labour Law, towards furthering gender equality. Advocates attention to unpaid care towards increasing employment among women in particular. Plans to continue advocating for improved enabling environment, Labour Law amendments, affirmative measures in state subsidies for women and addressing gender-based discrimination in the labour force through research, awareness-raising and strategic litigation (2018-2022). |
| Democracy for Development (D4D)            | CSO working on public policies and socio-economic issues, among others.   | Published two reports in 2017 on women's inactivity in the labour force and a nationwide survey on men's willingness to take up parental leave. Will continue advocating for amendments to the Labour Law.   |
| Riinvest Institute                         | A think tank that produces reports on socio-economic issues.  | Previously published gender-disaggregated data on the Tourism Sector. Published two reports in 2017 on women's labour force participation. Will continue research in this field, focusing on women's activity in the labour force, including discrimination.   |
| KGSC                                       | Conducts research, including related to employment  | Has conducted research on <i>Gender Policies in Civil Society and Private Sector</i> (2017) and the <i>Impact of the Labour Law on Women in Kosovo</i> (2011), among others. Involved in advocacy related to Labour Law amendments.  |
| Women 4 Women Kosovo                       | A WCSO supporting marginalized women.   | Has a program focusing on Employment and Economic Empowerment of women.  |

| Institution/<br>Organization          | Roles and Responsibilities   | Relevant Actions Taken and Planned to Address<br>Gender Inequalities  |
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| <b>Competitiveness and Innovation</b> |  |   |
| MTI                                   | Ensures conditions for industry, trade and commerce; creates employment policies in these sectors.   | Has begun some initial efforts to institutionalize GRB. <sup>4</sup>  |
| USAID                                 | Funds several programs related to competitiveness in Kosovo, always mainstreaming gender.  | Has supported MTI and private sector development programs that include a gender perspective. Future strategy not yet finalized.   |
| ADA                                   | Program includes poverty reduction through ecologically sustainable economic and social development.   | According to the Country Strategy 2013-2020, ADA will continue supporting economic development programs. Gender is mainstreamed in all programs.  |
| UNDP                                  | Sustainable Development program includes a gender perspective.   | See Employment and Agriculture sections, as these relate to competitiveness and innovation.   |
| GIZ                                   | See above.   | The 2018-2020 project on creating employment through export promotion includes a gender perspective.  |
| Sida                                  | A strategic priority for 2014-2020 is Economic Development.  | Under the economic development priority, Sida supports private sector development, as well as small and medium enterprises. All programs are gender mainstreamed.   |
| World Bank                            | Projects focusing on strengthening the business climate and improving competitiveness seek to tackle women's high unemployment and inactivity rates. | Regional initiative focused on mapping gender inequalities in relation to women's economic empowerment. Supporting MLSW and the Public Employment Agency in designing and implementing employment policies that aim to increase women's labour participation. |
| OSCE Mission in Kosovo                | Has a program which focuses on empowering women business owners.   | In 2017, organized a trade fair in Prishtinë/Priština for women entrepreneurs to sell their products. Women received training on writing business plans and project proposals. OSCE will continue this program.   |
| Women's Business Association She-Era  | WCSO working towards women's economic empowerment.   | Previously involved in researching women's entrepreneurship and businesses; supports government institutions in drafting and implementing policies related to gender equality and women's economic empowerment.   |
| G7 Women Business Association         | An association of businesswomen in Kosovo.   | Continue supporting its members and their interests.  |
| STIKK                                 | CSO helping to create a better ICT business environment in Kosovo. Supports the improvement of standards and education opportunities.                | Will focus on improving standards and education opportunities for men and women interested in ICT. Periodically collects data on ICT sector, which is gender-disaggregated.   |
| UNDP                                  | Sustainable Development program includes a gender perspective.   | Financially supports Girls Coding Kosovo (see below)  |
| Girls Coding Kosovo                   | WCSO encouraging young women's involvement in ICT and coding. Works towards an IT sector free from discrimination.                                   | Will focus future programs on empowering and encouraging women and their involvement in the ICT sector.   |
| <b>Agriculture</b>                    |  |   |
| MAFRD                                 | Mandate includes developing policies and laws for agriculture and rural development. Facilitates development of credit and grant                     | Will continue implementing its responsibilities. Has undertaken some efforts towards institutionalizing GRB. <sup>5</sup>   |

| Institution/<br>Organization      | Roles and Responsibilities  | Relevant Actions Taken and Planned to Address Gender Inequalities  |
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|                                   | schemes for supporting agriculture and forestry activities, which have included affirmative measures for the underrepresented gender.   |  |
| PPSE                              | Mainstreams gender in its ongoing program.  | Supports opportunities in fresh and processed sectors of fruits and vegetables; medicinal and aromatic plants; and confectionary.  |
| Food and Agriculture Organization | A UN Agency that seeks to end hunger.   | Contracted an analysis of gender, rural livelihoods and forestry (2017). <sup>6</sup> Supporting MAFRD to integrate a gender perspective based on this analysis.   |
| ADA                               | As part of its support to economic development, supports the agriculture sector.  | Mainstreams attention to gender in all of its programs, including related to agriculture.  |
| USAID                             | Through Agricultural Growth and Rural Opportunities Program, focuses on increasing agricultural productivity, marketability and responsiveness to markets.  | Focuses on empowering women and youth within this program, which will continue to 2020.  |
| UNDP                              | Has programs in the agricultural sector which include promoting women's inclusion.  | Provides equal access for women and men to grants to foster rural development and upgrade rural microenterprises and farms. Offers capacity development initiatives in agriculture, trade, local economic development, marketing, branding and bio and green production. Streamlining the establishment of social enterprises in agricultural production and provision of services, focusing on labour market integration of vulnerable women. |
| GIZ                               | Implementing project "Rural Development through integrated forest and water resources".   | Project will include specific activities related to women's economic empowerment.  |
| KWN                               | Several member WCSOs support women in the agriculture sector, particularly at the local level.  | Has supported institutionalizing GRB in MAFRD and advocated for changes. Continue supporting women in expanding their small and medium-sized businesses, including in applying for state subsidies, grants and loans.  |
| IADK                              | An NGO engaged in rural development for creating better socio-economic conditions in rural areas, reducing unemployment and imports, producing healthy foods, rational use of natural resources and environmental protection. | Has implemented "Economic Empowerment of Women in Northern Municipalities of Mitrovica and in the Economic Region South". Interventions target women heads of households who live in poor economic conditions. Have supported women in applying for state subventions to support their businesses.   |
| <b>Energy</b>                     |   |  |
| MCC                               | Threshold Program includes attention to women in energy sector.   | Conducted gender analysis to inform program. Plans to use findings to inform future programming in this sector.  |
| USAID                             | Support to energy sector has included a gender perspective.   | Supported affirmative measures for women to access training and jobs. Supported the Association of Women in the Energy Sector.   |
| <b>Environment</b>                |   |  |
| MESP                              | Responsible for environmental protection and spatial planning. Must integrate a gender perspective as per LGE.  | Has taken some efforts to institutionalize GRB. <sup>7</sup> Has undergone institutional gender analysis and developed an action plan for furthering gender equality.  |

| Institution/ Organization                          | Roles and Responsibilities  | Relevant Actions Taken and Planned to Address Gender Inequalities   |
|--|---|---|
| Sida   | Strategic priority for 2014-2020 is Environment and Climate Change. Gender mainstreams all programs.  | Support to MESP includes a gender component, which has recently completed an institutional gender analysis. <sup>8</sup> Plans to complete other gender analyses related to the environment in 2018-2020 and to further gender mainstreaming within the Ministry.   |
| UNDP   | Has environment, climate and disaster resilience program; mainstreams gender in all programs.   | Undertook analysis of climate change and gendered disaster risk. <sup>9</sup>   |
| KWN  | Has some consideration of the environment in relation to its Health Program.  | Research <i>Access to Healthcare in Kosovo</i> contains information related to environmental perceptions, conditions and their potential impact on health, disaggregated by gender.   |
| <b>Health</b>                                      |   |   |
| Ministry of Health                                 | Develops and implements policies related to health, healthcare and access to healthcare for men and women.  | Will continue implementing its roles and responsibilities, as per the existing law.   |
| World Health Organization                          | Supports several health programs, including developing health policy related to maternal and child health.  | Supported KWN's research on <i>Access to Healthcare</i> and has supported collection of other gender-disaggregated data related to health.  |
| UNFPA  | Aims to protect reproductive rights by influencing policy and legislation. Supports strategies that can strengthen capacities of health providers related to various aspects of sexual and reproductive health. | Supports K10 Coalition and partners with CSOs working on health issues. Supports health institutions with improving the quality of services provided, including a gender perspective. Supports awareness-raising efforts related to reproductive health.  |
| K10 Coalition                                      | A coalition of ten CSOs that aims to improve sexual reproductive health and advance reproductive rights.  | As part of its strategy, will continue awareness-raising and advocacy towards improving public policies and access to reproductive healthcare and for reproductive rights.  |
| Association of Mothers and Children                | Supports mothers to have a safe pregnancy, aiming at saving children's lives. Currently coordinates K10 Coalition.  | Supports hospitals with equipment; family centres in some municipalities; and awareness-raising, including classes for mothers to raise awareness about family planning and healthy pregnancy.  |
| KWN  | Strategy includes program on improving women's health. Several member WCSOs focus on awareness-raising and supporting women's access to healthcare, particularly in rural areas. K10 member.                    | Conducted research on <i>Access to Healthcare in Kosovo</i> . Advocates for research recommendations, among other issues, at local and national levels, together with members and the Lobby for Gender Equality. Has advocated for access to cancer screening and maternity wards. New strategy will involve continued work towards similar aims. |
| Kosovo Centre for Fighting Breast Cancer JETA/VITA | Aims to raise awareness about breast cancer. K10 Member.  | Supports women who have cancer and raises awareness about breast cancer through media, workshops, public debates and annual march on the International Day of the Fight against Breast Cancer.  |
| Kosovo Midwives Association                        | Promotes, advances and protects the rights of midwives and empowers their role in Kosovo.   | Has collaborated with others to advocate for access to maternity wards in rural areas. Will continue working to strengthen the role of midwives and to protect them from possible injustices at work.   |
| Peer Educators Network                             | Aims to empower young men and women regardless of their gender, ethnicity, religion, sexuality or other social category through programs that enhance their leadership skills                                   | Programs tackle youth empowerment and employment, volunteerism, gender equality, social innovation and entrepreneurship, environmental protection, anti-violence and healthy lifestyle. Raises awareness among youth about reproductive health.   |

| Institution/<br>Organization              | Roles and Responsibilities   | Relevant Actions Taken and Planned to Address<br>Gender Inequalities   |
|---|--|--|
|   | while promoting human rights and active citizenship. A K10 member. | Within the Young Men Initiative, work towards “Engaging Men in Fatherhood” and training social workers and medical staff on paternity. |
| Centre for<br>Social Group<br>Development | Assists LGBTQI persons.  | Continue providing screening for diseases and facilitating access to healthcare. Will continue their HIV prevention program.           |

## **Annex 5. Gender Analysis Requirements and Terms of Reference**

*In accordance with the Guidance Note provided by the European Commission,<sup>10</sup> the Gender Analysis should consider the requirements included below, verbatim.*

The European Commission defines a gender analysis as the study of differences in the conditions, needs, participation rates, access to resources and development, control of assets, decision-making powers, etc. between girls/women and boys/men in their assigned gender roles.

**IMPORTANT:** The gender analysis, within the context of GAP II objectives, will be expected to identify which GAP II thematic objectives (minimum of three, one per each thematic priority) that the delegation or unit in question will contribute to over the period of 2016-20. This is mandatory.

The Analysis might be in the form of:

- a) A country profile, though this is likely to only be useful in a context where General Budget Support or Joint Programming is anticipated. It risks being too general to adequately inform programming.
- b) One dedicated study looking at each concentration sector in order to identify the GAP II thematic objectives that could be pursued, and that provide sufficient analysis for future individual programmes under that concentration area;
- c) An individual dedicated gender analysis for each new programme;
- d) Identification of how to include gender in all context analysis at formulation stage and how to include gender expertise in formulation missions

If needed, an analysis can remain internal (due to the sensitive nature of some of the issues).

### **The analysis should provide:**

- At least one objective per thematic area
- Key statistics on the situation of women and girls, men and boys, which will also provide the baseline for future measurement (relevant statistics that reflect the thematic or concentration areas).
- Key barriers to achieving gender equality (including social norms, legislative, institutional capacity, political will etc.)
- Analysis of additional levels of discrimination (e.g. particular vulnerability of disabled women to violence)
- A mapping of who is active (NGOs, donors, International Financial Institutions, line ministries etc.)
- A mapping of knowledge / information gaps (e.g. sex-age disaggregated statistical information)
- A clear assessment of where the EUD can add value
- Realistic objectives / opportunities for policy and political dialogue

### **Objective of Gender Analysis:**

The gender analysis will provide an understanding whether gender inequalities persist [in Kosovo], and its causes, how it intersects with other inequalities, how it impacts on human rights enjoyment and/or benefits produced by and access to development efforts as well as an understanding of partner governments' commitment and capacity to work on GEWE [Gender Equality and Women's Empowerment] issues.

### **The Analysis should contain the following sections:**

#### **1) Methodological Note**

#### **2) Current Situation**

- a. Legal and Human Rights framework (at regional, national or local level): Protection and full enjoyment of all human rights by women, girls, men and boys in the country (i.e. inheritance,

- land tenure, status, marriage, labour laws, violence - especially gender based violence-, traditional vs. civil law, etc.).
- b. Policy framework: Formulation and design of national gender equality policies and their effective level of implementation as well as how gender mainstreaming has been incorporated in other sector policies.
  - c. Political setting: Process of transformation, participation and access to power, representation and participation in provincial and national parliaments, local government, safety and security, etc.
  - d. Overall economic situation: Economic policies and reforms, public expenditures (i.e. results of Gender Budget), social sector spending, public investment, welfare subsidies, employment and labour in both the formal and informal sector, etc
  - e. Socio-economic situation: Poverty situation, income distribution, demographic situation, provision and access to services and resources through the whole life cycle (i.e health - including sexual and reproductive health-, education, livelihood systems, disability) etc.
  - f. Socio-cultural context: Ethnic and tribal groups, family structure (in particular female-headed households), children (in particular girls), youth, migrant labour, food security, housing and urban development, livelihood systems, traditional laws etc. Ethnic/tribal discrepancies of particular importance must be considered.
  - g. Government, civil society (in particular women's organisations), international community and private sector response: Relevant actions taken and planned by key actors to address the issues previously identified.

### 3) Specific Issues and Response Strategies

- a. Select objectives from the GAP II to contribute to via existing programmes
- b. Adapt programmes to take on these objectives and adequately measure them
- c. Design / formulate new actions where relevant and possible.
- d. Identify results for gender equality that will be achieved through the existing programmes
- e. Ensure adequate monitoring and data tracking
- f. Identify resources where needed

#### Report will be evaluated based on the following criteria:

- Meeting needs: Does the gender analysis adequately and clearly address the information and fit the terms of reference?
- Reliable data: Are the primary and secondary data selected adequate and sufficiently reliable?
- Sound analysis: Is the analysis of quantitative and qualitative information appropriately and systematically analysed?
- Useful proposals: Are recommendations fair and sufficiently detailed to be operationally applicable?

**The document will be 50 pages at most.**

## Terms of Reference

### Background

Based on the obligations that arose from the Stabilization Association Agreement (SAA), which entered into force in June 2016, the Government of Kosovo has adopted a National Programme for Implementation of the Stabilization and Association Agreement (NPISAA). While the first NPISAA adopted in 2016 had very few references to gender, the 2017 revised version has added several references. However, a gender perspective still has yet to be sufficiently incorporated into Kosovo's SAA process, even though this is an obligation in accordance with the Law on Gender Equality:

Kosovo Institutions which include bodies at all levels of legislative, executive, judicial and other public institutions shall be responsible to implement legislative and other measures including: 1.1. analyzing the status of women and men in the respective organization and field; 1.2. adoption of strategies and action plans for the promotion and establishment of gender equality in accordance with the Kosovo Program for Gender Equality; [and] 1.3. gender mainstreaming of all policies, documents and legislation.

Thus, the NPISAA and all policies and programs related to Kosovo's SAA process should involve gender analysis and review, towards mainstreaming gender within them.

The European Union Office (EUO) provides financial support to assist the Government of Kosovo in making progress towards fulfilling the criteria in the SAA, including through the Instrument for Pre-Accession (IPA), among other facilities. The IPA Indicative Strategy Paper for Kosovo 2014-2020 (ISP) has laid out the priorities for EU financial assistance in supporting Kosovo in meeting accession criteria during the period 2014-2020. In 2016, a mid-term review has been undertaken, leading to revisions in the ISP, including some effort to mainstream gender within the ISP. Meanwhile, the programming exercise related to future programming supported by the EU is well underway, with Sector Planning Documents (SPDs) being developed, updated and finalized by June 2017. Under each annual programme, Action Documents (ADs) set out the rationale of each individual Action, their specific objectives, planned activities and implementing arrangements (e.g. types of financing), among others. These are concise documents, which include a Logical Framework Matrix (Logframe) as the key section describing the intervention logic. For the IPA 2018 annual programme, the identification of the actions is to begin in June 2017.

Meanwhile, the "Joint Staff Working Document on Gender Equality and Women's Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016-2020", also known as the EU Gender Action Plan (GAP) was adopted in 2015. It has the objective that: "Robust gender evidence [is] used to inform all EU external spending, programming and policy making," including that "thematic, bilateral and regional programmes use gender analysis", as well as "consultations with National Gender Equality Mechanisms, CSOs, women's organisations" inform action design. One of the EU GAP indicators is to apply systematically the gender equality policy marker of the OECD (G-marker), ambitiously committing to have 85% of new programmes marked "1" or "2" by 2020. In order for a program to receive a marking of "1", a minimum criterion is that the program has involved conducting a gender analysis during the planning phase. Therefore, there is an urgent need for gender analysis to inform all programming funded by the EUO.

In this context, the Kosovo Women's Network (KWN) was requested to carry out this gender analysis as part of its ongoing, contracted technical support to the EUO, Agency for Gender Equality (AGE), Ministry of European Integration (MEI), and line ministries in "Gender Mainstreaming Assistance for IPA 2016 Programming in Kosovo". According to this contract, this gender analysis will serve as an update to the last *Country Gender Profile*, which was researched and published in early 2014.<sup>11</sup> The requested new "gender analysis" is in line with the EU GAP's call for gender analyses, and comes at a time important for informing future IPA programming, as well as Government of Kosovo efforts to better utilize gender analysis in informing its laws, policies, and programs. It should be noted that AGE in close cooperation with the Kosovo Agency of Statistics (KAS) plans to research and create a new *Country*

*Gender Profile* in 2018 with support from the Swedish International Development Agency (Sida). However, the EUO has requested this separate gender analysis in line with the GAP to be completed in 2017, as the sector-specific information in particular is urgently needed to inform current and future programming. The two documents also will likely differ in content.

This gender analysis will seek to provide consolidated, current information concerning the situation of women and men in Kosovo, particularly related to the sectors receiving EU support. It will serve as a crucial document for informing the work of the EUO in Kosovo, line ministries, other donors, and other actors. The analysis will focus on the IPA II sectors which are covered by the IPA Indicative Strategy Paper for Kosovo 2014-2020. Since the EU intervention is based on these sectors, the analysis will focus on identifying strengths and shortcomings in Kosovo's sectoral strategies, from a gender perspective.

### ***Involvement of Stakeholders***

This process will seek to be participatory and consultative, ensuring that this gender analysis takes into consideration the information needs of diverse stakeholders. Therefore, KWN shall undertake consultations with AGE, MEI, line ministries, gender equality officers, foreign embassies particularly including EU Member States as foreseen by the EU GAP, UN agencies, donors, academia and diverse civil society organizations, including women's organizations in planning, implementing, and reviewing this gender analysis. Ensuring consultation with national gender equality mechanisms and women's organizations is requested by the EU GAP.

### ***Methodology***

The methodology will consist of an extensive desk review, analysis of primary and secondary data, as well as stakeholder meetings. This will include review of gender-disaggregated statistics published by the government, as well as various research reports published by local and international organizations.

### ***Aims***

- 1) To better understand gender equality (and inequalities) at all levels with regard to Kosovo laws, policies, practices, and programs in all sectors.
- 2) To recommend concrete steps towards addressing identified inequalities, including objectives, indicators, and targets.

## Annex 6. Additional Data Related to Each Sector

This Annex contains additional data, organized by sector. Where data is lacking or potentially problematic, it is noted.

### Democracy and Governance

#### Kosovo and Municipal Assemblies

| Women Elected to Kosovo Assembly by Quota and by Preferential Ballot <sup>12</sup> |                     |                    |     |                                  |     |
|--|---------------------|--------------------|-----|----------------------------------|-----|
| Election Year  | Total Women Elected | Elected with Quota | %   | Elected with Preferential Ballot | %   |
| 2007   | 37                  | 20                 | 54% | 17                               | 46% |
| 2010   | 40                  | 25                 | 68% | 15                               | 38% |
| 2014   | 39                  | 19                 | 51% | 20                               | 51% |
| 2017   | 38                  | 17                 | 46% | 21                               | 55% |

#### Members of Kosovo Assembly by Ethnicity and Gender, Compared to Proportion of the Population (2017)<sup>13</sup>

| Ethnicity    | Women % of Population | Women in parliament |              | Men % of Population | Men in Parliament |              | Total % of Population | Total in Parliament by Ethnicity |               |
|--------------|-----------------------|---------------------|--------------|---------------------|-------------------|--------------|-----------------------|----------------------------------|---------------|
|              |                       | #                   | %            |                     | #                 | %            |                       | #                                | %             |
| Albanian     | 46.1%                 | 31                  | 25.8%        | 46.8%               | 69                | 57.5%        | 92.9%                 | 100                              | 83.3%         |
| Serbian      | 0.7%                  | 4                   | 3.3%         | 0.7%                | 7                 | 5.8%         | 1.5%                  | 11                               | 9.2%          |
| Roma         | 0.3%                  | 0                   | 0.0%         | 0.3%                | 1                 | 0.8%         | 0.5%                  | 1                                | 0.8%          |
| Ashkali      | 0.4%                  | 0                   | 0.0%         | 0.5%                | 2                 | 1.7%         | 0.9%                  | 2                                | 1.7%          |
| Egyptian     | 0.3%                  | 0                   | 0.0%         | 0.3%                | 1                 | 0.8%         | 0.7%                  | 1                                | 0.8%          |
| Bosnian      | 0.8%                  | 2                   | 1.7%         | 0.8%                | 1                 | 0.8%         | 1.6%                  | 3                                | 2.5%          |
| Turkish      | 0.5%                  | 1                   | 0.8%         | 0.5%                | 1                 | 0.8%         | 1.1%                  | 2                                | 1.7%          |
| Gorani       | 0.3%                  | 0                   | 0.0%         | 0.3%                | 0                 | 0.0%         | 0.6%                  | 0                                | 0.0%          |
| <b>Total</b> | <b>49.4%</b>          | <b>38</b>           | <b>31.7%</b> | <b>50.2%</b>        | <b>82</b>         | <b>68.3%</b> | <b>99.8%</b>          | <b>120</b>                       | <b>100.0%</b> |

#### Members of Municipal Assemblies by Ethnicity and Gender, Compared to Proportion of Population (2017)

| Ethnicity    | Women % of Population | Women # and % of Assemblies | Men % of Population | Men # and % of Assemblies | Total % of Population | Total # and % Assemblies |
|--------------|-----------------------|-----------------------------|---------------------|---------------------------|-----------------------|--------------------------|
| Albanian     | 46.1%                 | 286 (28.7%)                 | 46.8%               | 522 (52.3%)               | 92.9%                 | 808 (81.0%)              |
| Serbian      | 0.7%                  | 56 (5.6%)                   | 0.7%                | 102 (10.2%)               | 1.5%                  | 158 (15.8%)              |
| Roma         | 0.3%                  | 0 (0%)                      | 0.3%                | 0 (0%)                    | 0.5%                  | 0 (0%)                   |
| Ashkali      | 0.4%                  | 0 (0%)                      | 0.5%                | 2 (0.2%)                  | 0.9%                  | 2 (0.2%)                 |
| Egyptian     | 0.3%                  | 0 (0%)                      | 0.3%                | 1 (0.1%)                  | 0.7%                  | 1 (0.1%)                 |
| Bosnian      | 0.8%                  | 3 (0.3%)                    | 0.8%                | 4 (0.4%)                  | 1.6%                  | 7 (0.7%)                 |
| Turkish      | 0.5%                  | 7 (0.7%)                    | 0.5%                | 11 (1.1%)                 | 1.1%                  | 18 (1.8%)                |
| Gorani       | 0.3%                  | 1 (0.1%)                    | 0.3%                | 3 (0.3%)                  | 0.6%                  | 4 (0.4%)                 |
| <b>Total</b> | <b>49.4%</b>          | <b>353 (35.4%)</b>          | <b>50.2%</b>        | <b>645 (64.6%)</b>        | <b>99.8%</b>          | <b>998 (100%)</b>        |

#### Age and Gender-disaggregated Data on Voter Turnout Trends 2009-2014 for Persons Ages 18-29<sup>14</sup>

| Age Group of Voters | 2009    |           | 2010    |           | 2013    |           | 2014    |           | Total Votes within Age Group |
|---------------------|---------|-----------|---------|-----------|---------|-----------|---------|-----------|------------------------------|
|                     | Men (%) | Women (%) |                              |
| All Ages            | 46%     | 37%       | 49%     | 38%       | 42%     | 49%       | 46%     | 36%       | 43%                          |
| 18-21               | 55%     | 45%       | 58%     | 46%       | 51%     | 61%       | 54%     | 46%       | 52%                          |
| 22-25               | 49%     | 34%       | 53%     | 35%       | 46%     | 50%       | 50%     | 37%       | 44%                          |
| 26-29               | 43%     | 28%       | 47%     | 28%       | 40%     | 41%       | 45%     | 29%       | 38%                          |

## Political Appointments and Public Administration

| Employees in Central Level Institutions by Gender, 2017 <sup>15</sup> |                 |            |            |
|---|-----------------|------------|------------|
| Institution   | Total Employees | Men (%)    | Women (%)  |
| Office of the Prime Minister  | 550             | 56%        | 44%        |
| MESP  | 301             | 63%        | 37%        |
| MTI   | 277             | 75%        | 25%        |
| Ministry of Health  | 607             | 40%        | 60%        |
| Ministry of Culture, Youth and Sports                                 | 297             | 49%        | 51%        |
| Ministry of Infrastructure  | 277             | 75%        | 25%        |
| MLSW  | 785             | 56%        | 44%        |
| Ministry of Public Administration                                     | 259             | 61%        | 39%        |
| MEST  | 566             | 56%        | 44%        |
| Ministry of Finance   | 1,029           | 64%        | 36%        |
| MAFRD   | 340             | 71%        | 29%        |
| Ministry of Economic Development                                      | 136             | 60%        | 40%        |
| Ministry of Local Government Administration                           | 133             | 54%        | 46%        |
| Ministry of Communities and Return                                    | 87              | 66%        | 34%        |
| Ministry of Foreign Affairs   | 258             | 68%        | 32%        |
| Ministry of Justice   | 443             | 61%        | 39%        |
| Ministry of Security Forces   | 167             | 73%        | 27%        |
| Ministry of Internal Affairs  | 935             | 58%        | 42%        |
| Ministry of Diaspora  | 49              | 59%        | 41%        |
| MEI   | 65              | 51%        | 49%        |
| Presidency  | 43              | 63%        | 37%        |
| Kosovo Assembly Secretariat   | 178             | 54%        | 46%        |
| Customs   | 73              | 63%        | 37%        |
| Central Election Committee  | 72              | 71%        | 29%        |
| General Auditor of Kosovo   | 25              | 52%        | 48%        |
| Ombudsperson Institution  | 48              | 54%        | 46%        |
| University of Prishtina/Priština                                      | 398             | 49%        | 51%        |
| Constitutional Court  | 41              | 49%        | 51%        |
| Kosovo Judicial Council   | 1,089           | 45%        | 55%        |
| Kosovo Judicial Academy   | 23              | 39%        | 61%        |
| Kosovo Prosecutorial Council  | 420             | 38%        | 62%        |
| Independent Oversight Committee                                       | 19              | 47%        | 53%        |
| Kosovo Council for Inheritance  | 7               | 57%        | 43%        |
| Independent Media Commission  | 29              | 48%        | 52%        |
| Independent Mining Commission   | 69              | 68%        | 32%        |
| Financial Intelligence Unit   | 18              | 61%        | 39%        |
| Regulative Commission for Public Procurement                          | 28              | 54%        | 46%        |
| Procurement Review Body   | 18              | 61%        | 39%        |
| Kosovo Agency for Free Legal Aid                                      | 26              | 42%        | 58%        |
| Kosovo Anti-Corruption Agency   | 39              | 62%        | 38%        |
| Kosovo Property Agency  | 205             | 65%        | 35%        |
| Kosovo Agency for Civil Aviation                                      | 27              | 63%        | 37%        |
| Kosovo Academy of Science and Art                                     | 18              | 50%        | 50%        |
| Kosovo Competitiveness Agency   | 12              | 75%        | 25%        |
| Kosovo Personal Data Agency   | 18              | 67%        | 33%        |
| Regulatory Authority for Electronic and Postal Communication          | 33              | 70%        | 30%        |
| Railway Regulatory Authority  | 15              | 67%        | 33%        |
| Electoral Complaints and Appeals Commission                           | 9               | 56%        | 44%        |
| Energy Regulatory Office  | 17              | 47%        | 53%        |
| Metrology Agency  | 12              | 67%        | 33%        |
| Kosovo Agency of Privatisation  | 247             | 55%        | 45%        |
| <b>Total</b>  | <b>11,918</b>   | <b>58%</b> | <b>42%</b> |

| <b>Employees in Leadership Positions in Ministries and Other Central Level Institutions by Gender, 2017<sup>16</sup></b> |                             |                |                  |
|--|-----------------------------|----------------|------------------|
| <b>Institution</b>   | <b>Total # of Employees</b> | <b>Men (%)</b> | <b>Women (%)</b> |
| Office of the Prime Minister   | 131                         | 73%            | 27%              |
| Ministry of Security Forces  | 36                          | 75%            | 25%              |
| MTI  | 62                          | 74%            | 26%              |
| Ministry of Health   | 82                          | 50%            | 50%              |
| Ministry of Culture, Youth and Sports  | 58                          | 69%            | 33%              |
| Ministry of Infrastructure   | 42                          | 88%            | 12%              |
| MLSWV  | 87                          | 79%            | 21%              |
| Ministry of Public Administration  | 45                          | 67%            | 33%              |
| MEST   | 90                          | 78%            | 22%              |
| Ministry of Finance  | 209                         | 73%            | 27%              |
| MAFRD  | 47                          | 79%            | 21%              |
| Ministry of Economic Development   | 31                          | 77%            | 23%              |
| Ministry of Local Administration   | 23                          | 61%            | 39%              |
| MESP   | 62                          | 69%            | 31%              |
| Ministry of Justice  | 92                          | 72%            | 28%              |
| Ministry of Internal Affairs   | 190                         | 81%            | 19%              |
| Ministry of Foreign Affairs  | 26                          | 73%            | 27%              |
| Ministry of Communities and Return   | 25                          | 48%            | 12%              |
| MEI  | 23                          | 70%            | 30%              |
| Ministry of Diaspora   | 15                          | 93%            | 20%              |
| Kosovo Assembly  | 53                          | 62%            | 38%              |
| Presidency   | 32                          | 56%            | 44%              |
| <b>Total</b>   | <b>1,461</b>                | <b>72%</b>     | <b>27%</b>       |

| <b>Gender-disaggregated Data on Employees in Diplomatic Missions 2014-2015<sup>17</sup></b> |                |                  |                |                  |                |                  |                |                  |
|---|----------------|------------------|----------------|------------------|----------------|------------------|----------------|------------------|
| <b>Position</b>   | <b>2014</b>    |                  |                |                  | <b>2015</b>    |                  |                |                  |
|   | <b>Men (#)</b> | <b>Women (#)</b> | <b>Men (%)</b> | <b>Women (%)</b> | <b>Men (#)</b> | <b>Women (#)</b> | <b>Men (%)</b> | <b>Women (%)</b> |
| Ambassadors   | 20             | 4                | 80%            | 20%              | 15             | 7                | 68%            | 32%              |
| Minister Counsellor/Consuls General   | 16             | 3                | 86%            | 16%              | 16             | 2                | 89%            | 11%              |
| Advisers  | 12             | 6                | 67%            | 33%              | 16             | 6                | 73%            | 27%              |
| Consular / First Secretaries  | 29             | 8                | 78%            | 22%              | 21             | 6                | 78%            | 22%              |
| Vice Consuls/Second Secretaries   | 16             | 2                | 89%            | 11%              | 13             | 6                | 68%            | 32%              |
| Third Secretaries   | 2              | 3                | 40%            | 60%              | 2              | 0                | 100%           | 0%               |
| <b>Total</b>  | <b>95</b>      | <b>26</b>        | <b>73%</b>     | <b>27%</b>       | <b>83</b>      | <b>27</b>        | <b>79%</b>     | <b>21%</b>       |

| <b>Civil Servants at the Central Level by Ethnicity and Gender, 2017<sup>18</sup></b> |              |                          |                  |              |                          |                  |              |
|---|--------------|--------------------------|------------------|--------------|--------------------------|------------------|--------------|
| <b>Ethnicity</b>  | <b>Women</b> |                          |                  | <b>Men</b>   |                          |                  | <b>Total</b> |
|   | <b>#</b>     | <b>% of Ethnic Group</b> | <b>% Overall</b> | <b>#</b>     | <b>% of Ethnic Group</b> | <b>% Overall</b> |              |
| Albanian  | 1,311        | 42%                      | 38%              | 1,834        | 58%                      | 53%              | 3,145        |
| Ashkali   | 0            | 0%                       | 0%               | 1            | 100%                     | 0.0%             | 1            |
| Bosnian   | 24           | 57%                      | 0.7%             | 18           | 43%                      | 0.5%             | 42           |
| Croat   | 1            | 50%                      | 0.0%             | 1            | 50%                      | 0.0%             | 2            |
| Egyptian  | 0            | 0%                       | 0.0%             | 1            | 100%                     | 0.0%             | 1            |
| Gorani  | 4            | 67%                      | 0.1%             | 2            | 33%                      | 0.1%             | 6            |
| Montenegrin   | 0            | 0%                       | 0.0%             | 1            | 100%                     | 0.0%             | 1            |
| Roma  | 4            | 80%                      | 0.1%             | 1            | 20%                      | 0.0%             | 5            |
| Serb  | 56           | 25%                      | 1.6%             | 170          | 75%                      | 4.9%             | 226          |
| Turkish   | 37           | 73%                      | 1.1%             | 14           | 27%                      | 0.4%             | 51           |
| <b>Total</b>  | <b>1,437</b> | <b>41%</b>               | <b>41%</b>       | <b>2,043</b> | <b>59%</b>               | <b>59%</b>       | <b>3,480</b> |

| Gender-disaggregated Data on Local Level Administration Staff, 2017 <sup>19</sup> |                      |            |            |            |            |              |            |              |            |              |
|---|----------------------|------------|------------|------------|------------|--------------|------------|--------------|------------|--------------|
| Municipality  | Leadership Positions |            |            |            |            | Staff        |            |              |            |              |
|   | Men                  | %          | Women      | %          | Total      | Men          | %          | Women        | %          | Total        |
| Dečan/Dečani  | 23                   | 92%        | 2          | 8%         | 25         | 108          | 78%        | 30           | 22%        | 138          |
| Dragash/Dragaš  | 17                   | 89%        | 2          | 11%        | 19         | 87           | 88%        | 12           | 12%        | 99           |
| Ferizaj/Uroševac  | 40                   | 73%        | 15         | 27%        | 55         | 193          | 64%        | 108          | 36%        | 301          |
| Fushë-Kosova/Kosovo Polje   | 8                    | 53%        | 7          | 47%        | 15         | 67           | 58%        | 49           | 42%        | 116          |
| Glllogovc/Glogovac  | 19                   | 59%        | 13         | 41%        | 32         | 79           | 63%        | 47           | 37%        | 126          |
| Gjakova/Đakovica  | 21                   | 78%        | 6          | 22%        | 27         | 139          | 65%        | 74           | 35%        | 213          |
| Gjilan/Gnjilane   | 29                   | 97%        | 1          | 3%         | 30         | 239          | 68%        | 110          | 32%        | 349          |
| Istog/Istok   | 23                   | 72%        | 9          | 28%        | 32         | 105          | 67%        | 51           | 33%        | 156          |
| Kaçanik/Kaçanik   | 11                   | 69%        | 5          | 31%        | 16         | 97           | 80%        | 25           | 20%        | 122          |
| Kamenica/Kosovska Kamenica  | 35                   | 95%        | 2          | 5%         | 37         | 158          | 84%        | 30           | 16%        | 188          |
| Klina   | 15                   | 83%        | 3          | 17%        | 18         | 102          | 78%        | 29           | 22%        | 131          |
| Lipjan/Lipljan  | 17                   | 68%        | 8          | 32%        | 25         | 102          | 65%        | 56           | 35%        | 158          |
| Malisheva/Mališevo  | 25                   | 86%        | 4          | 14%        | 29         | 148          | 83%        | 30           | 17%        | 178          |
| Mitrovica/Kosovska Mitrovica  | 31                   | 89%        | 4          | 11%        | 35         | 206          | 59%        | 145          | 41%        | 351          |
| North Mitrovica (Mitrovica e Veriut/Kosovska Mitrovica)                           |                      |            |            |            |            | 29           | 51%        | 28           | 49%        | 57           |
| Novobërdo/Novo Brdo   | 19                   | 90%        | 2          | 10%        | 21         | 25           | 45%        | 31           | 55%        | 56           |
| Obiliq/Obilić   | 16                   | 59%        | 11         | 41%        | 27         | 35           | 65%        | 19           | 35%        | 54           |
| Pejë/Peć  | 28                   | 65%        | 15         | 35%        | 43         | 73           | 55%        | 59           | 45%        | 132          |
| Podujeva/Podujevo   | 23                   | 96%        | 1          | 4%         | 24         | 198          | 56%        | 157          | 44%        | 355          |
| Prishtina/Priština  | 30                   | 79%        | 8          | 21%        | 38         | 186          | 72%        | 74           | 28%        | 260          |
| Prizren   | 25                   | 74%        | 9          | 26%        | 34         | 281          | 54%        | 239          | 46%        | 520          |
| Rahovec/Orahovac  | 20                   | 91%        | 2          | 9%         | 22         | 303          | 69%        | 134          | 31%        | 437          |
| Skënderaj/Srbica  | 21                   | 95%        | 1          | 5%         | 22         | 148          | 86%        | 24           | 14%        | 172          |
| Suhareka/Suva Reka  | 27                   | 87%        | 4          | 13%        | 31         | 124          | 74%        | 44           | 26%        | 168          |
| Shterpce/Štercpe  | 14                   | 78%        | 4          | 22%        | 18         | 156          | 73%        | 57           | 27%        | 213          |
| Shtime/Štimlje  | 11                   | 85%        | 2          | 15%        | 13         | 44           | 64%        | 25           | 36%        | 69           |
| Viti/Vitina   | 21                   | 88%        | 3          | 13%        | 24         | 70           | 69%        | 32           | 31%        | 102          |
| Vushtrri/Vučitrn  | 28                   | 85%        | 5          | 15%        | 33         | 134          | 81%        | 31           | 19%        | 165          |
| Hani i Elezit/Elez Han  | 10                   | 91%        | 1          | 9%         | 11         | 194          | 75%        | 65           | 25%        | 259          |
| Mamusha/Mamuša  | 8                    | 67%        | 4          | 33%        | 12         | 40           | 91%        | 4            | 9%         | 44           |
| Junik   | 7                    | 70%        | 3          | 30%        | 10         | 22           | 71%        | 9            | 29%        | 31           |
| Partesh/Parteš  | 7                    | 88%        | 1          | 13%        | 8          | 37           | 79%        | 10           | 21%        | 47           |
| Ranilug/Ranilug   | 12                   | 86%        | 2          | 14%        | 14         | 28           | 68%        | 13           | 32%        | 41           |
| Leposaviq/Leposavić   |                      |            |            |            |            | 29           | 78%        | 8            | 22%        | 37           |
| Zubin Potok   |                      |            |            |            |            | 36           | 82%        | 8            | 18%        | 44           |
| Zvečan/Zvečan   |                      |            |            |            |            | 31           | 44%        | 39           | 56%        | 70           |
| Klllokot/Klokot   | 7                    | 78%        | 2          | 22%        | 9          | 79           | 62%        | 48           | 38%        | 127          |
| Graçanica/Gračanica   | 6                    | 60%        | 4          | 40%        | 10         | 118          | 52%        | 108          | 48%        | 226          |
| <b>Total</b>  | <b>654</b>           | <b>80%</b> | <b>165</b> | <b>20%</b> | <b>819</b> | <b>4,250</b> | <b>67%</b> | <b>2,062</b> | <b>33%</b> | <b>6,312</b> |

| Civil Servants at the Municipal Level by Ethnicity and Gender, 2017 <sup>20</sup> |            |                   |              |            |                   |              |            |
|---|------------|-------------------|--------------|------------|-------------------|--------------|------------|
| Ethnicity   | Women      |                   |              | Men        |                   |              | Total      |
|   | #          | % of Ethnic Group | % Overall    | #          | % of Ethnic Group | % Overall    |            |
| Albanian  | 26         | 23%               | 4.3%         | 89         | 77%               | 14.6%        | 115        |
| Ashkali   | 5          | 36%               | 0.8%         | 9          | 64%               | 1.5%         | 14         |
| Bosnian   | 29         | 28%               | 4.8%         | 74         | 72%               | 12.2%        | 103        |
| Egyptian  | 0          | 0%                | 0.0%         | 12         | 100%              | 2.0%         | 12         |
| Gorani  | 3          | 50%               | 0.5%         | 3          | 50%               | 0.5%         | 6          |
| Montenegrin   | 1          | 33%               | 0.2%         | 2          | 67%               | 0.3%         | 3          |
| Roma  | 1          | 6%                | 0.2%         | 15         | 94%               | 2.5%         | 16         |
| Serb  | 118        | 40%               | 19.4%        | 177        | 60%               | 29.1%        | 295        |
| Turkish   | 26         | 59%               | 4.3%         | 18         | 41%               | 3.0%         | 44         |
| <b>Total</b>  | <b>209</b> | <b>34%</b>        | <b>34.4%</b> | <b>399</b> | <b>66%</b>        | <b>65.6%</b> | <b>608</b> |

### Political Parties

| Representation of Women in Political Parties, 2014 <sup>21</sup> |                          |                               |                    |
|--|--------------------------|-------------------------------|--------------------|
| Political Party  | % of Women in Presidency | % of Women in General Counsel | % of Women Members |
| VV   | 23%                      | 22%                           | 21%                |
| AKR  | 21%                      | 26%                           | --                 |
| AAK  | 30%                      | 30%                           | 30%                |
| PDK  | 16%                      | 29%                           | --                 |
| LDK  | 20%                      | 23%                           | --                 |
| <b>Total</b>   | <b>22%</b>               | <b>26%</b>                    | <b>--</b>          |

| Reasons for Lack of Equal Opportunities for Promotion of Women Compared to Men <sup>22</sup> |                       |
|--|-----------------------|
| Reason   | % of Those Who Agreed |
| Belief that men are better leaders   | 47%                   |
| Men are more appropriate   | 7%                    |
| Belief that women have insufficient time due to family obligations                           | 18%                   |
| Nepotism   | 13%                   |
| Lack of political support  | 16%                   |

### Rule of Law and Fundamental Rights Data

#### Justice and Responsible Institutions

| Kosovo Police by Region and Gender, 2017 <sup>23</sup> |             |            |             |            |             |
|--|-------------|------------|-------------|------------|-------------|
| Region   | Women       | Women %    | Men         | Men %      | Total       |
| General Directorate of the Police                      | 382         | 15%        | 2098        | 85%        | 2480        |
| Ferizaj/Uroševac                                       | 78          | 15%        | 445         | 85%        | 523         |
| Gjilan/Gnjilane  | 123         | 19%        | 524         | 81%        | 647         |
| Mitrovica e Veriut/Severna Kosovska Mitrovica          | 78          | 14%        | 468         | 86%        | 546         |
| Mitrovica/Kosovska Mitrovica                           | 80          | 16%        | 432         | 119%       | 512         |
| Peja/Peć   | 86          | 13%        | 553         | 87%        | 639         |
| Border Police  | 99          | 7%         | 1226        | 93%        | 1325        |
| Prishtina/Priština                                     | 232         | 19%        | 987         | 81%        | 1219        |
| Prizren  | 63          | 11%        | 496         | 89%        | 559         |
| Gjakova/Đakovica                                       | 25          | 7%         | 345         | 93%        | 370         |
| <b>Total</b>   | <b>1246</b> | <b>14%</b> | <b>7574</b> | <b>86%</b> | <b>8820</b> |

| Kosovo Police by Positions and Gender, 2017 <sup>24</sup> |       |         |      |       |       |
|---|-------|---------|------|-------|-------|
| Position  | Women | Women % | Men  | Men % | Total |
| Police Director   | 0     | 0%      | 1    | 100%  | 1     |
| Cadet   |       |         |      |       |       |
| Captain   | 8     | 6%      | 127  | 94%   | 135   |
| Colonel   | 2     | 11%     | 15   | 83%   | 18    |
| Major   | 4     | 8%      | 46   | 92%   | 50    |
| Lieutenant Colonels                                       | 3     | 8%      | 36   | 90%   | 40    |
| Sergeant  | 114   | 10%     | 1032 | 90%   | 1146  |
| Civil Staff   | 364   | 34%     | 715  | 66%   | 1079  |
| Lieutenant  | 36    | 10%     | 327  | 90%   | 363   |
| Deputy Director General of Police                         |       |         | 2    | 100%  |       |

| Prosecutors by Gender and Ethnicity, 2017 <sup>25</sup> |           |            |            |            |          |      |         |
|---|-----------|------------|------------|------------|----------|------|---------|
|   | Women     | %          | Men        | %          | Albanian | Serb | Bosnian |
| State Prosecutor  | 2         | 33%        | 4          | 67%        | 6        |      |         |
| Appellate Prosecutor                                    | 1         | 17%        | 5          | 83%        | 5        |      | 1       |
| Basic Prosecution Prishtina/Priština                    | 26        | 48%        | 28         | 52%        | 53       | 1    |         |
| Basic Prosecution Prizren                               | 7         | 35%        | 13         | 65%        | 20       |      |         |
| Basic Prosecution Peja/Peć                              | 9         | 56%        | 7          | 44%        | 15       |      | 1       |
| Basic Prosecution Mitrovica/Kosovska Mitrovica          | 4         | 33%        | 8          | 67%        | 11       | 1    |         |
| Basic Prosecution Gjakova/Đakovica                      | 3         | 25%        | 9          | 75%        | 12       |      |         |
| Basic Prosecution Gjilan/Gnjilane                       | 6         | 35%        | 11         | 65%        | 17       |      |         |
| Basic Prosecution Ferizaj/Uroševac                      | 2         | 17%        | 10         | 83%        | 12       |      |         |
| Special Prosecution                                     | 4         | 33%        | 8          | 67%        | 12       |      |         |
| Head of the Prosecutorial Council                       |           | 0%         | 1          | 100%       | 1        |      |         |
| <b>Total</b>  | <b>63</b> | <b>31%</b> | <b>138</b> | <b>69%</b> |          |      |         |

| Judges by Gender and Ethnicity, 2017 <sup>26</sup> |           |            |            |            |          |      |         |        |                   |
|--|-----------|------------|------------|------------|----------|------|---------|--------|-------------------|
|  | Women     | %          | Men        | %          | Albanian | Serb | Bosnian | Gorani | RAE <sup>27</sup> |
| Heads of Court                                     | 1         | 10%        | 9          | 90%        | 10       |      |         |        |                   |
| Supreme Court                                      | 9         | 36%        | 16         | 64%        | 23       | 1    | 1       |        |                   |
| Constitutional Court                               |           |            |            |            |          |      |         |        |                   |
| Appellate Court                                    | 10        | 28%        | 26         | 72%        | 34       | 1    | 1       |        |                   |
| Basic Court Prishtina/Priština                     | 40        | 40%        | 60         | 60%        | 98       | 1    | 1       |        |                   |
| Basic Court Prizren                                | 11        | 24%        | 35         | 76%        | 40       |      | 5       |        | 1                 |
| Basic Court Peja/Peć                               | 11        | 27%        | 30         | 73%        | 41       |      |         |        |                   |
| Basic Court Mitrovica/Kosovska Mitrovica           | 5         | 17%        | 25         | 83%        | 26       | 3    |         |        |                   |
| Basic Court Gjakova/Đakovica                       | 6         | 22%        | 21         | 78%        | 27       |      |         |        |                   |
| Basic Court Gjilan/Gnjilane                        | 7         | 21%        | 27         | 79%        | 34       |      |         |        |                   |
| Basic Court Ferizaj/Uroševac                       | 8         | 26%        | 23         | 74%        | 30       |      |         | 1      |                   |
| Head of Judicial Council                           | 1         | 10%        |            | 90%        | 1        |      |         |        |                   |
| <b>Total Number of Judges</b>                      | <b>94</b> | <b>36%</b> | <b>258</b> | <b>64%</b> |          |      |         |        |                   |

| Requests for Protection Orders Compiled by Victim Advocates, 2016 <sup>28</sup> |        |
|---|--------|
| Type of Request   | Number |
| Regular Protection Orders   | 509    |
| Emergency Protection Orders   | 101    |
| Temporary Emergency Protection Orders   | 1      |
| Rulings on Requests for Protection Orders                                       | 425    |
| Rulings on Approving Requests for Emergency Protection Orders                   | 62     |
| Rulings on Withdrawals of Requests for Protection Orders                        | 145    |
| Rulings on Refusals of Requests for Protection Orders                           | 17     |

| <b>Cases Managed by Victims Advocates Office<sup>29</sup></b> |                              |                              |
|---|------------------------------|------------------------------|
| <b>Type of Case</b>   | <b>Sep. 2015 – Aug. 2016</b> | <b>Sep. 2016 – Aug. 2017</b> |
| Domestic violence   | 1061                         | 1095                         |
| Human trafficking   | 72                           | 71                           |
| Murder  | 28                           | 15                           |
| Attempted murder  | 22                           | 17                           |
| Sexual abuse of persons under the age of 16 years             | 11                           | 66                           |
| Sexual assault  | 44                           | 16                           |
| Rape  | 25                           | 26                           |
| Attempted rape  | 5                            | 7                            |
| Obliging prostitution   | 1                            | 3                            |
| Robbery   | 10                           | 10                           |
| Violation of a protective order                               | 38                           | 39                           |
| Others  | 87                           | 79                           |
| <b>Total</b>  | <b>1415</b>                  | <b>1444</b>                  |

| <b>Case Management Actions undertaken by Victim Advocates by Region, September 2015 – August 2016<sup>30</sup></b> |                                |  |                      |                              |                |                             |                              |
|--|--------------------------------|--|----------------------|------------------------------|----------------|-----------------------------|------------------------------|
| <b>Action Taken</b>  | <b>Prishtina/<br/>Priština</b> | <b>Mitrovica/<br/>Kosovska<br/>Mitrovica</b> | <b>Peja/<br/>Peć</b> | <b>Ferizaj/<br/>Uroševac</b> | <b>Prizren</b> | <b>Gjilan/<br/>Gnjilane</b> | <b>Gjakova/<br/>Đakovica</b> |
| Participation in judicial sessions   | 304                            | 308  | 366                  | 170                          | 241            | 190                         | 242                          |
| Participation in prosecution hearings  | 27                             | 30   | 71                   | 136                          | 41             | 25                          | 86                           |
| Legal advice   | 454                            | 606  | 174                  | 292                          | 538            | 340                         | 245                          |
| Cases referred to police   | 242                            | 258  | 201                  | 174                          | 105            | 90                          | 170                          |
| Cases referred to other actors   | 0                              | 8  | 5                    | 8                            | 47             | 0                           | 9                            |
| Cases referred to Legal Aid Agency   | 47                             | 30   | 0                    | 2                            | 18             | 22                          | 0                            |
| Cases referred to CLARD  | 25                             | 0  | 0                    | 0                            | 0              | 0                           | 0                            |
| Represented case in Centre for Social Work   | 0                              | 45   | 104                  | 173                          | 6              | 21                          | 10                           |
| Represented case to police   | 20                             | 41   | 47                   | 19                           | 6              | 16                          | 46                           |
| Represented case in shelter  | 22                             | 21   | 14                   | 15                           | 1              | 6                           | 16                           |
| Appealed to second instance (appellate court)  | 3                              | 2  | 0                    | 0                            | 0              | 4                           | 5                            |
| Act decisions to second instance (court of appeals)  | 7                              | 6  | 7                    | 6                            | 3              | 4                           | 5                            |
| Compiled complaints  | 43                             | 3  | 4                    | 20                           | 3              | 36                          | 10                           |
| Compiled claims for compensation   | 47                             | 18   | 7                    | 2                            | 11             | 33                          | 11                           |
| Requested expedited procedure  | 141                            | 8  | 17                   | 89                           | 0              | 1                           | 8                            |
| Requested Protection Order   | 107                            | 138  | 165                  | 27                           | 66             | 58                          | 60                           |
| <b>Total</b>   | <b>1489</b>                    | <b>1496</b>                                  | <b>1182</b>          | <b>1133</b>                  | <b>1086</b>    | <b>864</b>                  | <b>923</b>                   |
| <b>Grand Total</b>   |                                |  |                      |                              |                |                             | <b>8173</b>                  |

| Persons Receiving Legal Aid in 2017 by Municipality, Gender and Ethnicity <sup>31</sup> |             |            |             |            |             |           |           |           |            |           |           |          |          |             |
|---|-------------|------------|-------------|------------|-------------|-----------|-----------|-----------|------------|-----------|-----------|----------|----------|-------------|
| Municipality  | Men         |            | Women       |            | Albanian    | Serb      | Bosnian   | Ashkali   | Roma       | Turk      | Egyptian  | Gorani   | Other    | Total       |
|   | #           | %          | #           | %          |             |           |           |           |            |           |           |          |          |             |
| Prishtinë/Priština  | 174         | 49%        | 178         | 51%        | 342         | 2         | 0         | 7         | 1          | 0         | 0         | 0        | 0        | 352         |
| Prizren   | 452         | 49%        | 467         | 51%        | 694         | 0         | 71        | 21        | 75         | 48        | 1         | 8        | 1        | 919         |
| Pejë/Peć  | 215         | 55%        | 178         | 45%        | 323         | 2         | 13        | 2         | 15         | 0         | 38        | 0        | 0        | 393         |
| Gjilan/Gnjillane  | 349         | 52%        | 316         | 48%        | 648         | 8         | 2         | 0         | 7          | 0         | 0         | 0        | 0        | 665         |
| Mitrovicë/<br>Kosovska Mitrovica  | 211         | 57%        | 157         | 43%        | 342         | 2         | 3         | 12        | 4          | 1         | 1         | 0        | 3        | 368         |
| Ferizaj/Uroševac  | 227         | 54%        | 195         | 46%        | 394         | 1         | 4         | 23        | 0          | 0         | 0         | 0        | 0        | 422         |
| Gjakovë/Đakovica  | 134         | 51%        | 128         | 49%        | 195         | 0         | 0         | 11        | 25         | 0         | 31        | 0        | 0        | 262         |
| <b>Total</b>  | <b>1762</b> | <b>52%</b> | <b>1619</b> | <b>48%</b> | <b>2938</b> | <b>15</b> | <b>93</b> | <b>76</b> | <b>127</b> | <b>49</b> | <b>71</b> | <b>8</b> | <b>4</b> | <b>3381</b> |

### Perpetrators of Crimes

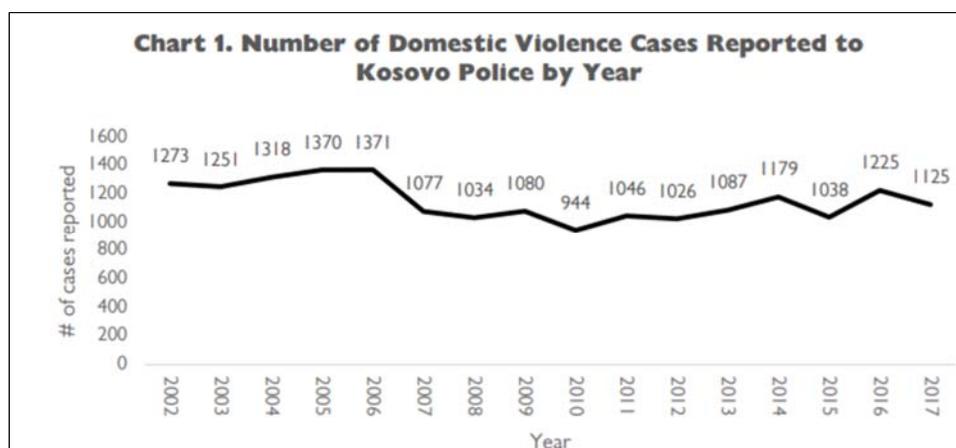
| Adults Convicted by Basic Courts by Gender <sup>32</sup> |        |        |       |         |           |
|--|--------|--------|-------|---------|-----------|
| Year   | All    | Men    | Women | Men (%) | Women (%) |
| 2013   | 15,046 | 14,473 | 573   | 96%     | 4%        |
| 2014   | 17,490 | 16,747 | 743   | 96%     | 4%        |
| 2015   | 16,344 | 15,576 | 769   | 95%     | 5%        |
| 2016   | 17,859 | 17,011 | 848   | 95%     | 5%        |

| Minors Convicted at Basic Courts by Gender |     |          |           |
|--|-----|----------|-----------|
| Year                                       | All | Boys (%) | Girls (%) |
| 2013                                       | 786 | 97.8%    | 2.2%      |
| 2014                                       | 840 | 98.3%    | 1.7%      |
| 2015                                       | 563 | 97.3%    | 2.7%      |

| Persons Responsible for Traffic Accidents by Gender <sup>33</sup> |                 |               |                 |
|---|-----------------|---------------|-----------------|
| Year  | Total Accidents | Caused by Men | Caused by Women |
| 2017  | 122             | 95%           | 5%              |
| 2016  | 99              | 98%           | 2%              |

| Persons Involved in Deadly Road Accidents by Gender |               |          |             |
|---|---------------|----------|-------------|
| Year  | Total Persons | Men/Boys | Women/Girls |
| 2017  | 137           | 95.6%    | 4.3%        |
| 2016  | 110           | 78.2%    | 23.6%       |

### Gender-based Violence



Source: KWN, From Words to Action, 2017

| Type of Violence  | Domestic Violence in Lifetime <sup>34</sup> |     |       | Domestic Violence in 2014 |     |       |
|---|---|-----|-------|---------------------------|-----|-------|
|   | All   | Men | Women | All                       | Men | Women |
| Physical  | 46%   | 45% | 47%   | 12%                       | 10% | 14%   |
| Psychological   | 55%   | 47% | 63%   | 30%                       | 20% | 41%   |
| Sexual  | 10%   | 9%  | 11%   | 7%                        | 7%  | 8%    |
| Domestic violence (all forms)   | 27%   | 25% | 29%   | 8%                        | 5%  | 10%   |
| Domestic violence (except swearing; threatening a child or teen; or slapping a child) | 62%   | 56% | 68%   | 31%                       | 20% | 41%   |

| Domestic Violence Cases Reported to Police by Region and Gender of Victim, 2016 <sup>35</sup> |                        |                     |                      |              |                      |            |                                     |  |             |
|---|------------------------|---------------------|----------------------|--------------|----------------------|------------|-------------------------------------|--|-------------|
| Victim  | Prishtina/<br>Priština | Gjilan/<br>Gnjilane | Ferizaj/<br>Uroševac | Peja/<br>Peć | Gjakova/<br>Đakovica | Prizren    | Mitrovica/<br>Kosovska<br>Mitrovica | North Mitrovica<br>(Mitrovica e Veriut/<br>Kosovska Mitrovica) | Total       |
| Women   | 265                    | 110                 | 115                  | 158          | 72                   | 145        | 74                                  | 48   | 987         |
| Men   | 55                     | 36                  | 28                   | 34           | 25                   | 55         | 14                                  | 2  | 259         |
| <b>Total</b>  | <b>320</b>             | <b>146</b>          | <b>143</b>           | <b>192</b>   | <b>97</b>            | <b>200</b> | <b>88</b>                           | <b>60</b>  | <b>1246</b> |

| Sex Trafficking Cases reported to Kosovo Police |                         |      |      |      |
|---|-------------------------|------|------|------|
| Year  | 2014                    | 2015 | 2016 | 2017 |
| <b>Total Cases</b>                              | 41                      | 20   | 26   | 18   |
| <b>Gender</b>                                   | Women                   | 40   | 20   | 26   |
| Men   | 1                       |      |      |      |
| <b>Age</b>                                      | Under 18                | 20   | 7    | 13   |
|   | Over 18                 | 21   | 13   | 8    |
| <b>Ethnicity</b>                                | Albanian                | 37   | 19   | 17   |
|   | Bosnian                 | 3    |      | 1    |
|   | Moldovan                |      |      | 1    |
|   | Roma, Ashkali, Egyptian |      |      | 5    |
|   | Romanian                | 1    |      |      |
|   | Serbian                 |      | 1    | 1    |

## LGBTQI Rights

| Perpetrators of Abuse, Violence and Harassment Targeting LGBTQI People <sup>36</sup> |                                       |                   |       |
|--|---------------------------------------|-------------------|-------|
| Perpetrators   | Psychological Abuse/Verbal Harassment | Physical Violence | Total |
| Close relatives  | 6                                     | --                | 6     |
| Officials in institutions/<br>organizations  | 6                                     | 17                | 23    |
| Public persons   | 6                                     | 17                | 23    |
| Hooligans  | 6                                     | --                | 6     |
| Friends  | 35                                    | 60                | 95    |
| Family   | 12                                    | --                | 12    |
| People on the street   | 12                                    | 17                | 29    |
| School colleagues  | 18                                    | --                | 18    |

| Main Areas of Discrimination for LGBTQI People <sup>37</sup> |       |
|--|-------|
| Area   | Total |
| Access to public services                                    | 10    |
| Military   | 5     |
| Education/professional development                           | 24    |
| Social protection  | 5     |
| Political engagement   | 5     |
| Police protection  | 14    |
| Employment   | 29    |
| Other  | 10    |

| Feelings of Safety for LGBTQI People <sup>38</sup> |       |         |
|--|-------|---------|
| Opinion  | Total | Total % |
| Completely safe                                    | 19    | 16%     |
| Mostly safe  | 10    | 8%      |
| Mostly don't feel safe                             | 33    | 28%     |
| Don't feel safe at all                             | 58    | 48%     |

| Opinions about Homosexuality <sup>39</sup>  |      |      |           |
|---|------|------|-----------|
| Opinion on homosexuality  | Yes  | No   | No answer |
| Seen as an illness  | 47.6 | 30.1 | 22.3      |
| Endangers society   | 61.6 | 20.7 | 17.7      |
| Person can be gay if it's in private  | 35.9 | 47.9 | 16.2      |
| Being LGBT should be prohibited by law and be punishable                          | 50.6 | 22.0 | 27.4      |
| Protecting LGBT people is an idea created by the West to destroy family/tradition | 36.9 | 30.3 | 32.8      |
| I will not hang out with LGBT people  | 45.9 | 28.6 | 25.5      |
| Marriage between two people of the same sex should not be allowed                 | 57.3 | 20.7 | 22.0      |
| Homosexuality has always existed  | 36.1 | 25.0 | 38.9      |
| Gay people should be allowed to adopt children                                    | 7.1  | 72.3 | 20.6      |
| LGBT is spoken about and appears openly compared to past times                    | 57.7 | 19.4 | 22.9      |

| Feeling if a Family Member Came Out as Homosexual <sup>40</sup> |       |
|---|-------|
| Opinion   | Total |
| Very homophobic   | 82.5  |
| Homophobic  | 5.6   |
| Indifferent   | 4.9   |
| Not homophobic  | 2     |
| Not at all homophobic   | 3.6   |
| No answer   | 1.4   |

### Returns and Repatriation Data

| Number of Requests for Renunciation of Citizenship by Gender in 2016 <sup>41</sup> |            |            |       |
|--|------------|------------|-------|
|  | Women      | Men        | Total |
| Number and percentage of cases   | 2780 (40%) | 3121 (52%) | 5901  |
| Positive Answer  | 2744 (99%) | 3087 (99%) | 5831  |
| Negative Answer  | 36 (1%)    | 34 (1%)    | 70    |

| Number of Requests to Receive Citizenship by Gender in 2016 |           |           |       |
|---|-----------|-----------|-------|
|   | Women     | Men       | Total |
| Number and percentage of cases                              | 386 (59%) | 261 (40%) | 647   |
| Positive answer   | 104 (27%) | 75 (29%)  | 179   |
| Negative answer   | 282 (73%) | 186 (71%) | 468   |

| Asylum Seekers by Gender in 2016 <sup>42</sup> |       |     |       |
|--|-------|-----|-------|
|  | Women | Men | Total |
| Number   | 104   | 203 | 307   |
| Percentage (%)                                 | 34%   | 66% | 100%  |

| Persons Who Gained Residential Permits by Gender in 2016 <sup>43</sup> |       |      |       |
|--|-------|------|-------|
|  | Women | Men  | Total |
| Number   | 2214  | 2380 | 4594  |
| Percentage (%)   | 48%   | 52%  | 89.7% |

| Asylum Seekers by State, Gender and Age, 2016 <sup>44</sup> |       |             |      |       |       |       |     |         |
|---|-------|-------------|------|-------|-------|-------|-----|---------|
| State   | Total | Women/Girls | 0-13 | 14-17 | 18-34 | 35-64 | 65+ | Unknown |
| Afghanistan   | 228   | 92 (40%)    | 92   | 22    | 76    | 36    | 2   | 0       |
| Syria   | 55    | 11 (20%)    | 17   | 3     | 26    | 9     | 0   | 0       |
| Iran  | 9     | 1 (11%)     | 3    | 1     | 4     | 1     | 0   | 0       |
| Palestine   | 3     | 0 (0%)      | 0    | 0     | 3     | 0     | 0   | 0       |

| Repatriated Persons January – August 2017 <sup>45</sup> |       |       |     |  |
|---|-------|-------|-----|--|
| Ethnicity   | Total | Women | Men |  |
| Albanian  | 1914  | 27%   | 73% |  |
| Roma  | 335   | 44%   | 56% |  |
| Ashkali   | 412   | 42%   | 58% |  |
| Egyptian  | 104   | 44%   | 56% |  |
| Bosnian   | 15    | 67%   | 33% |  |
| Gorani  | 4     | 50%   | 50% |  |
| Serb  | 16    | 38%   | 63% |  |
| Turkish   | 6     | 50%   | 50% |  |
| No ethnicity declared                                   | 266   | 25%   | 75% |  |
| Total   | 3072  | 31%   | 69% |  |

### Education Sector Data

| Pupils in Pre-University Education Receiving Social Assistance 2015/2016 by Gender <sup>46</sup> |        |        |        |          |           |
|--|--------|--------|--------|----------|-----------|
| Level  | Total  | Boys   | Girls  | Boys (%) | Girls (%) |
| Pre-school / Pre-primary   | 1,388  | 699    | 689    | 50%      | 50%       |
| Primary / Lower Secondary  | 25,412 | 13,217 | 12,195 | 52%      | 48%       |
| Upper Secondary  | 3,464  | 1,925  | 1,539  | 56%      | 44%       |
| Total  | 30,264 | 15,841 | 14,423 | 52%      | 48%       |

| Pupils by Ethnic Origin in Pre-University Education (2016/2017) <sup>47</sup> |                  |                          |  |                |                |                                 |                                  |
|---|------------------|--------------------------|--|----------------|----------------|---------------------------------|----------------------------------|
| Ethnic Origin   | Number of Pupils | Percentage of Pupils (%) | Proportion of Children in School (ages 5-19) | Boys           | Girls          | % of Boys in School (ages 5-19) | % of Girls in School (ages 5-19) |
| Albanian  | 354,789          | 96%                      | 74%  |                |                |                                 |                                  |
| Bosnian   | 4,062            | 1%                       | 61%  |                |                |                                 |                                  |
| Ashkali   | 3,866            | 1%                       | 69%  |                |                |                                 |                                  |
| Turk  | 2,783            | < 1%                     | 62%  |                |                |                                 |                                  |
| Roma  | 1,558            | < 1%                     | 51%  |                |                |                                 |                                  |
| Egyptian  | 852              | < 1%                     | 21%  |                |                |                                 |                                  |
| Goran   | 644              | < 1%                     | 27%  |                |                |                                 |                                  |
| Serb <sup>48</sup>  | 470              | < 1%                     | 9%   |                |                |                                 |                                  |
| Others  | 254              | < 1%                     | 21%  |                |                |                                 |                                  |
| Croatian  | 34               | < 1%                     | NA (see others)                              |                |                |                                 |                                  |
| <b>Total</b>  | <b>369,309</b>   | <b>100%</b>              |  | <b>191,239</b> | <b>178,070</b> | <b>77%</b>                      | <b>77%</b>                       |

| Level of Schooling Completed by Roma, Ashkali and Egyptians in Nine Municipalities <sup>49</sup> |       |         |          |
|--|-------|---------|----------|
| Level of Schooling   | Roma  | Ashkali | Egyptian |
| No Schooling   | 35.4% | 50.1%   | 38.3%    |
| Primary School   | 21.5% | 14.2%   | 25.1%    |
| Secondary School (Lower, Upper)  | 7.3%  | 3.7%    | 5%       |

| Low-Performing Students on the PISA Test by Gender (2015) <sup>50</sup> |                     |           |             |
|---|---------------------|-----------|-------------|
| Subject   | Global Baseline (%) | Males (%) | Females (%) |
| Mathematics   | 77.8%               | 74.9%     | 80.5%       |
| Reading   | 76.9%               | 83.2%     | 70.3%       |
| Science   | 67.7%               | 69.8%     | 65.7%       |

| Vocational School and Adult Education Attendance by Gender in 2016/2017 <sup>51</sup> |       |       |          |           |
|---|-------|-------|----------|-----------|
| Total   | Boys  | Girls | Boys (%) | Girls (%) |
| <b>Vocational Schools</b>   |       |       |          |           |
| 45462   | 27204 | 18258 | 60%      | 40%       |
| <b>Adult Education</b>  |       |       |          |           |
| 1794  | 1177  | 617   | 66%      | 34%       |

| Teachers by Ethnicity (2016/2017) <sup>52</sup> |               |               |
|---|---------------|---------------|
| Ethnicity                                       | # of Teachers | % of Teachers |
| Albanian  | 22,548        | 97.2%         |
| Bosnian   | 192           | 0.8%          |
| Ashkali   | 428           | 1.8%          |
| Turk  | 7             | ≤1%           |
| Roma  | 7             | ≤1%           |
| Egyptian  | 6             | ≤1%           |
| Goran   | 8             | ≤1%           |
| Croatian  | 6             | ≤1%           |
| Total   | 23,202        | 100%          |

| Teachers and Staff in Pre-University Education by Gender in 2016/2017 |       |         |           |
|---|-------|---------|-----------|
| Level   | Total | Men (%) | Women (%) |
| Pre-school (Teachers)   | 535   | 0.4%    | 99.6%     |
| Pre-school (Admin Staff)  | 92    | 16%     | 84%       |
| Pre-school (Support Staff)  | 181   | 38%     | 62%       |
| Total Pre-school  | 808   | 11%     | 89%       |
| Primary/Lower Secondary (Teachers)                                    | 17410 | 46%     | 54%       |
| Primary/Lower Secondary (Admin Staff)                                 | 1227  | 76%     | 24%       |
| Primary/Lower Secondary (Support Staff)                               | 2388  | 89%     | 11%       |
| Primary/Lower Secondary (Total)                                       | 21025 | 53%     | 47%       |
| Upper Secondary (Teachers)  | 5257  | 60%     | 40%       |
| Upper Secondary (Admin Staff)   | 354   | 77%     | 23%       |
| Higher Secondary (Support Staff)                                      | 520   | 87%     | 13%       |
| Higher Secondary (Total)  | 6131  | 63%     | 37%       |

| Pupils in Resource Centres/Special Needs Schools by Gender in 2016/2017 |       |      |       |          |           |
|---|-------|------|-------|----------|-----------|
| Level   | Total | Boys | Girls | Boys (%) | Girls (%) |
| Pre-School/Pre-Primary  | 19    | 12   | 7     | 63%      | 37%       |
| Primary/Lower Secondary   | 184   | 103  | 81    | 56%      | 44%       |
| Upper Secondary   | 68    | 45   | 23    | 66%      | 34%       |
| Total   | 271   | 160  | 111   | 59%      | 41%       |

| University Professors by Gender (2016/2017) <sup>53</sup> |            |            |             |            |
|---|------------|------------|-------------|------------|
| University  | Women      | Women (%)  | Men         | Men (%)    |
| University of Prishtina/Priština                          | 493        | 35%        | 910         | 65%        |
| University of Gjakova/Đakovica                            | 32         | 35%        | 59          | 65%        |
| University of Gjilan/Gnjilane                             | 34         | 29%        | 84          | 71%        |
| University of Mitrovica/Kosovska Mitrovica                | 57         | 33%        | 116         | 67%        |
| University of Peja/Peć                                    | 61         | 30%        | 140         | 70%        |
| University of Prizren                                     | 61         | 29%        | 147         | 71%        |
| <b>Total Public Universities</b>                          | <b>738</b> | <b>34%</b> | <b>1456</b> | <b>66%</b> |
| <b>Private Universities</b>                               |            |            |             |            |
| AAB College   | 126        | 32%        | 265         | 68%        |
| American University of Kosovo                             | 15         | 50%        | 15          | 50%        |
| Fama College  | 27         | 13%        | 175         | 87%        |
| College Biznesi   | 18         | 13%        | 116         | 87%        |
| Design Factory  | 11         | 79%        | 3           | 21%        |
| European of Kosovo  | 11         | 24%        | 34          | 76%        |
| European College Dukagjini                                | 17         | 18%        | 79          | 82%        |
| Gjilani University College                                | --         |            | --          |            |
| Humanistika/Humanities College                            | 1          | 11%        | 8           | 89%        |
| International Business College Mitrovica (IBCM)           | 9          | 56%        | 7           | 44%        |

| University  | Women       | Women (%)  | Men         | Men (%)    |
|---|-------------|------------|-------------|------------|
| Internacional   | --          |            | --          |            |
| ISPE College  | 17          | 25%        | 51          | 75%        |
| European College Juridica                               | 8           | 21%        | 30          | 79%        |
| Pjeter Budi College                                     | 7           | 25%        | 21          | 75%        |
| PBHE Heimerer College                                   | 71          | 45%        | 87          | 55%        |
| College of Medical Sciences Rezonanca                   | 59          | 36%        | 105         | 64%        |
| Riinvest Institute                                      | 13          | 24%        | 42          | 76%        |
| College of Applied Technical Sciences Tempulli          | 18          | 18%        | 82          | 82%        |
| University for Business and Technology (UBT)            | 134         | 21%        | 511         | 79%        |
| Universi College  | 13          | 35%        | 24          | 65%        |
| Academy Evolution                                       | 13          | 33%        | 27          | 68%        |
| College Dardania  | 30          | 30%        | 69          | 70%        |
| European School of Law and Governance (ESLG)            | 20          | 27%        | 53          | 73%        |
| Iliria College  | 31          | 28%        | 81          | 72%        |
| Universum College                                       | 22          | 34%        | 42          | 66%        |
| Vision for Education                                    | --          |            | --          |            |
| Faculty of Economics of Ljubljana                       | --          |            | --          |            |
| Eada School   | --          |            | --          |            |
| Victory College   | --          |            | --          |            |
| Globus College  | 7           | 25%        | 21          | 75%        |
| Arberi  | 6           | 19%        | 26          | 81%        |
| <b>Total Private Universities</b>                       | <b>704</b>  | <b>26%</b> | <b>1974</b> | <b>74%</b> |
| <b>Overall Total in Public and Private Universities</b> | <b>1442</b> | <b>30%</b> | <b>3430</b> | <b>70%</b> |

#### Students Enrolled in Bachelor and Master Studies by Gender (2015/2016)

| School  | Total  | Men (%) | Bachelor Level |       | Master Level |           |
|---------|--------|---------|----------------|-------|--------------|-----------|
|         |        |         | Women (%)      | Total | Men (%)      | Women (%) |
| Public  | 64313  | 54%     | 46%            | 15406 | 57%          | 43%       |
| Private | 39151  | 42%     | 58%            | 8167  | 33%          | 67%       |
| Total   | 103464 | 49%     | 51%            | 23573 | 49%          | 51%       |

#### University of Prishtina/Priština Students by Gender in 2015/2016, by Level of Studies

| Level            | Total | Men (%) | Women (%) |
|------------------|-------|---------|-----------|
| Bachelor Studies | 40383 | 45%     | 55%       |
| Master Studies   | 558   | 49%     | 51%       |

#### Students Graduating from the University of Prizren by Gender in 2015/2016

|     | Total | Men | Women | Men (%) | Women (%) |
|-----|-------|-----|-------|---------|-----------|
| All | 470   | 159 | 311   | 34%     | 66%       |

#### Staff Teaching at the University of Prishtina/Priština by Gender in 2015/2016

|     | Total | Men | Women | Men (%) | Women (%) |
|-----|-------|-----|-------|---------|-----------|
| All | 956   | 628 | 331   | 65%     | 35%       |

#### Students Graduating from the University of Peja/Peç by Gender in 2014/2015

|                 | Total | Men | Women | Men (%) | Women (%) |
|-----------------|-------|-----|-------|---------|-----------|
| Bachelor degree | 585   | 237 | 348   | 41%     | 59%       |
| Master Degree   | 12    | 5   | 7     | 42%     | 58%       |

| Academic Staff at the University of Peja/Peč by Gender in 2015/2016 |            |            |           |            |            |
|---|------------|------------|-----------|------------|------------|
| Department  | Total      | Men        | Women     | Men (%)    | Women (%)  |
| Business  | 63         | 39         | 24        | 62%        | 38%        |
| Law   | 30         | 27         | 3         | 90%        | 10%        |
| Mathematics   | 31         | 16         | 15        | 52%        | 48%        |
| Agribusiness  | 49         | 38         | 11        | 78%        | 22%        |
| Arts  | 27         | 16         | 11        | 59%        | 41%        |
| <b>Total</b>  | <b>200</b> | <b>136</b> | <b>64</b> | <b>68%</b> | <b>32%</b> |

| University of Prizren Staff by Gender in 2015/2016 |            |            |           |            |            |
|--|------------|------------|-----------|------------|------------|
| Department   | Total      | Men        | Women     | Men (%)    | Women (%)  |
| Economics  | 38         | 31         | 7         | 82%        | 18%        |
| Law  | 29         | 23         | 6         | 79%        | 21%        |
| Software and Design IT                             | 28         | 21         | 7         | 75%        | 25%        |
| Philology  | 29         | 15         | 14        | 52%        | 48%        |
| Education  | 57         | 21         | 33        | 37%        | 58%        |
| <b>Total</b>                                       | <b>181</b> | <b>114</b> | <b>67</b> | <b>63%</b> | <b>37%</b> |

| Students Enrolled and Staff Teaching at the University of Gjilan/Gnjilane by Gender in 2016/2017 |       |     |       |         |           |          |      |       |         |           |
|--|-------|-----|-------|---------|-----------|----------|------|-------|---------|-----------|
| Professors   |       |     |       |         |           | Students |      |       |         |           |
| Department   | Total | Men | Women | Men (%) | Women (%) | Total    | Men  | Women | Men (%) | Women (%) |
| Total  | 111   | 60  | 32    | 54%     | 29%       | 4422     | 1992 | 2430  | 45%     | 55%       |

| Students Enrolled at the University of Gjakova/Đakovica, Disaggregated by Gender in 2015/2016 |       |     |       |         |           |
|---|-------|-----|-------|---------|-----------|
| Department  | Total | Men | Women | Men (%) | Women (%) |
| Total   | 2216  | 533 | 1683  | 24%     | 76%       |

| Academic Staff at the University of Prishtina/Priština, Disaggregated by Gender 2015/2016 |       |     |       |         |           |
|---|-------|-----|-------|---------|-----------|
| Department  | Total | Men | Women | Men (%) | Women (%) |
| Total   | 111   | 68  | 43    | 61%     | 39%       |

| Students Pursuing a Bachelor Degree at the University of Mitrovica/Kosovska Mitrovica by Gender |       |      |       |         |           |
|---|-------|------|-------|---------|-----------|
| Department  | Total | Men  | Women | Men (%) | Women (%) |
| Total   | 2167  | 1129 | 1038  | 52%     | 48%       |

| Academic and Administrative Staff at the University of Mitrovica/Kosovska Mitrovica by Gender in 2015/2016 |       |     |       |         |           |
|--|-------|-----|-------|---------|-----------|
|  | Total | Men | Women | Men (%) | Women (%) |
| Administration   | 48    | 22  | 26    | 46%     | 54%       |
| Academic   | 81    | 63  | 18    | 78%     | 22%       |

| Students Enrolled at the Faculty of Islamic Studies, Kosovo Academy for Public Safety, and all Private Higher-Education institutions 2015/2016 |       |     |       |         |           |
|--|-------|-----|-------|---------|-----------|
| Department   | Total | Men | Women | Men (%) | Women (%) |
| Faculty of Islamic Studies   | 348   | 203 | 145   | 58%     | 42%       |
| Kosovo Academy for Public Safety   | 118   | 105 | 13    | 89%     | 11%       |

## Employment

| Women's Employment by Sector <sup>54</sup> |     |
|--|-----|
| NGOs                                       | 2%  |
| International Organizations                | 1%  |
| Self-Employed                              | 2%  |
| Public Sector                              | 41% |
| Private Sector                             | 54% |

| Average Salary of Employed Women by Level of Education <sup>55</sup> |      |
|--|------|
| Primary School   | €227 |
| High School  | €296 |
| Associate Degree   | €390 |
| Bachelor's Degree  | €429 |
| Master's Degree or More  | €538 |

| Educational Level by Sector of Employment <sup>56</sup> |                |               |
|---|----------------|---------------|
|   | Private Sector | Public Sector |
| Primary School  | 3%             | 5%            |
| High School   | 27%            | 8%            |
| Associate Degree  | 10%            | 9%            |
| Bachelor's Degree                                       | 31%            | 49%           |
| Master's Degree or More                                 | 11%            | 16%           |

| Hiring Process for Women <sup>57</sup> |                |               |
|--|----------------|---------------|
|  | Private Sector | Public Sector |
| Hired via a Systematic Hiring Process  | 44%            | 87%           |
| Hired through Good References          | 29%            | 8%            |
| Hired by Means of Family Connections   | 27%            | 5%            |

| Economic Activity by Gender, 2017 <sup>58</sup>                |       |       |       |
|--|-------|-------|-------|
| Economic Activity  | Men   | Women | All   |
| Agriculture, forestry and fishing                              | 4.7%  | 3.3%  | 4.4%  |
| Mining and quarrying   | 1.4%  | 0.2%  | 1.2%  |
| Manufacturing  | 14.8% | 7%    | 13.2% |
| Electricity, gas, steam and air condition supply               | 2.2%  | 0.6%  | 1.8%  |
| Water supply, sewage and waste management                      | 1.6%  | 0.6%  | 1.2%  |
| Construction   | 16.2% | 0.6%  | 12.9% |
| Wholesale and retail trade, car and motorcycle repairs         | 14.8% | 14.0% | 14.7% |
| Transportation and storage                                     | 3.2%  | 0.8%  | 2.7%  |
| Accommodation and food service activities                      | 7.3%  | 3.8%  | 6.6%  |
| Information and Communication                                  | 2.6%  | 2.9%  | 2.6%  |
| Financial and insurance activities                             | 1.5%  | 2.7%  | 1.7%  |
| Real estate activities   | 0.0%  | 0.1%  | 0.1%  |
| Professional, scientific, and technical activities             | 2.2%  | 2.3%  | 2.2%  |
| Administrative and support service activities                  | 4.2%  | 2.6%  | 3.8%  |
| Public administration and defence, compulsory social security  | 5.8%  | 7.3%  | 6.1%  |
| Education  | 7.1%  | 18.4% | 9.5%  |
| Human health and social work activities                        | 3.9%  | 16.0% | 6.5%  |
| Arts, entertainment and recreation                             | 1.3%  | 1.5%  | 1.4%  |
| Other service activities                                       | 4.0%  | 5.9%  | 4.4%  |
| Household employment activities                                | 0.7%  | 7.0%  | 2.1%  |
| Activities of institutions and extra-territorial organizations | 0.6%  | 2.5%  | 1.0%  |

| Labour Market Data on Youth by Gender, 2017 <sup>59</sup> |       |         |           |
|---|-------|---------|-----------|
|   | All   | Men (%) | Women (%) |
| Youth unemployed  | 52.7% | 48.4%   | 63.5%     |
| Youth Not in Employment, Education or Training (NEET)     | 27.4% | 23.8%   | 32.4%     |

| Maternity Leave Recipients by Sector and Budget Spent <sup>60</sup> |                |            |               |            |                |            |             |                   |
|---|----------------|------------|---------------|------------|----------------|------------|-------------|-------------------|
| Year  | Civil Servants | %          | Public Sector | %          | Private Sector | %          | Total       | Budget Spent      |
| 2011  | 364            | 49%        | 256           | 34%        | 128            | 17%        | 748         | €256,833          |
| 2012  | 203            | 18%        | 560           | 50%        | 363            | 32%        | 1126        | €506,319          |
| 2013  | 238            | 19%        | 570           | 45%        | 462            | 36%        | 1270        | €523,212          |
| 2014  | 204            | 15%        | 531           | 39%        | 624            | 46%        | 1359        | €592,711          |
| 2015  | 170            | 14%        | 444           | 36%        | 609            | 50%        | 1223        | €814,091          |
| <b>Total</b>  | <b>1179</b>    | <b>23%</b> | <b>2361</b>   | <b>41%</b> | <b>2186</b>    | <b>36%</b> | <b>5726</b> | <b>€2,693,166</b> |

| Extent to Which Employers Provide Employment Security during Maternity Leave <sup>61</sup>  |       |       |
|---|-------|-------|
|   | Yes   | No    |
| Employer guarantees women can return to work following maternity leave  | 18.1% | 81.9% |
| Employer protects against dismissal of an employee during pregnancy or maternity leave  | 7%    | 93%   |
| Employer finds it unreasonable to terminate a woman's contract if she takes a long leave  | 22%   | 78%   |
| Employer rehires a woman even if her contract expires while she is on maternity leave   | 93%   | 7%    |
| Employees have a mechanism in place to report maternity leave rights violations   | 32%   | 68%   |
| Employers pay women the same salary when they return from maternity leave   | 96%   | 4%    |
| Employers ensure women retain workplace entitlements (eligibility for leave, pension accumulation, promotion consideration) when they return from maternity leave | 79%   | 21%   |
| Employees return to the same working conditions after maternity leave   | 82%   | 18%   |

| Men's Preferences for Paternity Leave Length <sup>62</sup>                                 |               |
|--|---------------|
| Preference   | Number of Men |
| I'd like to work part-time   | 1             |
| More than 12 months  | 5             |
| More than 9 to 12 months (as is now for women, 3 months without pay)                       | 18            |
| More than 6 to 9 months (as is now for women, with half the average monthly pay in Kosovo) | 17            |
| More than 3 to 6 months (as is now for women, with 70% monthly pay)                        | 49            |
| More than 1 to 3 months  | 77            |
| 4 days to one month  | 126           |
| 1 to 3 days (which is the current law)   | 34            |
| 0 days   | 14            |

| Number of Days Received for Paternity Leave <sup>63</sup> |                                     |
|---|-------------------------------------|
| Number of Days  | Percentage of Surveyed Employed Men |
| More than three days                                      | 19%                                 |
| Three days  | 38%                                 |
| Two days  | 15%                                 |
| One day   | 9%                                  |
| Unable to take off any days                               | 19%                                 |

| Women Who Agree with the Following Statements <sup>64</sup> |     |
|---|-----|
| I have been discriminated against at work                   | 11% |
| My manager takes gender into account when delegating work   | 34% |
| My gender affects my profession                             | 18% |
| Colleagues treat me differently because of my gender        | 20% |

## Competitiveness, Trade and Industry

| Enterprises Awarded Grants from KIESA in 2015, Disaggregated by Gender <sup>65</sup> |                  |   |           |   |                             |   |                             |                      |                   |
|--|------------------|---|-----------|---|-----------------------------|---|-----------------------------|----------------------|-------------------|
| Type of Enterprise   | # of Enterprises | # and % of Enterprises Owned by Women/Men |           | Total # and % of all Projects Financed by KIESA for Women/Men |                             | Total Amount and % of Project Financed by Enterprises |                             | Total Project Budget |                   |
|  |                  | W   | M         | W   | M                           | W   | M                           | W                    | M                 |
| SMEs   | 15               | 1   | 14        | €130,892<br>(75%)   | €2,334,376<br>(56%)         | €43,731<br>(25%)                                      | €1,823,240<br>(40%)         | €174,622             | €4,157,616        |
| %  | 100%             | 7%  | 93%       | 5%  | 95%                         | 23%   | 98%                         | 4%                   | 96%               |
| Micro Enterprises  | 21               | 5   | 16        | €105,142<br>(77%)   | €363,590<br>(36%)           | €33,457<br>(24%)                                      | €162,061<br>(31%)           | €138,599             | €525,651          |
| %  | 100%             | 24%                                       | 76%       | 22%   | 78%                         | 17%   | 83%                         | 21%                  | 79%               |
| <b>Total</b>   | <b>36</b>        | <b>6</b>                                  | <b>30</b> | <b>€236,033<br/>(8%)</b>                                      | <b>€2,697,966<br/>(92%)</b> | <b>€77,187<br/>(6%)</b>                               | <b>€1,985,301<br/>(28%)</b> | <b>€313,220</b>      | <b>€4,683,267</b> |
| %  | 100%             | 17%                                       | 83%       | 8%  | 92%                         | 4%  | 96%                         | 6%                   | 94%               |

| Staff in Banks by Gender, 2017 <sup>66</sup> |               |       |                                 |       |
|--|---------------|-------|---------------------------------|-------|
| Bank   | All Employees |       | Leadership/Managerial Positions |       |
|  | % Women       | % Men | % Women                         | % Men |
| TEB  | 51%           | 49%   | N/A                             | N/A   |
| Raiffeisen Bank                              | 54%           | 46%   | 32%                             | 67%   |
| ProCredit Bank                               | 48%           | 52%   | 40%                             | 60%   |
| Central Bank of Kosovo                       | 51%           | 49%   | 43%                             | 57%   |

| Number of New Businesses Registered, 2014-2016 <sup>67</sup> |                                  |                                 |                                   |                      |
|--|----------------------------------|---------------------------------|-----------------------------------|----------------------|
| Type of Business   | # and % of Businesses Registered | # and % of Men-Owned Businesses | # and % of Women-Owned Businesses | # and % Unidentified |
| <b>Total</b>   | <b>24,613 (100%)</b>             | <b>20,204 (82%)</b>             | <b>4,391 (18%)</b>                | <b>18 (0.1%)</b>     |
| Individual Business  | 17,781 (72%)                     | 14,235 (80%)                    | 3,545 (20%)                       | 1 (0.0%)             |
| Limited Liability Company                                    | 6,428 (26%)                      | 5,606 (87%)                     | 806 (13%)                         | 16 (0.2%)            |
| General Partnership  | 190 (0.8%)                       | 162 (85%)                       | 28 (15%)                          | 0 (0.0%)             |
| Agricultural Cooperative                                     | 14 (0.1%)                        | 8 (57%)                         | 6 (43%)                           | 0 (0.0%)             |
| Joint-Stock Company  | 58 (0.2%)                        | 53 (91%)                        | 4 (7%)                            | 1 (1.7%)             |
| Foreign Company  | 137 (0.6%)                       | 135 (99%)                       | 2 (1%)                            | 0 (0.0%)             |
| Public Company   | 1 (0.0%)                         | 1 (100%)                        | 0 (0%)                            | 0 (0%)               |
| Social Company   | 3 (0.0%)                         | 3 (100%)                        | 0 (0%)                            | 0 (0%)               |
| Limited Partnership  | 1 (0.0%)                         | 1 (100%)                        | 0 (0%)                            | 0 (0%)               |

### Information and Communication Technologies (ICT)

| Employees in All ICT Companies in Kosovo by Gender, 2013 <sup>68</sup> |       |
|--|-------|
| Men  | Women |
| 78%  | 22%   |

| Challenges Faced by Women in the ICT Sector <sup>69</sup>                    |            |
|--|------------|
| Challenge  | Percentage |
| No support from government (esp. maternity leave)                            | 86%        |
| Small number of female colleagues to discuss professional issues             | 58%        |
| Difference in salaries with male colleagues                                  | 66%        |
| Difficulties in finding a job because it is considered a male job            | 69%        |
| Prejudice regarding women's professionalism                                  | 71%        |
| No support from society  | 74%        |
| No support from family   | 75%        |
| No flexibility when becoming a mother  | 76%        |
| No support from employer   | 78%        |
| It is considered a profession that requires further professional advancement | 81%        |

## Agriculture Data

| Licenses for Subjects Engaged in Activities in Forest and Forest Lands by Gender <sup>70</sup> |                           |                |                  |                 |
|--|---------------------------|----------------|------------------|-----------------|
| Year   | Type of Activity          | Total Licenses | # and % of Women | # and % of Men  |
| 2014   | Usage                     | 22             | 4 (18%)          | 18 (82%)        |
|  | Cultivation               | 1              | 1 (100%)         | 0 (0%)          |
|  | Gathering                 | 5              | 0 (0%)           | 5 (100%)        |
|  | Forestation               | 4              | 1 (25%)          | 3 (75%)         |
|  | Roads Maintenance         | 1              | 0 (0%)           | 1 (100%)        |
| <b>Total 2014</b>  |                           | <b>33</b>      | <b>6 (18%)</b>   | <b>27 (82%)</b> |
| 2015   | Usage                     | 27             | 3 (11%)          | 24 (89%)        |
|  | Cultivation               | 1              | 0 (0%)           | 1 (100%)        |
|  | Gathering                 | 10             | 4 (40%)          | 6 (60%)         |
|  | Forestation               | 2              | 0 (0%)           | 2 (100%)        |
|  | Roads Maintenance         | 1              | 0 (0%)           | 1 (100%)        |
| <b>Total 2015</b>  |                           | <b>41</b>      | <b>7 (17%)</b>   | <b>34 (83%)</b> |
| 2016   | Usage                     | 13             | 1 (8%)           | 12 (92%)        |
|  | Gathering                 | 10             | 2 (20%)          | 8 (80%)         |
|  | Forestation               | 1              | 0 (0%)           | 1 (100%)        |
|  | Drafting Managerial Plans | 1              | 0 (0%)           | 1 (100%)        |
| <b>Total 2016</b>  |                           | <b>25</b>      | <b>3 (12%)</b>   | <b>22 (88%)</b> |
| 2017 (March)   | Gathering                 | 7              | 1 (14%)          | 6 (86%)         |
|  | Cultivation               | 1              | 0 (0%)           | 1 (100%)        |
|  | Forestation               | 1              | 1 (100%)         | 0 (0%)          |
|  | Usage                     | 8              | 3 (38%)          | 5 (63%)         |
|  | Sawmill                   | 4              | 0 (0%)           | 4 (100%)        |
| <b>Total 2017 (as of March)</b>  |                           | <b>21</b>      | <b>5 (24%)</b>   | <b>16 (76%)</b> |
| <b>Total</b>   |                           | <b>120</b>     | <b>21 (18%)</b>  | <b>99 (83%)</b> |

| Agricultural NGO Beneficiaries of MAFRD Grants by Municipality and Gender, 2015-2016 |                          |                  |                 |                      |                       |                 |
|--|--------------------------|------------------|-----------------|----------------------|-----------------------|-----------------|
| 2015   | Total # of Beneficiaries | Total # of Women | Total # of Men  | Women Recipients     | Men Recipients        | Total           |
| Prishtina/Priština   | 19                       | 7 (37%)          | 12 (63%)        | €19,600 (41%)        | €28,100 (59%)         | €47,700         |
| Deçan/Dečani   | 2                        | 1 (50%)          | 1 (50%)         | €1,300 (27%)         | €3,500 (73%)          | €4,800          |
| Gjilan/Gnjilane  | 3                        | 0 (0%)           | 3 (100%)        | €0 (0%)              | €5,700 (100%)         | €5,700          |
| Gjakova/Đakovica   | 2                        | 0 (0%)           | 2 (100%)        | €0 (0%)              | €4,500 (100%)         | €4,500          |
| Kamenica/Kosovska Kamenica   | 2                        | 1 (50%)          | 1 (50%)         | €3,000 (46%)         | €3,500 (54%)          | €6,500          |
| Gračanica/Gračanica  | 2                        | 1 (50%)          | 1 (50%)         | €3,500 (64%)         | €2,000 (36%)          | €5,500          |
| Rahovec/Orahovac   | 10                       | 0 (0%)           | 10 (100%)       | €0 (0%)              | €28,000 (100%)        | €28,000         |
| Lipjan/Lipljan   | 2                        | 1 (50%)          | 1 (50%)         | €1,200 (38%)         | €2,000 (63%)          | €3,200          |
| Mitrovica/Kosovska Mitrovica   | 3                        | 1 (33%)          | 2 (67%)         | €3,500 (32%)         | €7,500 (68%)          | €11,000         |
| Besiane/Podujevo   | 2                        | 1 (50%)          | 1 (50%)         | €1,100 (24%)         | €3,500 (76%)          | €4,600          |
| Skenderaj/Srbica   | 6                        | 2 (33%)          | 4 (67%)         | €4,200 (32%)         | €9,000 (68%)          | €13,200         |
| Vushtrria/Vučitrn  | 3                        | 1 (33%)          | 2 (67%)         | €3,500 (35%)         | €6,600 (65%)          | 10,100          |
| Zvečan/Zvečan  | 1                        | 1 (100%)         | 0 (0%)          | €1,300 (100%)        | €0 (0%)               | €1,300          |
| Ferizaj/Uroševac   | 2                        | 2 (100%)         | 0 (0%)          | €2,300 (100%)        | €0 (0%)               | €2,300          |
| Malisheva/Mališevo   | 2                        | 2 (100%)         | 0 (0%)          | €4,500 (100%)        | €0 (0%)               | €4,500          |
| Prizren  | 1                        | 1 (100%)         | 0 (0%)          | €2,000 (100%)        | €0 (0%)               | €2,000          |
| Dragash/Dragaš   | 2                        | 2 (100%)         | 0 (0%)          | €4,700 (100%)        | €0 (0%)               | €4,700          |
| Drenas/Glogovac  | 1                        | 1 (100%)         | 0 (0%)          | €1,200 (100%)        | €0 (0%)               | €1,200          |
| <b>Total 2015</b>  | <b>65</b>                | <b>25 (38%)</b>  | <b>40 (62%)</b> | <b>€56,900 (35%)</b> | <b>€103,900 (65%)</b> | <b>€160,800</b> |

| 2016                         | Total # of Beneficiaries | Total # of Women | Total # of Men  | Women Recipients     | Men Recipients       | Total           |
|------------------------------|--------------------------|------------------|-----------------|----------------------|----------------------|-----------------|
| Pristina/Priština            | 11                       | 3 (27%)          | 8 (73%)         | €4,900 (20%)         | €19,900 (80%)        | €24,800         |
| Deçan/Dečani                 | 3                        | 1 (33%)          | 2 (67%)         | €2,000 (47%)         | €2,300 (53%)         | €4,300          |
| Kamenica/Kosovska Kamenica   | 3                        | 0 (0%)           | 3 (100%)        | €0 (0%)              | €6,400 (100%)        | €6,400          |
| Gračanica/Gračanica          | 2                        | 1 (50%)          | 1 (50%)         | €2,500 (42%)         | €3,500 (58%)         | €6,000          |
| Rahovec/Orahovac             | 2                        | 0 (0%)           | 2 (100%)        | €0 (0%)              | €4,500 (100%)        | €4,500          |
| Lipjan/Lipljan               | 3                        | 2 (67%)          | 1 (33%)         | €4,000 (67%)         | €2,000 (33%)         | €6,000          |
| Mitrovica/Kosovska Mitrovica | 9                        | 5 (56%)          | 4 (44%)         | €11,500 (58%)        | €8,500 (43%)         | €20,000         |
| Podujeva/Bodujevo            | 2                        | 1 (50%)          | 1 (50%)         | €2,000 (57%)         | €1,500 (43%)         | €3,500          |
| Skenderaj/Srbica             | 3                        | 1 (33%)          | 2 (67%)         | €2,000 (29%)         | €5,000 (71%)         | €7,000          |
| Vushtrria/Vučitrn            | 3                        | 1 (33%)          | 2 (67%)         | €2,000 (27%)         | €5,500 (73%)         | €7,500          |
| Ferizaj/Uroševac             | 1                        | 1 (100%)         | 0 (0%)          | €1,000 (100%)        | €0 (0%)              | €1,000          |
| Malisheva/Mališevo           | 1                        | 1 (100%)         | 0 (0%)          | €1,000 (100%)        | €0 (0%)              | €1,000          |
| Dragash/Dragaš               | 1                        | 1 (100%)         | 0 (0%)          | €1,500 (100%)        | €0 (0%)              | €1,500          |
| Drenas/Glogovac              | 2                        | 0 (0%)           | 2 (100%)        | €0 (0%)              | €4,500 (100%)        | €4,500          |
| Viti/Vitina                  | 3                        | 3 (100%)         | 0 (0%)          | €4,400 (100%)        | €0 (0%)              | €4,400          |
| Klina                        | 3                        | 1 (33%)          | 2 (67%)         | €1,500 (22%)         | €5,300 (78%)         | €6,800          |
| Peja/Peć                     | 3                        | 3 (100%)         | 0 (0%)          | €8,000 (100%)        | €0 (0%)              | €8,000          |
| Fushë Kosova/Kosovo Polje    | 1                        | 1 (100%)         | 0 (0%)          | €1,400 (100%)        | €0 (0%)              | €1,400          |
| Junik                        | 1                        | 1 (100%)         | 0 (0%)          | €1,000 (100%)        | €0 (0%)              | €1,000          |
| Kaçanik/Kaçanik              | 1                        | 1 (100%)         | 0 (0%)          | €1,400 (100%)        | €0 (0%)              | €1,400          |
| <b>Total 2016</b>            | <b>58</b>                | <b>28 (48%)</b>  | <b>30 (52%)</b> | <b>€52,100 (43%)</b> | <b>€68,900 (57%)</b> | <b>€121,000</b> |

#### MAFRD Beneficiaries of Subventions – Direct Payments, by Gender<sup>71</sup>

| Year | Total # of Beneficiaries | # and % of Women | # and % of Men | Amount Spent on Women | Amount Spent on Men | Total Budget for Subventions |
|------|--------------------------|------------------|----------------|-----------------------|---------------------|------------------------------|
| 2015 | 37,134                   | 823 (2%)         | 36,311 (98%)   | €623,456 (3%)         | €20,631,020 (97%)   | €21,254,476                  |
| 2016 | 42,971                   | 952 (2%)         | 42,019 (98%)   | €775,556 (3%)         | €24,961,436 (97%)   | €25,736,991                  |

#### Farmers Registered in the Vineyard Cadastre Register by Gender, 2015-2017<sup>72</sup>

|  | Number (#)   | Percentage (%) |
|--|--------------|----------------|
| Women that use and have used vineyards                     | 52           | 1%             |
| Men that use and have used vineyards                       | 5,930        | 99%            |
| <b>Farmers that use or have used vineyards</b>             | <b>5,982</b> | <b>100%</b>    |
| Women that use vineyards, as of April 2017                 | 42           | 1%             |
| Men that use vineyards, as of April 2017                   | 4,654        | 99%            |
| <b>Total users of vineyards, as of April 2017</b>          | <b>4,696</b> |                |
| Women that have used vineyards in 2015-2016                | 10           | 1%             |
| Men that have used vineyards in 2015-2016                  | 1,276        | 99%            |
| <b>Total farmers that have used vineyards in 2015-2016</b> | <b>1,286</b> |                |

| Active Licensed Farmers and Subjects, by Gender <sup>73</sup> |                  |                  |                |
|---|------------------|------------------|----------------|
| Licenses  | # and % of Women | # and % of Men   | Total Licenses |
| Licensed Seed Importers                                       | 3 (5%)           | 63 (95%)         | 66             |
| Seed Traders  | 13 (4%)          | 293 (96%)        | 306            |
| Seed Producers  | 0 (0%)           | 3 (100%)         | 3              |
| Seed Processors   | 0 (0%)           | 3 (100%)         | 3              |
| Seed Packers  | 0 (0%)           | 2 (100%)         | 2              |
| List of Subjects with Temporary Permission for DDD            | 4 (6%)           | 61 (94%)         | 65             |
| List of Responsible Persons in Agricultural Pharmacies        | 12 (8%)          | 144 (92%)        | 156            |
| List of Licensed Subjects to Import Pesticides                | 0 (0%)           | 17 (100%)        | 17             |
| List of Licensed Subjects to Import Fertilizers               | 0 (0%)           | 49 (100%)        | 49             |
| Licenses for Vegetable Producers                              | 1 (7%)           | 14 (93%)         | 15             |
| Licenses for Vegetable Importers                              | 0 (0%)           | 6 (100%)         | 6              |
| Licenses for Vegetable Traders                                | 1 (4%)           | 22 (96%)         | 23             |
| Decorative Plant Producers                                    | 4 (13%)          | 28 (88%)         | 32             |
| Decorative Plant Importers                                    | 2 (3%)           | 76 (97%)         | 78             |
| Decorative Plant Traders                                      | 5 (8%)           | 61 (92%)         | 66             |
| Grape Plant Seedlings Importers                               | 0 (0%)           | 5 (100%)         | 5              |
| Vegetable Seedlings Producers                                 | 2 (8%)           | 22 (92%)         | 24             |
| Vegetable Seedlings Importers                                 | 1 (2%)           | 42 (98%)         | 43             |
| Vegetable Seedlings Traders                                   | 2 (8%)           | 23 (92%)         | 25             |
| Vegetable Seedlings Exporters                                 | 0 (0%)           | 1 (100%)         | 1              |
| Grape Plant Seedlings Traders                                 | 1 (33%)          | 2 (67%)          | 3              |
| Decorative Plants Exporters                                   | 0 (0%)           | 5 (100%)         | 5              |
| Fruits Seedlings Producers                                    | 0 (0%)           | 8 (100%)         | 8              |
| Fruits Seedlings Importers                                    | 1 (5%)           | 20 (95%)         | 21             |
| Fruits Seedlings Traders                                      | 1 (6%)           | 16 (94%)         | 17             |
| <b>Total</b>  | <b>53 (5%)</b>   | <b>986 (95%)</b> | <b>1,039</b>   |

### Transportation Data

| Employees at "Infrakos" Railway Company by Gender <sup>74</sup> |            |             |             |           |           |
|---|------------|-------------|-------------|-----------|-----------|
| Employees   | Number     | Percent     | Average Age | Directors | Managers  |
| Women   | 19         | 6%          | 39          | 0         | 2         |
| Men   | 306        | 94%         | 50          | 9         | 8         |
| <b>Total</b>  | <b>325</b> | <b>100%</b> | <b>44.5</b> | <b>9</b>  | <b>10</b> |

| Employees at "Infrakos" by Gender, Qualification, Ethnicity, Age and Marital Status |   |           |            |            |          |            |
|---|---|-----------|------------|------------|----------|------------|
|   |   | Women     | % of Women | Men        | % of Men | Total      |
| <b>Qualifications</b>   | <b>Total</b>                              | <b>19</b> |            | <b>306</b> |          | <b>325</b> |
|   | High professional qualification - Masters | 6         | 32%        | 16         | 5%       | 22         |
|   | Professional superior preparation         | 13        | 68%        | 48         | 16%      | 61         |
|   | High professional qualification           | 0         | 0%         | 6          | 2%       | 6          |
|   | Professional secondary preparation        | 5         | 26%        | 205        | 67%      | 210        |
|   | Primary Education                         | 0         | 0%         | 2          | 1%       | 2          |
|   | High qualification                        | 1         | 5%         | 45         | 15%      | 46         |
|   | Half qualified                            | 0         | 0%         | 0          | 0%       | 0          |
| <b>Ethnicity</b>  | Diploma, certificate                      | 1         | 5%         | 45         | 15%      | 46         |
|   | Albanian                                  | 18        | 95%        | 301        | 98%      | 319        |
|   | Serbian                                   | 1         | 5%         | 5          | 2%       | 6          |
|   | Bosnian                                   | 0         | 0%         | 0          | 0%       | 0          |
|   | Turkish                                   |           | 0%         |            | 0%       |            |
| Roma  | 0   | 0%        | 1          | 0%         | 1        |            |

|                |                     | Women | % of Women | Men | % of Men | Total |
|----------------|---------------------|-------|------------|-----|----------|-------|
| Age            | 30 years or younger | 5     | 26%        | 20  | 7%       | 25    |
|                | 31-40               | 4     | 21%        | 35  | 11%      | 39    |
|                | 41-50               | 7     | 37%        | 71  | 23%      | 78    |
|                | 51-60               | 3     | 16%        | 139 | 45%      | 142   |
|                | 60+                 | 0     | 0%         | 40  | 13%      | 40    |
| Marital Status | Unmarried           | 1     | 5%         | 14  | 5%       | 15    |
|                | Married             | 18    | 95%        | 296 | 97%      | 314   |

## Health Data

### Employees in Health Institutions by Gender, 2016<sup>75</sup>

| Institution  | Women        | Men          | Total         | % Women    | % Men      |
|--|--------------|--------------|---------------|------------|------------|
| Clinical Hospital and University Service of Kosovo | 4,363        | 2,348        | 6,711         | 65%        | 35%        |
| Family Medicine Centres in Kosovo                  | 2,940        | 2,480        | 5,420         | 54%        | 46%        |
| Prison Health Department                           | 31           | 80           | 111           | 28%        | 72%        |
| Public Health Program                              | 166          | 220          | 386           | 43%        | 57%        |
| National Centre for Blood Transfusion              | 38           | 22           | 60            | 63%        | 37%        |
| Trainee Doctors                                    | 333          | 211          | 544           | 61%        | 39%        |
| Central Support for Healthcare Programs            | 211          | 234          | 445           | 47%        | 53%        |
| Chamber of Health Professionals                    | 137          | 165          | 302           | 45%        | 55%        |
| Regulation of the Pharmaceutical Market            | 32           | 22           | 54            | 59%        | 41%        |
| <b>Total</b>                                       | <b>8,251</b> | <b>5,782</b> | <b>14,033</b> | <b>59%</b> | <b>41%</b> |

### Perceived Health Condition by Respondents' Gender, 2016<sup>76</sup>

| Health Condition | Women | Men |
|------------------|-------|-----|
| Very Good        | 28%   | 38% |
| Good             | 50%   | 45% |
| Fair             | 13%   | 11% |
| Poor             | 7%    | 4%  |
| Very Poor        | 1%    | 1%  |

### Health Service Utilization Index Mean Scores by Gender and Ethnicity, Where Lower Scores Mean Better Utilization of Services, 2016<sup>77</sup>

| Ethnicity                   | Women | Men  | Total |
|-----------------------------|-------|------|-------|
| Albanian                    | 74.4  | 80.3 | 77.4  |
| Serbian                     | 66.0  | 69.9 | 68.0  |
| Roma, Ashkali and Egyptians | 73.5  | 72.9 | 73.2  |
| Bosnian                     | 75.7  | 79.4 | 77.6  |
| Gorani                      | 72.4  | 62.0 | 67.2  |
| Turkish                     | 67.3  | 78.3 | 72.8  |

### Utilization of Specific Healthcare Services in Last Five Years by Gender, 2016<sup>78</sup>

| Healthcare Service             | % of Women | % of Men |
|--------------------------------|------------|----------|
| General Health Exam (Check-Up) | 57.5%      | 58.2%    |
| Breast Cancer Screening        | 8.3%       | --       |
| Colon Cancer Screening         | 2.4%       | 2.3%     |
| Cervical Cancer Screening      | 7.4%       | --       |
| Sudden Illness                 | 16.7%      | 7.9%     |
| Laboratory Analysis            | 57.7%      | 69.0%    |
| Chronic Illness                | 16.4%      | 11.7%    |
| Urologist                      | --         | 15.3%    |
| Gynaecologist                  | 55.0%      | --       |
| Dentist                        | 74.2%      | 65.3%    |

| Abortion Procedure Conditions, 2016   |                          |
|---------------------------------------|--------------------------|
| Procedure Condition                   | Percentage <sup>79</sup> |
| Private Clinician                     | 21%                      |
| Self-induced Physically / Miscarriage | 27%                      |
| Pill Usage                            | 4%                       |

| Average amount Spent per Person on Healthcare Services in the Last 12 Months, 2016 <sup>80</sup> |             |             |
|--|-------------|-------------|
| Healthcare Service   | Women       | Men         |
| General Healthcare   | €151        | €123        |
| Blood Analyses and/or X-Rays   | €48         | €42         |
| Pharmaceutical Products  | €110        | €138        |
| <b>Total</b>   | <b>€309</b> | <b>€303</b> |

| Reasons for Preferring Private or Public Healthcare Services, 2016 <sup>81</sup> |                                    |                      |
|--|------------------------------------|----------------------|
| Reason   | % of Respondents Preferring Public | % Preferring Private |
| It's less expensive  | 69.6%                              | 0.7%                 |
| It has better quality care   | 12.6%                              | 79.0%                |
| It's closer to me  | 7.7%                               | 0.8%                 |
| I know people there  | 3.1%                               | 2.9%                 |
| It has the specific type of care I need  | 4.1%                               | 13.0%                |
| Other  | 2.9%                               | 4.1%                 |

| Pharmaceutical Usage by Gender, 2016 <sup>82</sup>                             |       |       |
|--|-------|-------|
|  | Women | Men   |
| Likelihood of obtaining drugs without a prescription                           | 61.8% | 65.5% |
| Regular usage without a prescription (used multiple times throughout the year) | 16.6% | 11.9% |

| Source Information about Contraception by Gender, 2016 <sup>83</sup> |            |          |
|--|------------|----------|
| Source   | % of Women | % of Men |
| Internet   | 10%        | 33%      |
| Public hospital/maternity centre                                     | 24%        | 10%      |
| Friend/relative  | 9%         | 13%      |
| Private doctor   | 17%        | 6%       |
| Partner  | 22%        | 3%       |
| Private pharmacy   | 3%         | 10%      |
| Media  | 4%         | 8%       |
| NGO  | 0%         | 10%      |
| Public health centre   | 8%         | 4%       |
| Private hospital/clinic  | 2%         | 3%       |

| Contraceptives Used by Women and Men, among Those Using Contraception <sup>84</sup> |            |          |
|---|------------|----------|
| Contraceptive   | % of Women | % of Men |
| Condom  | 32.2%      | 82.5%    |
| Withdrawal  | 16.1%      | 9.5%     |
| Pill  | 16.1%      | 1.6%     |
| Female condom   | 11.8%      | 0.1%     |
| Rhythm method   | 3.7%       | 1.8%     |
| IUD (intrauterine device)   | 5.2%       | 0.1%     |
| Male sterilization  | 0%         | 2.3%     |
| Female sterilization  | 1.6%       | 1.6%     |
| Diaphragm   | 3.8%       | 0.3%     |
| Foam/jelly  | 3.2%       | 0%       |
| Implants  | 1.6%       | 0%       |
| Injectables (hormones)  | 1.6%       | 0%       |
| Other   | 1.6%       | 0%       |

## Media

Generally, women are underrepresented in leadership positions in written and visual media in Kosovo, with RTV 21 an exception.<sup>85</sup> Women are particularly underrepresented in technical professions.<sup>86</sup> Maternity leave provisions, traditional gender roles and women's unpaid care work at home were mentioned as factors hindering women from seeking leadership positions and technical jobs, which require work outside traditional working hours and on weekends. Women also face occupational segregation with technical jobs; positions such as "cameramen" and lighting technicians tend to be considered "more appropriate" for men. While some media claimed to have used affirmative measures in the past, others have not.<sup>87</sup> Affirmative measures remain misunderstood among media representatives.<sup>88</sup> No cases of sexual harassment were reported, and some respondents were unsure of procedures for reporting such cases if they were to happen.<sup>89</sup>

## Culture and Sports

While sections have not been written on culture and sports because these were not sectors identified by the EUO for this analysis, relevant data is presented here.

| Professional Staff in Theatres by Gender, 2015 <sup>90</sup> |       |     |       |       |         |
|--|-------|-----|-------|-------|---------|
| Theatre  | Total | Men | Women | % Men | % Women |
| National Theatre of Kosovo                                   | 68    | 39  | 29    | 57%   | 43%     |
| Dodona Theatre   | 17    | 15  | 2     | 88%   | 11%     |
| Oda Theatre  | 38    | 12  | 26    | 68%   | 32%     |
| Culture Houses   | 80    | 66  | 14    | 83%   | 18%     |

| Professional Staff Working in Cinemas by Gender, 2015 <sup>91</sup> |           |           |           |            |            |
|---|-----------|-----------|-----------|------------|------------|
|   | Total     | Men       | Women     | % Men      | % Women    |
| Pristina/Priština   | 14        | 7         | 7         | 50%        | 50%        |
| Prizren   | 13        | 8         | 5         | 62%        | 38%        |
| <b>Total</b>  | <b>27</b> | <b>15</b> | <b>12</b> | <b>56%</b> | <b>44%</b> |

| Librarians and Other Administrative Staff Working in Libraries by Gender, 2015 <sup>92</sup> |            |            |            |            |            |
|--|------------|------------|------------|------------|------------|
| Staff  | Total      | Men        | Women      | % Men      | % Women    |
| Librarians   | 196        | 89         | 107        | 45%        | 55%        |
| Other administrative Staff   | 81         | 47         | 34         | 58%        | 42%        |
| <b>All</b>   | <b>277</b> | <b>136</b> | <b>141</b> | <b>49%</b> | <b>51%</b> |

| Staff Working in Museums in 2015, Disaggregated by Gender <sup>93</sup> |                        |           |           |            |            |
|---|------------------------|-----------|-----------|------------|------------|
| Profession  | Total                  | Men       | Women     | % Men      | % Women    |
| Archaeologist   | 5                      |           | 0         | 100%       | 0%         |
| Ethnographer  | 18                     | 7         | 11        | 39%        | 61%        |
| Historian   | 11                     | 11        | 0         | 100%       | 0          |
| <b>Total</b>  | <b>93<sup>94</sup></b> | <b>57</b> | <b>36</b> | <b>61%</b> | <b>39%</b> |

| Artistic and Administrative Staff at the Philharmonic Orchestra and Choir <sup>95</sup> |           |                |                |                      |               |               |
|---|-----------|----------------|----------------|----------------------|---------------|---------------|
|   | Artists   |                |                | Administrative Staff |               |               |
|   | Total     | Women          | Men            | Total                | Women         | Men           |
| <b>Orchestra</b>  | 34        | 12(35%)        | 22(65%)        | 5                    | 3(60%)        | 2(40%)        |
| <b>Choir</b>  | 42        | 25(60%)        | 17(40%)        | 0                    | 0             | 0             |
| <b>Total</b>  | <b>83</b> | <b>37(45%)</b> | <b>39(47%)</b> | <b>5</b>             | <b>3(60%)</b> | <b>2(40%)</b> |

In 2013, 300 sports clubs existed in Kosovo, 16% of which were football clubs. In total, 16,937 people played sports, 24% of whom were football players. Meanwhile, 51,840 people attended sports events, 14.8% of whom attended football games.<sup>96</sup> Gender-disaggregated data on viewers is unavailable. Women

comprise 25% of the members of official sports clubs. The only sport where men are underrepresented is aeronautics. Women are underrepresented among licensed and unlicensed sports trainers, except among unlicensed trainers in Aeronautics, where they make up 100% of all trainers.

| Sport          | Members of Official Sports Clubs by Sport and Gender <sup>97</sup> |              |             |            |            | Licensed/Unlicensed Trainers by Sport and Gender |            |           |                     |            |           |
|----------------|--|--------------|-------------|------------|------------|--|------------|-----------|---------------------|------------|-----------|
|                | Total  | Men          | Women       | % Men      | % Women    | Licensed Trainers                                |            |           | Unlicensed Trainers |            |           |
|                |  |              |             |            |            | Total  | Men        | Women     | Total               | Men        | Women     |
| Aeronautic     | 99   | 34           | 65          | 34%        | 66%        | 6  | 2          | 4         | 10                  | 0          | 10        |
| Athletic       | 685  | 361          | 324         | 53%        | 47%        | 15   | 11         | 4         | 22                  | 17         | 5         |
| Car Racing     | 50   | 49           | 1           | 98%        | 2%         | 5  | 5          | 0         | 3                   | 3          | 0         |
| Basketball     | 1372   | 1129         | 243         | 82%        | 18%        | 48   | 45         | 3         | 11                  | 10         | 1         |
| Hiking         | 0  | 0            | 0           |            |            | 0  | 0          | 0         | 0                   | 0          | 0         |
| Body Building  | 321  | 260          | 61          | 81%        | 19%        | 12   | 12         | 0         | 0                   | 0          | 0         |
| Boxing         | 384  | 301          | 83          | 78%        | 22%        | 32   | 32         | 0         | 9                   | 9          | 0         |
| Cycling        | 118  | 86           | 32          | 73%        | 27%        | 13   | 12         | 1         | 6                   | 6          | 0         |
| Football       | 4019   | 3844         | 175         | 96%        | 4%         | 56   | 50         | 6         | 69                  | 63         | 6         |
| Handball       | 1629   | 1082         | 547         | 66%        | 34%        | 56   | 42         | 14        | 9                   | 9          | 0         |
| Karate         | 390  | 253          | 137         | 65%        | 35%        | 13   | 8          | 5         | 33                  | 26         | 7         |
| Kick Boxing    | 0  | 0            | 0           |            |            | 0  | 0          | 0         | 0                   | 0          | 0         |
| Wrestling      | 444  | 298          | 146         | 67%        | 33%        | 8  | 8          | 0         | 12                  | 12         | 0         |
| Swimming       | 312  | 209          | 103         | 67%        | 33%        | 10   | 9          | 1         | 16                  | 12         | 4         |
| Fishing        | 452  | 430          | 22          | 95%        | 5%         | 6  | 6          | 0         | 0                   | 0          | 0         |
| Table Tennis   | 145  | 104          | 41          | 72%        | 28%        | 12   | 9          | 3         | 4                   | 4          | 0         |
| Weight Lifting | 55   | 54           | 1           | 98%        | 2%         | 6  | 6          | 0         | 0                   | 0          | 0         |
| Chess          | 89   | 89           | 0           | 100%       | 0%         | 0  | 0          | 0         | 4                   | 4          | 0         |
| Shooting       | 393  | 332          | 61          | 84%        | 16%        | 25   | 20         | 5         | 52                  | 39         | 13        |
| Archery        | 805  | 529          | 276         | 66%        | 34%        | 3  | 3          | 0         | 11                  | 8          | 3         |
| Skiing         | 267  | 174          | 93          | 65%        | 35%        | 86   | 70         | 16        | 24                  | 15         | 9         |
| Taekwondo      | 147  | 107          | 40          | 73%        | 27%        | 26   | 21         | 5         | 1                   | 1          | 0         |
| Tennis         | 1270   | 710          | 560         | 56%        | 44%        | 9  | 8          | 1         | 9                   | 9          | 0         |
| Volleyball     | 626  | 345          | 281         | 55%        | 45%        | 18   | 10         | 8         | 20                  | 17         | 3         |
| Judo           | 1181   | 698          | 483         | 59%        | 41%        | 16   |            | 5         | 13                  | 13         | 0         |
| <b>Total</b>   | <b>15253</b>   | <b>11478</b> | <b>3775</b> | <b>75%</b> | <b>25%</b> | <b>481</b>                                       | <b>398</b> | <b>81</b> | <b>338</b>          | <b>277</b> | <b>61</b> |

## **Annex 7. Mapping of Information Gaps**

In accordance with the Terms of Reference, this Annex includes “a mapping of knowledge / information gaps”. It identifies areas for further research, by sector, including summarizing recommendations made in prior sections. Supporting research on gender-related issues (6.1.1) and improving the quality and availability of “sex-disaggregated/gender specific statistics” (6.1.2) through programming are foreseen as part of the GAP II’s Institutional Cultural Shift in EU External Relations. Therefore, this Annex can facilitate EU and member states’ respective efforts to demonstrate progress in implementing GAP II by identifying areas in which further research and statistics are needed.

### **Democracy and Governance**

- Official data on voter turnout disaggregated by gender is presently unavailable.
- Accurate official data on persons involved in politics, including in decision-making positions, by gender and ethnicity at municipal and central levels is difficult to access. This includes in relation to elected officials, public servants, political parties and “mediators, negotiators and technical experts in formal peace negotiations” (GAP 17.4, SDG 16.8), respectively.

### **Rule of Law**

- The absence of an inter-institutional case management and tracking system makes it difficult to monitor how different types of cases involving women and men are treated by the police, prosecution and courts, both individually and holistically. For example, it is difficult to monitor any gender-related differences in: the time the justice system takes to treat cases; in cases dropped; and in sentencing patterns. Thus, the percentage of “referred cases of gender and sexual based violence against women and children that are investigated and sentenced” cannot be monitored (GAP 7.3, SDG 5.39).
- Related to property rights, no known monitoring has examined how judges are implementing the Family Law provision foreseeing that they evaluate each spouse’s contribution to the household (monetary and nonmonetary) when dividing joint property. Also, Kosovo does not have data regarding the percentage of “women, men, indigenous peoples, and local communities who perceive the rights recognised and protected” (GAP 15.2, SDG 1.5); perhaps this could be collected as part of the next Property Rights Program national survey.
- Insufficient research of adequate quality exists on religion and gender in Kosovo, including: intersections between gender-based discrimination and religion; the impact of different religious leaders’ teachings on gender roles, relations and gender-based violence; gendered dimensions of recruiting women and men to join violent extremist causes; strategies for reintegrating women and men previously involved in violent extremism, based on appropriate gender analysis; and best practices in collaborating with religious leaders to undo traditional gender roles and power relations that contribute to inequality and violence.
- Data is unavailable regarding the percentage of “women aged 20-24 who were married or in a union by age 15” (SDG 5.40, GAP 7.1). While an initial inquiry examined this phenomenon,<sup>98</sup> a more thorough study could examine current prevalence and reasons for early marriage in further detail.
- While rather unlikely in Kosovo, there are unconfirmed rumours that a few cases of Female Genital Mutilation may have occurred. The potential exists, particularly if Kosovo welcomes refugees from other countries in the future. As part of other research, data could be collected on the percentage of “girls and women aged 15-49 years who have undergone Female Genital Mutilation and Cutting” (GAP 7.4, SDG 5.41).

### **Human Capital: Education and Employment**

- Readily available data on educational enrolment and completion at all levels, disaggregated by both gender and ethnicity are needed (GAP 13.1, 13.2, 13.5 and SDG 4.33, 4.35).
- The regular Labour Force Survey should include data related to the gender pay gap and the informal economy, by gender, ethnicity and sector (GAP 15.3, SDG 5.1). In depth policy-oriented research

on the informal economy and gender pay gap could inform specific policy solutions and actions for addressing them. This includes better understanding women's and men's involvement in the informal economy in the agriculture sector. A regular time-use study could be institutionalized by KAS in the future. Data for the relevant indicator could not be found: "informal employment as a percentage of total non-agricultural employment, by sex" (GAP 14.6).

- Support VTC in collecting and maintaining better information as to why women and men discontinue vocational training, towards identifying solutions for retention.
- The "personnel in Research and Development (per million inhabitants)" by gender could not be found (GAP 13.6, SDG 9.63), though it may be available.

### Competitiveness and Innovation

- "Analyse impacts of international trade on gender equality in connection with trade negotiations" (GAP 14).
- Institutionalize better collection and reporting of gender-disaggregated data as part of the KAS ICT Survey, including on the "mobile broadband subscription per 100 inhabitants, by urban/rural" (GAP 15.5, SDG 9.59) and internet access. Such data together with ethnicity, geographic location and age would be useful for this sector, but also for information and outreach efforts on other themes.
- Information on access to bank loans by gender is limited.

### Agriculture

- Support gender analysis on agriculture and the informal economy, towards identifying practical interventions to address the informal economy while increasing registered work and labour protections for women and men working in the informal economy (GAP 14).

### Energy

- Insufficient gender analysis and reliable gender-disaggregated data exist, including related to energy usage, customers, bill payment, complaints and the ways in which various forms of energy production may impact women, men and their health. Support institutionalization of "country monitoring systems to report with sex disaggregated data and qualitative analysis the situation of [...] energy [...] in the country" (GAP 16).

### Environment

- Data could not be found on the percentage of the "population using safely managed sanitation services, by urban/rural" (SDG 6.46, GAP 16.4).
- Nor does sufficiently detailed research exist on the "differentiated impact of climate change on male and female population of all ages, to be able to design public policy that responds to the real needs of men and women" (GAP 20).
- Several areas in this sector need gender analysis, some of which is planned by Sida and MESP.

### Transportation

- Support institutionalization of "country monitoring systems to report with sex disaggregated data and qualitative analysis the situation of [transport] infrastructure in the country" (GAP 16).

### Health

- Institutionalize collection and provision of gender-disaggregated data on occupations and wages in health institutions.
- Support MEST in monitoring regularly and verifying the percentage "of young people receiving comprehensive sexuality education" (SDG 5.5, GAP 11.5).

- Improve data availability on other health indicators, including: the “proportion of persons with a severe mental disorder (psychosis, bipolar affective disorder, or moderate – severe depression) who are using services” (GAP 10.2, SDG 3.28); the percentage of “beneficiaries using hospitals, health centres, and clinics providing basic drinking water, adequate sanitation and adequate hygiene” (GAP 10.3, SDG 6.5); the percentage “women with cervical cancer screening” (GAP 11.3, SDG 3.17); the proportion of the “population below minimum level of dietary energy consumption” (GAP 12.2, SDG 2.8); and the percentage of women of reproductive age with anaemia” (GAP 12.3, SDG 2.9).

## Annex 8. GAP II Thematic Priorities – Baseline Data for Kosovo

This Annex aims to provide baseline data with regard to each of the indicators of EU GAP II, if available. The thematic priorities, goals, objectives and indicators are quoted verbatim from the EU GAP II. The third column of the table provides baseline information for Kosovo, where available.

### B. Thematic Priority: Physical and Psychological Integrity

**Goal:** The EU will continue to contribute in a measurable manner to preventing, and responding to, all forms of violence against girls and women.

| Objective  | Indicators   | Kosovo Baseline   |
|--|--|---|
| 7. Girls and women free from all forms of violence against them (VAWG) both in the public and in the private sphere. | 7.1. % of women aged 20-24 who were married or in a union by age 15 (SDG 5.40)   | 7.1. Unavailable. Proxy: # of early marriages legally registered per year: 63 in 2016 <sup>1</sup>  |
|  | 7.2. Prevalence of girls and women 15-49 who have experienced physical or sexual violence (by an intimate partner) in the last 12 months (SDG 5.38)  | 7.2. Proxy: 41% suffered some form of domestic violence in 2014 (14% physical violence, 8% sexual violence) <sup>2</sup>  |
|  | 7.3. % of referred cases of gender and sexual based violence against women and children that are investigated and sentenced (SDG 5.39)   | 7.3. Presently unavailable due to lack of consistent inter-institutional, gender-disaggregated data.  |
|  | 7.4. % of girls and women aged 15-49 years who have undergone Female Genital Mutilation and Cutting (SDG 5.41)   | 7.4. Unavailable  |
|  | 7.5. N# of individuals directly benefiting from Justice, Rule of Law and Security Sector Reform programmes funded by EU (EU RF)  | 7.5. Unavailable, as relevant to a specific action  |
|  | 7.6. Measure of sex ratios and comparison of child mortality according to the gender   | 7.6. Sex ratio: estimated at 992 men per 1000 women <sup>3</sup> ; sex ratio at birth: 110 boys to 100 girls <sup>4</sup> ; child mortality: total 199 (58% boys, 42% girls) <sup>5</sup>                                     |
| 8. Trafficking of girls and women for all forms of exploitation eliminated.  | 8.1. N# countries that comply with recommendations from the Universal Periodic Review and UN Treaties (ref. CEDAW, CRC, UN Convention against Transnational Organized Crime and the Palermo Protocol) (adaptation of SDG 16.2) | 8.1. Kosovo lacks the international legal capacity to formally ratify UN Treaties, and therefore does not fulfil reporting obligations. Kosovo similarly does not receive recommendations from the Universal Periodic Review. |
|  | 8.2. N# of individuals directly benefiting from trafficking programmes funded by EU  | 8.2. 0: no such programs currently, as these are supported by Kosovo institutions and other donors.   |
| 9. Protection for all women and men of all ages from   | 9.1. N# of EU Partner countries reporting a decrease in the incidence of sexual violence as a weapon of war  | 9.1. Not applicable in Kosovo's current context.  |
|  | 9.2. N# countries that comply with recommendations from the Universal Periodic Review and UN Treaties (SDG 16.2)   | 9.2. Kosovo lacks the international legal capacity to formally ratify UN Treaties, and therefore does not fulfil  |

| Objective   | Indicators   | Kosovo Baseline   |
|---|--|---|
| sexual and gender-based violence in crisis situations through EU supported operations.  |  | reporting obligations. Kosovo similarly does not receive recommendations from the Universal Periodic Review.              |
|   | 9.3. Number of violent deaths per 100,000 disaggregated by sex (EURF Level 1)  | 9.3. Not applicable in Kosovo's current context. Proxy: 5.78 men, 1.40 women, 7.18 total (2016) <sup>6</sup>              |
|   | 9.4. N# of refugees (SDG 16.89)  | 9.4. Not applicable in Kosovo's current context.  |
|   | 9.5. Losses from natural disasters by climate and non-climate related events (in US\$ and lives lost) (SDG 11.6 cross reference)   | 9.5. Not applicable in Kosovo's current context.  |
|   | 9.6. N# of individuals directly benefiting from EU supported programmes that specifically aim to support civilian post-conflict peace building and/or conflict prevention (EURF) | 9.6. Not applicable in Kosovo's current context.  |
|   | 9.7. N# of EU funded humanitarian targeted actions that respond to GBV.  | 9.7. Not applicable in Kosovo's current context.  |
|   | 9.8. % of peace keeping and peace building missions with specific provisions to improve the security and status of girls and women of all ages                                   | 9.8. Not applicable   |
|   | 9.9. N# of EU funded humanitarian programs marked 2 by the ECHO gender/age marker and/or Inter-Agency Standing Committee (IASC) marker   | 9.9. Not applicable in Kosovo's current context.  |
|   | 9.10. N# of EU MS and partner country sign up to the global initiative Call to Action on Protection from GBV in emergencies  | 9.10. Not applicable in Kosovo's current context.   |
| 10. Equal access to quality preventive, curative and rehabilitative physical and mental health care services for girls and women. | 10.1. % of people in malaria-endemic areas sleeping under insecticide-treated bed nets (SDG 3.11)  | 10.1. Not applicable in Kosovo's current context.   |
|   | 10.2. Proportion of persons with a severe mental disorder (psychosis, bipolar affective disorder, or moderate – severe depression) who are using services (SDG 3.28)             | 10.2. Unavailable   |
|   | 10.3. % of beneficiaries using hospitals, health centres, and clinics providing basic drinking water, adequate sanitation and adequate hygiene (SDG 6.5)                         | 10.3. Unavailable   |
|   | 10.4. N# of people with advance HIV infection receiving antiretroviral drugs with EU support (EURF)  | 10.4. Unavailable, as no such EU-supported action   |
|   | 10.5. N# of 1-year olds immunised with EU support (EURF)   | 10.5. Unavailable, as no such EU-supported action   |
| 11. Promoted, protected and fulfilled right of every individual   | 11.1. Maternal mortality ratio   | 11.1. Estimated at 3.7 per 100,000 (2011-2015) <sup>7</sup>   |
|   | 11.2. Antenatal care services coverage (at least one visit and at least four visits) (SDG3.2)  | 11.2. At least once by skilled health personnel 97.8%; at least four times by any provider 91.8% (2013-2014) <sup>8</sup> |
|   | 11.3. % of women with cervical cancer screening (SDG 3.17)   | 11.3. Estimated 23% ever in their lifetimes (2016) <sup>9</sup>   |

| Objective   | Indicators  | Kosovo Baseline   |
|---|---|---|
| to have full control over, and decide freely and responsibly on matters related to their sexuality and sexual and reproductive health, free from discrimination, coercion and violence. | 11.4. Met demand for family planning (SDG 5.44)   | 11.4. Unmet demand, considering that 64% of sexually active Kosovars do not use contraceptives. <sup>10</sup>   |
|   | 11.5. % of young people receiving comprehensive sexuality education (SDG 5.5)   | 11.5. 50% of schools provide comprehensive sexuality education (2008-2011). <sup>11</sup>   |
|   | 11.6. N# of births attended by skilled personnel with EU support (EURF)   | 11.6. Unavailable, as no such EU-supported action   |
|   | 11.7. N# of women using any method of contraception with EU support (EURF)  | 11.7. Unavailable, as no such EU-supported action   |
| 12. Healthy nutrition levels for girls and women and throughout their life cycle.   | 12.1. % of children born with low birth weight (SDG 2.3)  | 12.1. Approximately 5% of children (2014). <sup>12</sup>  |
|   | 12.2. Proportion of population below minimum level of dietary energy consumption (SDG 2.8)  | 12.2. Unavailable   |
|   | 12.3. % of women of reproductive age with anaemia (SDG 2.9)   | 12.3. Unavailable   |
|   | 12.4. % of eligible population covered by national social protection programmes (SDG 1.4)   | 12.4. Unavailable, as some particular groups may not have access, and no known data exists. An estimated 15% of the population received assistance through social schemes (2017). <sup>13</sup> |
|   | 12.5. N# of women of all ages, but especially at reproductive age, and children under 5 benefiting from nutrition related programmes with EU support (EURF) | 12.5. Unavailable, as no such EU-supported action.  |
|   | 12.6. N# of food insecure people receiving assistance through social transfers supported by the EU (EURF)   | 12.6. Unavailable, as no such EU-supported action.  |

### C. Thematic Priority: Economic, Social and Cultural Rights - Economic and Social Empowerment

**Goal:** The EU will continue to contribute in a measurable manner to girls' and women's economic and social empowerment, to their active participation in the economy and to the prevention of economic exploitation.

| Objective   | Indicators  | Kosovo Baseline  |
|---|---|--|
| 13. Equal access for girls and women to all levels of quality education and vocational education and training (VET) free from discrimination. | 13.1. Primary completion rate for girls and boys (SDG 4.33)   | 13.1. Unavailable. Among students enrolled in primary school, 52% are boys and 48% are girls (2015/2016). <sup>14</sup>  |
|   | 13.2. Secondary completion rate for girls and boys (SDG 4.35)   | 13.2. Unavailable. Among students enrolled in secondary school, 52% are boys and 48% are girls (2015/2016). <sup>15</sup>  |
|   | 13.3. Tertiary enrolment rates for women and men (SDG 4.37)   | 13.3. 22,344 women (55%), 18,039 men (45%), totalling 40,383 (2016) <sup>16</sup>  |
|   | 13.4. Literacy rate of 15-24 year-olds, women and men (SDG 4.5)   | 13.4. Recent data unavailable by gender and age category. The 2011 census reported that 3.85% of the population aged 10 years and over was illiterate. <sup>17</sup> In 2009, 9.9% of women and 4.7% of men were illiterate. <sup>18</sup> |
|   | 13.5. % of pupils enrolled in primary and secondary schools providing drinking water, adequate sanitation, and adequate hygiene services (SDG 6.4)                              | 13.5. Unavailable  |
|   | 13.6. Personnel in Research and Development (per million inhabitants) (SDG 9.63)  | 13.6. Unavailable  |
|   | 13.7. N# of children enrolled in primary education with EU support (EURF)   | 13.7. Unavailable, as relevant to a specific action  |
|   | 13.8. N# of children enrolled in secondary education with EU support (EURF)   | 13.8. Unavailable, as relevant to a specific action  |
|   | 13.9. N# of teachers trained with EU support (EURF)   | 13.9. Unavailable, as relevant to a specific action  |
|   | 13.10. Ratio of female to male who have benefitted from Vocational Education and Training / Skills development and other active labour market programmes with EU support (EURF) | 13.10. Unavailable, as relevant to a specific action   |
| 14. Access to decent work for women of all ages.  | 14.1. In EU partner countries, income share held by women in the lowest 40% of income distribution (EURF Level I)   | 14.1. Unavailable  |
|   | 14.2. Average number of hours spent on paid and unpaid work combined (total work burden) by sex (SDG 5.42)  | 14.2. 6.2 hours for men and 8 hours for women (2017) <sup>19</sup>   |

| Objective   | Indicators   | Kosovo Baseline  |
|---|--|--|
|   | 14.3. Share of women among the working poor: employed people living below \$1.25 (PPP) per day (EURF Level 1)  | 14.3. An estimated 18% of the population lives in full poverty (€1.82 per adult per day), and an estimated 5% in extreme poverty (€1.30 per adult per day) (2015). <sup>20</sup> 18% of women live in poverty, in comparison to 17% of men. Of those living in full poverty, 52% are employed in some capacity. <sup>21</sup> Gender-disaggregated data of those in employment is unavailable. |
|   | 14.4. Employment to population ratio (EPR) by gender and age group (15-64) (SDG 8.5)   | 14.4. Overall 15-64: 13% women, 47% men (30% total) (2017). <sup>22</sup> By age group:<br>15-24: 5% women, 17% men (11% total)<br>25-35: 15% women, 53% men (35% total)<br>35-44: 17% women, 66% men (41% total)<br>45-54: 17% women, 65% men (39% total)<br>55-64: 12% women, 52% men (33% total)  |
|   | 14.5. Number of countries that have ratified and implemented fundamental ILO labour standards and complied in law and practice (SDG 8.57)                        | 14.5. Not applicable as Kosovo lacks the international legal capacity to formally ratify ILO conventions and recommendations. However, the Kosovo Labour Law is mostly in compliance with ILO standards.   |
|   | 14.6. Informal employment as a percentage of total non-agricultural employment, by sex (ECOSOC Minimum set of gender indicators, by domain 1.9; measured by ILO) | 14.6. Estimates suggest that more than one-third of workers are employed in the informal economy, but this specific data was unavailable.  |
| 15. Equal access by women to financial services, productive resources including land, trade and entrepreneurship. | 15.1. % women, men, indigenous peoples, and local communities with documented or recognised evidence of tenure (SDG 1.5)   | 15.1. 17% of properties are owned by women and 79% by men (2017). <sup>23</sup>  |
|   | 15.2. % women, men, indigenous peoples, and local communities who perceive the rights recognised and protected (SDG 1.5)   | 15.2. Unavailable  |
|   | 15.3. Gender gap in wages, by sector in economic activity (SDG 5.1)  | 15.3. Unavailable  |
|   | 15.4. GNI per capita (PPP, current US\$ Atlas method) (SDG 8.54)   | 15.4. 3,850 (2016) <sup>24</sup>   |
|   | 15.5. Mobile broadband subscription per 100 inhabitants, by urban/ rural (SDG 9.59)  | 15.5. Unavailable  |
|   | 15.6. N# of women receiving rural advisory services with EU  | 15.6. Unavailable, as relevant to a specific action  |

| Objective  | Indicators   | Kosovo Baseline   |
|--|--|---|
|  | support (EURF)   |   |
|  | 15.7. N# of women and men who have secure tenure of land with EU support (EURF).                         | 15.7. Unavailable, as relevant to a specific action   |
|  | 15.8. N# of women accessing EU supported community level, (micro-) financial services (EURF)             | 15.8. Unavailable, as relevant to a specific action   |
| 16. Equal access and control over clean water, energy, transport infrastructure, and equitable engagement in their management, enjoyed by girls and women. | 16.1. Proportion of population using an improved drinking water source (EURF Level 1)                    | 16.1. Approximately 67% of the population has drinking water from public systems managed by regional water companies, and 29% from independent systems not managed by regional water companies; 0.7% does not have access to the water supply system. <sup>25</sup> |
|  | 16.2. Road traffic deaths per 100,000 population (SDG 3.25)  | 16.2. 27.7 total (0.7 for women and 14.9 for men) <sup>26</sup>   |
|  | 16.3. % of population using safely managed water services, by urban/rural (SDG 6.45)                     | 16.3. Unavailable   |
|  | 16.4. % of population using safely managed sanitation services, by urban/rural (SDG 6.46)                | 16.4. Unavailable   |
|  | 16.5. Share of population using modern cooking solutions by urban/rural (SDG 7.50)                       | 16.5. Unavailable   |
|  | 16.6. Share of population using reliable electricity by urban/rural (SDG 7.51)                           | 16.6. 100% of urban population; unavailable for rural population. <sup>27</sup>   |
|  | 16.7. N# of people with access to all season roads with EU support (EURF)                                | 16.7. Unavailable, as relevant to a specific action   |
|  | 16.8. N# of women of all ages provided with access to sustainable energy services with EU support (EURF) | 16.8. Unavailable, as relevant to a specific action   |

#### D. Thematic Priority: Political and civil rights - Voice and Participation

**Goal:** The EU will continue to contribute in a measurable manner to an increase in girls' and women's agency, voice and participation in social, economic, political and civil life.

| Objective   | Indicators  | Kosovo Baseline   |
|---|---|---|
| 17. Equal rights and ability for women to participate in policy and governance processes at all levels.   | 17.1. Proportion of seats held by women in national parliaments (EURF Level 1) in EU Partner Countries  | 17.1. 32% women (2017)  |
|   | 17.2. Share of women on corporate boards of national/multi-national corporations (SDG 5.2)  | 17.2. In the 31 publicly owned companies, of 159 board members, 85% are men and 15% are women. <sup>28</sup>  |
|   | 17.3. Percentage of seats held by women and minorities in national parliament and/or sub-national elected office according to their respective share of the population (SDG 5.43) | 17.3. Women, including from most minority ethnic groups, are underrepresented in both Kosovo (32%) and municipal assemblies (35%). See <a href="#">Annex 6. Kosovo and Municipal Assemblies</a> for details.  |
|   | 17.4. Representation of women among mediators, negotiators and technical experts in formal peace negotiations (SDG 16.8)  | 17.4. Unavailable   |
|   | 17.5. N# of women benefiting from legal aid programmes supported by the EU (EURF)   | 17.5. Unavailable, as relevant to a specific action   |
| 18. Women's organisations and other CSOs and Human Rights Defenders working for gender equality and women's and girls' empowerment and rights freely able to work and protected by law. | 18.1. N# of women Human Rights Defenders who have received EU Support (EURF)  | 18.1. Unavailable, as relevant to a specific action   |
|   | 18.2. N# of partner countries that guarantees the CSOs right to associate, secure funding, freedom of expression, access to information and participation in public life          | 18.2. In Kosovo, these rights are guaranteed by law.  |
|   | 18.3. N# of Human Rights and Democracy Country Strategies that include gender equality objectives   | 18.3. Of the strategies examined in this analysis, approximately eight human rights and democracy-related strategies contain specific gender equality objectives. <sup>29</sup> The overall Human Rights Strategy and KPGE are still being finalized. |
| 19. Challenged and changed discriminatory social norms and gender stereotypes.  | 19.1. Number of countries that have a positive change in the OECD Social Institutions and Gender Index (SIGI) rating  | 19.1. Data unavailable for Kosovo.  |
|   | 19.2. % of women aged 15-49 years who intend to cut their daughters (UNICEF data collection)  | 19.2. Unavailable   |

| Objective  | Indicators   | Kosovo Baseline   |
|--|--|---|
|  | 19.3. N# of EU Partner Countries introducing quota systems to address discriminatory practices and improve women's representation in government institutions and decision making positions | 19.3. Kosovo has a quota system within its electoral laws for at least 30% participation of women and men. LGE calls for 50% representation at all levels of government, including in decision-making positions, but systems of enforcement are not yet in place. |
|  | 19.4. In EU Partner Countries, N# of communities that formally declare abandoning a practice that discriminates or harms girls and women of all ages                                       | 19.4. Unavailable   |
| 20. Equal rights enjoyed by women to participate in and influence decision- making processes on climate and environmental issues | 20.1. Number of deaths per 100,000 from climate-related and natural disasters – average over last ten years (disaggregated by sex) (EURF Level 1)  | 20.1. Unavailable   |

# Endnotes

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## Introduction

<sup>1</sup> Republic of Kosovo, Government, NPISAA, 2016, at:

[https://www.meiks.net/repository/docs/3\\_pkzmsa\\_miratuar\\_nga\\_kuvendi\\_final\\_eng\\_.pdf](https://www.meiks.net/repository/docs/3_pkzmsa_miratuar_nga_kuvendi_final_eng_.pdf).

<sup>2</sup> Aigner, D. et al., “External Evaluation of the Instrument for Pre-Accession Assistance II”, 2017, at:

[https://ec.europa.eu/europeaid/evaluation-instrument-pre-accession-assistance-ipa-ii-draft-report\\_en](https://ec.europa.eu/europeaid/evaluation-instrument-pre-accession-assistance-ipa-ii-draft-report_en).

<sup>3</sup> EC, *Gender Equality and Women’s Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016-2020*, 2015, at: [http://ec.europa.eu/europeaid/sites/devco/files/staff-working-document-gender-2016-2020-20150922\\_en.pdf](http://ec.europa.eu/europeaid/sites/devco/files/staff-working-document-gender-2016-2020-20150922_en.pdf).

<sup>4</sup> See: OECD, “The DAC gender equality policy marker”, at: <http://www.oecd.org/dac/gender-development/dac-gender-equality-marker.htm>.

<sup>5</sup> LGE states that all institutions are responsible for conducting gender analyses, adopting strategies to enhance gender equality and mainstreaming gender in all policies (Republic of Kosovo, Assembly, Law 05/L-020 on Gender Equality, Article 5, 2015, at: <http://www.assembly-kosova.org/common/docs/ligjet/05-L-020%20a.pdf>).

<sup>6</sup> See Annex 5.

<sup>7</sup> Stabilisation and Association Agreement between the European Union and the European Atomic Energy Community, of the one part, and Kosovo\*, of the other part, 2 October 2015 (OR. en) 10728/1/15 REV 1 LIMITE COWEB 69, Article 74.

<sup>8</sup> Key informants were selected based on their expertise in a given sector. KWN used variation sampling, towards discussing issues with diverse women and men (e.g., persons with disabilities, from minority ethnic groups, working with children and LGBTQI persons. For a list of key informants, see Annex I.

<sup>9</sup> EC, *Gender Equality and Women’s Empowerment: Transforming the Lives of Girls and Women through EU External Relations 2016-2020*, Objective 6, p. 15.

## Democracy and Governance

<sup>1</sup> EC, Indicative Strategy Paper for Kosovo 2014-2020, adopted in 2014, at: <https://wbc-rti.info/object/document/14481/attach/20140919-csp-kosovo.pdf>. The Copenhagen Criteria are essential conditions for candidate countries to accede to the EU. The criteria are political (stability of institutions guaranteeing democracy, the rule of law, human rights and respect for and protection of minorities); economic (a functioning market economy and the capacity to cope with competition and market forces); and administrative and institutional (capacity to effectively implement the acquis and ability to take on the obligations of membership).

<sup>2</sup> CEDAW, 1981, at: <http://www.ohchr.org/Documents/ProfessionalInterest/cedaw.pdf>, Article 7.

<sup>3</sup> Republic of Kosovo, Assembly, Constitution of the Republic of Kosovo, 2008, Article 22.

<sup>4</sup> UN, Security Council, Resolution 1325, 2000, at:

[http://www.securitycouncilreport.org/atf/cf/%7B65BF9B-6D27-4E9C-8CD3-](http://www.securitycouncilreport.org/atf/cf/%7B65BF9B-6D27-4E9C-8CD3-CF6E4FF96FF9%7D/WPS%20SRES1325%20.pdf)

[CF6E4FF96FF9%7D/WPS%20SRES1325%20.pdf](http://www.securitycouncilreport.org/atf/cf/%7B65BF9B-6D27-4E9C-8CD3-CF6E4FF96FF9%7D/WPS%20SRES1325%20.pdf). Until 2015, there was also a National Action Plan for the Implementation of UNSCR 1325 2013-2015, which aimed, among others, to increase participation of women in decision-making and peace-building.

<sup>5</sup> Republic of Kosovo, Assembly, Constitution of the Republic of Kosovo, Article 7.

<sup>6</sup> Article 45.

<sup>7</sup> Articles 71 and 101.

<sup>8</sup> Republic of Kosovo, Assembly, Law No. 03/L-073 on General Elections in the Republic of Kosovo, 2008, articles 111.6 and 27, at: [http://www.kuvendikosoves.org/common/docs/ligjet/2008\\_03-L073\\_en.pdf](http://www.kuvendikosoves.org/common/docs/ligjet/2008_03-L073_en.pdf).

<sup>9</sup> Republic of Kosovo, Assembly, Law No. 03/L-072 on Local Elections in the Republic of Kosovo, 2008, Article 7, at: [http://www.kuvendikosoves.org/common/docs/ligjet/2008\\_03-L072\\_en.pdf](http://www.kuvendikosoves.org/common/docs/ligjet/2008_03-L072_en.pdf).

<sup>10</sup> LGE, Article 5.1.5.

<sup>11</sup> LGE, articles 7-8.

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<sup>12</sup> Ibid, Article 8.1.4.

<sup>13</sup> Article 12.

<sup>14</sup> Republic of Kosovo, Assembly, Law No. 03/L-207 on Amending the Law on the Ministry for Foreign Affairs and Diplomatic Service of Kosovo, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2692>.

<sup>15</sup> Republic of Kosovo, Assembly, Law No. 03/L-125 on Consular Service of Diplomatic and Consular Missions of the Republic of Kosovo, 2008, at: [www.mfa-ks.net/repository/docs/2008\\_03-L-125\\_en213.pdf](http://www.mfa-ks.net/repository/docs/2008_03-L-125_en213.pdf).

<sup>16</sup> Regulation (Grk) No. 05/2016 on Minimum Standards for Public Consultation Process, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=15036>.

<sup>17</sup> Ibid, Article 4.

<sup>18</sup> Ibid, Article 7.

<sup>19</sup> Strategy on Local Self-Government 2016 – 2026, at: [http://www.kryeministri-ks.net/repository/docs/ACTION\\_PLAN\\_\\_\\_STRATEGY\\_ON\\_LOCAL\\_SELF-\\_GOVERNMENT\\_\\_\\_2016\\_-\\_2026\\_Eng.pdf](http://www.kryeministri-ks.net/repository/docs/ACTION_PLAN___STRATEGY_ON_LOCAL_SELF-_GOVERNMENT___2016_-_2026_Eng.pdf).

<sup>20</sup> Ministry of Finance, Budget Circular for Municipalities, 2015/01, 2014, at: <https://mf.rks-gov.net/desk/inc/media/22B149D0-B80F-4E7E-917C-3F19AC4FC1FF.pdf>. See also, Budget Circular 2015/02 for Ministries, 2015, at: <https://mf.rks-gov.net/enus/Reports/Reports-and-Publications/Budget-Circular>; and Budget Circular 2015/02 for Municipalities, 2015, at: <https://mf.rks-gov.net/en-us/Reports/Reports-and-Publications/Budget-Circular>.

<sup>21</sup> Republic of Kosovo, Government, Office of the Prime Minister, Better Regulation Strategy 2.0 for Kosovo 2017-2021, at: [http://www.kryeministri-ks.net/repository/docs/Better\\_Regulation\\_Strategy\\_2\\_0\\_for\\_Kosovo\\_-\\_ENGLISH.pdf](http://www.kryeministri-ks.net/repository/docs/Better_Regulation_Strategy_2_0_for_Kosovo_-_ENGLISH.pdf).

<sup>22</sup> See Annex 8.

<sup>23</sup> Calculated by KWN.

<sup>24</sup> Leonida Molliqaj for Preportr, “The Men’s Campaign”, 2017, at: <http://preportr.cohu.org/sq/hulumtime/Fushata-e-burrave-221>.

<sup>25</sup> Website of the Kosovo Assembly, accessed on 20.5.2018, at: <http://www.kuvendikosoves.org/?cid=1.107>.

<sup>26</sup> KWN correspondence with the Central Elections Committee.

<sup>27</sup> Republic of Kosovo, Assembly, Law No. 03/L-073 on General Elections in the Republic of Kosovo, Articles 111.1, at.

<sup>28</sup> The Law No. 03/L-256 on Amending and Supplementing the Law No. 03/L-073 on General Election in the Republic of Kosovo, Article 8, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2722> amends the gender quota in Law No. 03/L-073 Article 111.6 to specify that it does not apply to lists consisting of 1 or 2 candidates (which are minority lists, excluding Serbs [10] and Bosnians [3]).

<sup>29</sup> Calculated by KWN based on population census data from 2011. While some Serbs boycotted the census and their percentage of the population may be larger, Serb women and men are both represented in the parliament due to a quota for their participation in the Assembly of at least 8.3% (10/121). For details, see Annex 6, section on Democracy and Governance.

<sup>30</sup> Baliu, Doruntina for Pristina Insight, “Eight women compete for mayorships in Kosovo’s Local Elections”, 19/10/2017, accessed on 11/5/2017, at: <http://Pristinainsight.com/women-mayorships-elections-mag>.

<sup>31</sup> KWN interviews with representatives of four leading political parties, November and December 2017. Of 2,397 women candidates for municipal assemblies in 2017, 333 were elected (14%). Of the 4,487 men who ran, 669 were elected (15%).

<sup>32</sup> Calculated by KWN, using official data.

<sup>33</sup> Correspondence with Democracy for Development, 2017.

<sup>34</sup> Calculated by KWN, using official data (see Annex 6). Notably, this is based on KAS data, which may mean that Serbs are under-represented as a proportion of the overall population. This could mean that Serbian women and men are accurately represented in municipal assemblies. Further research is needed based on more accurate population statistics.

<sup>35</sup> OSCE Mission in Kosovo, “Deputy Chairpersons for the Municipal Assembly for Communities (DCMACs) 2016”, at: <https://www.osce.org/mission-in-kosovo/305541?download=true>. This position should be established in municipalities where minority ethnic groups comprise at least 10% of inhabitants, and the community member with the most votes on the open lists receives the post (Law Nr. 03/L-040 on Local Self

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Government, 2008, Article 55, at: [http://www.assembly-kosova.org/common/docs/ligjet/2008\\_03-L040\\_en.pdf](http://www.assembly-kosova.org/common/docs/ligjet/2008_03-L040_en.pdf)).

<sup>36</sup> Democracy in Action, “Election Observation Report”, 11 June 2017, 25, at: [www.kdi-kosova.org/wp-content/uploads/2018/01/150-dnv-raporti-perfundimtar-zgjedhjet-2017\\_eng.pdf](http://www.kdi-kosova.org/wp-content/uploads/2018/01/150-dnv-raporti-perfundimtar-zgjedhjet-2017_eng.pdf).

<sup>37</sup> Ibid.

<sup>38</sup> Ibid.

<sup>39</sup> International Knowledge Network of Women in Politics, “Consolidated Response on the Prevention of Family Voting”, at:

[https://www.ndi.org/sites/default/files/Consolidated%20Response\\_Prevention%20of%20Family%20Voting.pdf](https://www.ndi.org/sites/default/files/Consolidated%20Response_Prevention%20of%20Family%20Voting.pdf).

<sup>40</sup> All data were taken from the official webpages of ministries of the Republic of Kosovo, as of 31 May 2018. Notably, in August 2018, a woman minister resigned.

<sup>41</sup> Data was only available for 18 ministries.

<sup>42</sup> Data was only available for 13 ministries.

<sup>43</sup> Data was only available for 18 ministries. KWN sent multiple official requests for data pertaining to municipalities, but did not receive a response.

<sup>44</sup> OSCE Mission in Kosovo, “Deputy Mayors for Communities (DMCs) 2016”, at:

<https://www.osce.org/mission-in-kosovo/305541?download=true>. In municipalities where at least 10% of inhabitants are from a minority ethnic group, or by municipal assembly decision in other municipalities, a Deputy Mayor for Communities should be appointed to advise mayors (Law Nr. 03/L-040 on Local Self Government, 2008, Article 61; and Ministry of Local Government Administration, Administrative Instruction 01/2014 on the procedure of appointment of deputy mayors in municipalities).

<sup>45</sup> Interviews with women’s rights activists.

<sup>46</sup> Ibid.

<sup>47</sup> LGE, Article 14, in accordance with Article 6.

<sup>48</sup> Interview and PDK website. KWN sought to interview all of the five largest political parties, represented in the parliament (PDK, LDK, AAK, LVV and AKR). However, not all political parties were available for interviews, despite several attempts. KWN interview with political party representative, December 2017.

<sup>49</sup> KWN interview with woman political party representative, December 2017.

<sup>50</sup> KWN interviews with several political parties, November and December 2017.

<sup>51</sup> Gap Institute, *Representation of Women in the boards of publically-owned enterprises and independent agencies*, 2017, at:

[www.institutigap.org/documents/38241\\_Representation%20of%20Woman%20in%20the%20Boards%20of%20Publicly%20Owned%20Enterprises%20and%20Independent%20Agencies.pdf](http://www.institutigap.org/documents/38241_Representation%20of%20Woman%20in%20the%20Boards%20of%20Publicly%20Owned%20Enterprises%20and%20Independent%20Agencies.pdf).

<sup>52</sup> The details of five board members were unknown; hence percentages do not add up.

<sup>53</sup> KWN interview with woman political party representative, December 2017.

<sup>54</sup> Ibid and conversations with women and women politicians at local and central levels.

<sup>55</sup> Article 6.8.

<sup>56</sup> Data from the Statistical Department of the Ministry for Public Administration. The “leadership level” includes permanent secretaries, executive chiefs, executive directors, general directors, directors of departments, deputy directors of departments, heads of divisions, heads of sectors, heads of units and managers. The data does not include political positions, but only civil servants.

<sup>57</sup> See Annex 6. OSCE Mission in Kosovo, *Representation of Communities in the Civil Service of Kosovo*, OSCE, 2017, p. 14, at: <https://www.osce.org/mission-in-kosovo/320496?download=true>.

<sup>58</sup> Ibid, p. 22 and data obtained from the Ministry of Public Administration, August 2017.

<sup>59</sup> “Leadership” positions include directors, chiefs of sector, chiefs of office, chiefs of unit and chiefs of personnel.

<sup>60</sup> LGE, Article 8.

<sup>61</sup> Ibid, Article 11.

<sup>62</sup> Government, Office of the Prime Minister, AGE, *Evaluation of the Kosovo Program for Gender Equality 2008-2013*, 2016, at: <https://abgi.rks-gov.net/Portals/0/Raporti%20ANG.pdf>.

<sup>63</sup> LGE, Article 12.

<sup>64</sup> KWN conversations with AGE and statements made during meetings by AGE. See also: AGE, *Evaluation of the Kosovo Program for Gender Equality 2008-2013*, 2016.

<sup>65</sup> Ibid.

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<sup>66</sup> KWN for the Kvinna till Kvinna Foundation, *Mind the GAP: An Independent Evaluation of the Implementation of the Gender Action Plan II in Western Balkan Countries*, 2017, at:

<http://www.womensnetwork.org/documents/20180124144609545.pdf>.

<sup>67</sup> AGE, *Evaluation of the Kosovo Program for Gender Equality 2008-2013*. These points often have been raised by GEOs in meetings with KWN.

<sup>68</sup> KWN conversations with GEOs.

<sup>69</sup> Regulation (Grk) No. 05/2016 on Minimum Standards for Public Consultation Process.

<sup>70</sup> KWN, *Budgeting for Better Agriculture and Rural Development*, KWN, 2017, p. 24, at:

[www.womensnetwork.org/documents/20171010144621382.pdf](http://www.womensnetwork.org/documents/20171010144621382.pdf).

<sup>71</sup> KWN, *Budgeting for Better Education: A gender analysis of expenditures and services in the Ministry of Education, Science, and Technology*, KWN, 2015, at:

[www.womensnetwork.org/documents/20160607151528942.pdf](http://www.womensnetwork.org/documents/20160607151528942.pdf).

<sup>72</sup> KWN, *Budgeting for a Better Environment: A gender analysis of expenditures and services in the Ministry of Environment and Spatial Planning*, KWN, 2016, p. 19, at:

[www.womensnetwork.org/documents/20161108211545508.pdf](http://www.womensnetwork.org/documents/20161108211545508.pdf).

<sup>73</sup> KWN, *Budgeting for Gender Equality in Trade and Industry*, KWN, 2016, p. 44, at:

[www.womensnetwork.org/documents/20161108210425364.pdf](http://www.womensnetwork.org/documents/20161108210425364.pdf).

<sup>74</sup> KWN correspondence with the Ministry of Finance, August 2017.

<sup>75</sup> Ibid.

<sup>76</sup> See the KWN website: [www.womensnetwork.org](http://www.womensnetwork.org).

<sup>77</sup> The handbooks on GRB that KIPA is using for training are available online: KWN, *A Practical User's Guide: Gender Responsive Budgeting at the Local Level* (at:

<http://www.womensnetwork.org/documents/20170428114117535.pdf>) and *A Practical User's Guide: Gender Responsive Budgeting at the Central Level* (at:

<http://www.womensnetwork.org/documents/20170428113946744.pdf>).

<sup>78</sup> Council of the European Union, "EU engagement with civil society in external relations - Council conclusions (19 June 2017)", at: <http://www.consilium.europa.eu/media/24003/st10279en17-conclusions-eu-engagement-with-civil-society-in-external-relations.pdf>.

<sup>79</sup> For example, regarding the crucial role of feminist movements in reducing violence against women, see: Mala Htun and S. Laurel Weldon, *The Civic Origins of Progressive Policy Change: Combating Violence against Women in Global Perspective, 1975–2005*. See also the publications of the Association of Women in Development related to resourcing movements, at: [www.awid.org](http://www.awid.org).

<sup>80</sup> KWN conversations with its member organizations. For a slightly outdated discussion on the challenges faced by WCSOs, see KWN and Alterhabitus, *Where's the Money for Women's Rights: A Kosovo Case Study*, KWN, 2013, at: <http://www.womensnetwork.org/documents/20140109133636572.pdf>.

<sup>81</sup> KWN, *EU Funding for Women's Organizations in the WB: Challenges and Opportunities*, 2017, at:

<http://www.womensnetwork.org/documents/20171201123609298.pdf>.

<sup>82</sup> The GAP indicators do not correspond logically with the foreseen activities or the objective. Therefore, different indicators have been proposed based on experience and consultations with other WCSOs.

## **Rule of Law and Fundamental Freedoms**

<sup>1</sup> European Council in Copenhagen, Conclusions of the Presidency (21-22 June 1993), p. 13, at:

<https://www.consilium.europa.eu/media/21225/72921.pdf>.

<sup>2</sup> Article 1.

<sup>3</sup> Article 2.

<sup>4</sup> Article 5.

<sup>5</sup> Assembly of the Republic of Kosovo, Constitution of the Republic of Kosovo, 2008, Article 22.

<sup>6</sup> Charter of Fundamental Rights of the European Union, Article 23, at: <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:12012P/TXT&from=EN>.

<sup>7</sup> Council Directive 2004/113/EC implementing the principle of equal treatment between men and women in the access to and supply of goods and services, at: <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32004L0113&from=EN>.

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<sup>8</sup> Sylvia Cleff le Divellec and Katharina Miller for KWN, *Kosovo's Progress in Aligning Its Laws with the European Union Gender Equality Acquis*, KWN, 2017, p. 28, at: <http://www.womensnetwork.org/documents/20171108105226438.pdf>.

<sup>9</sup> Council Directive 2000/43/EC implementing the principle of equal treatment between persons irrespective of racial or ethnic origin, at: <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32000L0043&from=en>.

<sup>10</sup> Article 7.2.

<sup>11</sup> Article 24.

<sup>12</sup> Assembly (Article 71.2), Civil Service (Article 101.1), Judiciary (articles 104.2 and 108.4), State Prosecutor (articles 110.1 and 110.3), Constitutional Court (Article 114).

<sup>13</sup> LGE, Article 2.

<sup>14</sup> Article 5.

<sup>15</sup> Article 6.

<sup>16</sup> As well as: analysis, strategies, equal representation, adequate allocation of financial resources and gender equality in naming institutions, schools and streets.

<sup>17</sup> As well as: support programs to increase participation of the “less represented sex” in decision making and public life and economic empowerment.

<sup>18</sup> Republic of Kosovo, Assembly, Law No. 05/L-021 on the Protection from Discrimination, 2015, at: [www.kuvendikosoves.org/common/docs/ligjet/05-L-021%20a.pdf](http://www.kuvendikosoves.org/common/docs/ligjet/05-L-021%20a.pdf).

<sup>19</sup> Sylvia Cleff le Divellec and Katharina Miller for KWN, *Kosovo's Progress in Aligning Its Laws with the European Union Gender Equality Acquis*, Pristina: KWN, 2017, at: <http://www.womensnetwork.org/documents/20171108105226438.pdf>.

<sup>20</sup> Republic of Kosovo, Assembly, Law No. 05/L-019 on Ombudsperson, 2015, at: [www.kuvendikosoves.org/common/docs/ligjet/05-L-019%20a.pdf](http://www.kuvendikosoves.org/common/docs/ligjet/05-L-019%20a.pdf).

<sup>21</sup> Article 9.2 sets out the relevant competences as: investigating claims; giving opinions and recommendations in cases of discrimination; assisting victims in preparing complaints; and giving information on rights, obligations and protective tools, among others.

<sup>22</sup> Article 13 states that the “Ombudsperson is an equality institution that handles cases related to gender discrimination, in accordance with procedures established by the Law on Ombudsperson.”

<sup>23</sup> This was a recurring theme in interviews, 2017.

<sup>24</sup> Article 16.1(h).

<sup>25</sup> Article 46.

<sup>26</sup> Republic of Kosovo, Assembly, Law No. 2004/32 Family Law of Kosovo, 2004, Chapter IV, at: [http://www.kuvendikosoves.org/common/docs/ligjet/2004\\_32\\_en.pdf](http://www.kuvendikosoves.org/common/docs/ligjet/2004_32_en.pdf).

<sup>27</sup> Republic of Kosovo, Assembly, Law No. 2004/26 on Inheritance, 2004, Article 3, at: [www.kuvendikosoves.org/common/docs/ligjet/2004\\_26\\_en.pdf](http://www.kuvendikosoves.org/common/docs/ligjet/2004_26_en.pdf).

<sup>28</sup> Article 12. Note that if there are no children, the parents of the deceased inherit 50% of the estate, and the spouse inherits 50% (Article 14).

<sup>29</sup> Article 130.

<sup>30</sup> Article 28.

<sup>31</sup> Republic of Kosovo, Assembly, Law No. 03/L-164 on Housing Financing Specific Programs, Article 1, at: <https://www.kuvendikosoves.org/common/docs/ligjet/2010-164-eng.pdf>.

<sup>32</sup> *Ibid*, Article 11.

<sup>33</sup> Republic of Kosovo, Assembly, Law No. 03/L-154 on Property and Other Real Rights, 2009, at: [http://www.kuvendikosoves.org/common/docs/ligjet/2009\\_03-L-154\\_en.pdf](http://www.kuvendikosoves.org/common/docs/ligjet/2009_03-L-154_en.pdf).

<sup>34</sup> Republic of Kosovo, Assembly, Law No. 04/L-077 on Obligational Relationships, 2012, at: [www.kuvendikosoves.org/common/docs/ligjet/Law%20on%20Obligational%20Relationship.pdf](http://www.kuvendikosoves.org/common/docs/ligjet/Law%20on%20Obligational%20Relationship.pdf).

<sup>35</sup> Republic of Kosovo, Assembly, Law No. 03/L-007 on Out Contentious Procedure, 2009, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2608>.

<sup>36</sup> Republic of Kosovo, Assembly, Law No. 2002/5 on Establishing the Immovable Property Rights Register, 2003, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2565>.

<sup>37</sup> Administrative Instruction (GRK) No. 03/2016 on Special Measures for Registration of Joint Immovable Property on Behalf of Both Spouses, Article 1, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=12418>.

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<sup>38</sup> Ibid, Article 4.

<sup>39</sup> Originally extended by: Administrative Instruction (GRK) 04/2017 on amending and supplementing the Administrative Instruction (GRK) No. 03/2016, Article 2, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=15131>; extended again by: Administrative Instruction (GRK) No. 08/2018 Regarding Amendment of Administrative Instruction (GRK) No. 03/2016 on Special Measures for Registration of Joint Immovable Property on Behalf of Both Spouses, Article 2 at: <https://abgj.rks-gov.net/Portals/0/UA%20nr.08-2018.pdf>.

<sup>40</sup> Republic of Kosovo, Government, Ministry of Justice, Kosovo National Strategy on Property Rights, 2016, at: [http://www.kryeministri-ks.net/repository/docs/SKDP\\_17\\_10\\_2016\\_ENG.pdf](http://www.kryeministri-ks.net/repository/docs/SKDP_17_10_2016_ENG.pdf).

<sup>41</sup> KWN correspondence with Cadastral Agency, September 2017.

<sup>42</sup> Women for Women, “Kosovo Joins National Property Rights Coalition”, at: <https://www.womenforwomen.org/blog/kosovo-joins-national-property-rights-coalition>, accessed 30 May 2018.

<sup>43</sup> Ibid.

<sup>44</sup> USAID Kosovo, Property Rights Program, *National Baseline Survey for Property Rights in Kosovo*, 2015, p. 22, at: <https://www.womensnetwork.org/documents/20160614114824999.pdf>. The report contains substantial additional, useful gender disaggregated information.

<sup>45</sup> Ibid, p. 34.

<sup>46</sup> KWN and its member organizations have been part of some of these ongoing discussions.

<sup>47</sup> This also would contribute to the implementation of the Kosovo National Strategy on Property Rights, p. 17.

<sup>48</sup> KWN correspondence with Cadastral Agency, September 2017. Note that this refers to the percent of properties that are owned by women, and not to the percentage of women that own property. The latter is presently unavailable.

<sup>49</sup> Ibid, pp. 48-49.

<sup>50</sup> Ibid, p. 12.

<sup>51</sup> Ibid, p. 49.

<sup>52</sup> The USAID Property Rights Program and KWN have undertaken some initiatives in this regard, though more are needed. Door-to-door campaigns have proven particularly effective in transforming social norms.

<sup>53</sup> Directive 2012/29/EU establishing minimum standards on the rights, support and protection of victims of crime, and replacing Council Framework Decision 2001/220/JHA.

<sup>54</sup> Republic of Kosovo, Assembly, Law No. 03/L-199 on Courts, 2010, Article 5, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2700>.

<sup>55</sup> Ibid, Article 17.

<sup>56</sup> Ibid, Article 21.3 (15% but no fewer than 3 seats).

<sup>57</sup> LGE, Article 6.8.

<sup>58</sup> Law on Courts, Article 7.

<sup>59</sup> Republic of Kosovo, Assembly, Code No. 04/L-082 Criminal Code of the Republic of Kosovo, at: [www.assembly-kosova.org/common/docs/ligjet/Criminal%20Code.pdf](http://www.assembly-kosova.org/common/docs/ligjet/Criminal%20Code.pdf).

<sup>60</sup> Republic of Kosovo, Assembly, Criminal No. 04/L-123, at: <https://www.kuvendikosoves.org/common/docs/ligjet/Criminal%20Procedure%20Code.pdf>.

<sup>61</sup> Republic of Kosovo, Assembly, Law No. 04/L-017 on Free Legal Aid, 2012, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2803>. Legal aid is divided into primary and secondary aid. Primary legal aid is provided to all persons “that acquire the right from social aid, or are in similar situation with persons acquiring the right from social aid”; secondary legal aid is provided to all persons who’s gross family income is lower than the average family income.

<sup>62</sup> Ibid, articles 7-9.

<sup>63</sup> Article 30.5.

<sup>64</sup> Articles 57 and 58.

<sup>65</sup> Republic of Kosovo, Assembly, Law No. 03/L-057 on Mediation, 2008, Article 1, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2592>.

<sup>66</sup> Republic of Kosovo, Assembly, Law No. 04/L-076 on Police, 2012, Article 2, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2806>.

<sup>67</sup> Article 20.4.

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- <sup>68</sup> Republic of Kosovo, Assembly, Law No. 03/L-231 on Police Inspectorate of Kosovo, 2010, Article 5.4, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2720>.
- <sup>69</sup> Republic of Kosovo, Assembly, Law No. 03/L-225 on State Prosecutor, 2010, Article 3, at: <https://www.kuvendikosoves.org/common/docs/ligjet/2010-225-eng.pdf>.
- <sup>70</sup> Law on State Prosecutor (Article 5); Constitution of the Republic of Kosovo (articles 109.4 and 110.3).
- <sup>71</sup> Republic of Kosovo, Assembly, Law No. 04/L-149 on Execution of Penal Sanctions, 2013, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=8867>.
- <sup>72</sup> Article 33.5. See also Articles 182 (female persons sentenced with imprisonment due to minor offences) 208 (kinds of correctional facilities).
- <sup>73</sup> Article 52. If a child is born in the correctional facility, this fact shall not be mentioned in the birth certificate.
- <sup>74</sup> Article 20.
- <sup>75</sup> Article 78.
- <sup>76</sup> Administrative Instruction GRK No. 05/2014 for function of prison health services, Article 7.8, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=10485>.
- <sup>77</sup> Republic of Kosovo, Kosovo Prosecutorial Council, Regulation on the Mandate, Structure and the functioning of the Victim Protection and Assistance Office, 2013, at: [www.psh-ks.net/repository/docs/REGULATION FOR THE MANDATE, STRUCTURE AND FUNCTION OF THE VPAO.pdf](http://www.psh-ks.net/repository/docs/REGULATION_FOR_THE_MANDATE_STRUCTURE_AND_FUNCTION_OF_THE_VPAO.pdf).
- <sup>78</sup> Article 20.2.
- <sup>79</sup> Martha Stickings, *Establishing and Strengthening an Association of Women Police: The Case of the Association of Women in Kosovo Police*, UN Women Office in Kosovo, 2015.
- <sup>80</sup> KWN correspondence with the Forum of Women Judges and Prosecutors of Kosovo, 2017.
- <sup>81</sup> KWN interview with representative of the prosecution.
- <sup>82</sup> KWN interview, 2017.
- <sup>83</sup> *Ibid.*
- <sup>84</sup> *Ibid.*
- <sup>85</sup> KWN correspondence with Forum of Women Judges and Prosecutors of Kosovo, 2017.
- <sup>86</sup> KWN, *From Words to Action? Monitoring the Institutional Response to Gender-Based Violence in Kosovo*, KWN, 2017, p. 3, at: <http://www.womensnetwork.org/documents/20180312142859762.pdf>.
- <sup>87</sup> The term was coined by William Ryan (*Blaming the Victim*, New York: 1971).
- <sup>88</sup> *Ibid.*, p. 12.
- <sup>89</sup> KWN, *No More Excuses*, KWN, 2015, at: <https://www.womensnetwork.org/documents/20151124105025622.pdf>.
- <sup>90</sup> VAAO, email correspondence, 2018.
- <sup>91</sup> KWN, *From Words to Action?*, 2017.
- <sup>92</sup> KWN, *No More Excuses*, p. 16; eight offices closed in June 2015, leaving only the five, state-funded legal aid offices operational (Prishtina/Priština, Prizren, Peja/Peç, Mitrovica/Kosovska Mitrovica, and Gjiilan/Gnjilane).
- <sup>93</sup> Ehat Miftaraj and Betim Musliu for the Kosovo Law Institute, “Legal Aid in Criminal Cases and Applying European Court of Human Rights Standards in Kosovo Courts”, September 2017, p. 12, at: [www.kli-ks.org/wp-content/uploads/2017/09/KLI-RAPORT-ENG-2.pdf](http://www.kli-ks.org/wp-content/uploads/2017/09/KLI-RAPORT-ENG-2.pdf). The Report states that “[d]espite the Agency’s criminal legal aid delivery mandate being legislated since 2006, Parliament has continued to deliver funds for criminal legal aid to court and prosecutor budgets for distribution. This has effectively kept the courts and prosecutors responsible for reimbursing all court costs related to legal representation in criminal cases performed by advocates.”
- <sup>94</sup> *Ibid.*
- <sup>95</sup> Republic of Kosovo, Ministry of Justice, *Rule of Law Assistance Strategy in Kosovo 2016-2019*, 2014, p. 26, at: [http://www.kryeministri-ks.net/repository/docs/Rule\\_of\\_Law\\_Assistance\\_Strategy\\_in\\_Kosovo\\_2016-2019\\_\(Justice\\_and\\_Internal\\_Affairs\).pdf](http://www.kryeministri-ks.net/repository/docs/Rule_of_Law_Assistance_Strategy_in_Kosovo_2016-2019_(Justice_and_Internal_Affairs).pdf).
- <sup>96</sup> Agency for Free Legal Aid, *Annual Report 2017*, 2018. From 1 February to 31 May 2017, the Kosovo Law Institute monitored 524 court hearings within the Criminal Division of the General Department at the Basic Courts of Pristina/Priština, Peja/Peç and Prizren. They found: “In the 163 cases where defendants did have legal representation, only 20% received legal aid, while 80% of these defendants paid for their own defence. In practice, free legal aid in general crime cases is only provide ex officio when Article 57 criteria are met (i.e. pre-

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trial detention hearings), but very rarely offered as discretionary free legal aid (Art. 58). As a result, our sample reveals that only 32 of 667 defendants in general crimes department cases received defence counsel at the public's expense." (Miftaraj and Musliu for the Kosovo Law Institute, p. 15).

<sup>97</sup> UNDP, *Support to Strengthen the Rule of Law in Kosovo: Gender Monitoring Report*, 2017, at: <http://www.ks.undp.org/content/dam/kosovo/docs/gender/Gender%20field%20%20report%20Rule%20of%20Law%20-Mediation%20Center%202017.docx>.

<sup>98</sup> Prishtina/Priština, Ferizaj/Uroševac, Gjakova/Đakovica, Peja/Peç, Gjilan/Gnjilane, Mitrovica/Kosovska Mitrovica and Prizren.

<sup>99</sup> UNDP, *Support to Strengthen the Rule of Law in Kosovo*, pp. 4-5.

<sup>100</sup> Ibid.

<sup>101</sup> KWN, *More than Words on Paper?*, 2009, p. 27.

<sup>102</sup> Ministry of Justice, Rule of Law Assistance Strategy in Kosovo 2016-2019, Strategic Objective 3; Republic of Kosovo, Kosovo Judicial Council, Kosovo Judiciary Strategic Plan 2014-2019, Pillar III, at: [www.gjyqesori-rks.org/GetDocument/167](http://www.gjyqesori-rks.org/GetDocument/167).

<sup>103</sup> Kosovo Judiciary Strategic Plan 2014-2019, Strategic Objective 4.1.5.

<sup>104</sup> UNDP, *Support to Strengthen the Rule of Law in Kosovo*, p. 5.

<sup>105</sup> Ibid, Goal 3.1.

<sup>106</sup> KWN, *From Words to Action*, p. 45.

<sup>107</sup> KAS, Statistics of Jurisprudence for Juveniles 2016, Series 5: Social Statistics, 2017, p. 12, at: <http://ask.rks-gov.net/media/3818/statistics-of-jurisprudence-for-juveniles-2016.pdf>.

<sup>108</sup> Shqipe Gjocaj, "Të burgosurat në Kosovë rrëfjnë historitë e tyre" 14 June 2017, at: <https://www.reporter.al/te-burgosurat-ne-kosove-rrrefjne-historite-e-tyre/> (in Albanian) reported that there are 33 women detained in Lipjan Correctional Centre (the only correctional centre in which women are detained); the United States Department of State Bureau of Democracy, Human Rights and Labor "Country Reports on Human Rights Practices for 2016" stated that the prison population consisted of 1,515 convicts (including 38 women) at the time of reporting (at: <https://www.state.gov/documents/organization/265648.pdf>).

<sup>109</sup> KAS, Statistical Yearbook of the Republic of Kosovo 2016, 2016, p. 79, at: <http://ask.rks-gov.net/media/2577/statistical-yearbook-2016-ang.pdf>.

<sup>110</sup> Data from the Kosovo Police, June 2018.

<sup>111</sup> UNDP, *Public Pulse on Corruption 2016*, at: [http://www.ks.undp.org/content/kosovo/en/home/library/democratic\\_governance/special-edition-of-the-public-pulse-on-corruption.html](http://www.ks.undp.org/content/kosovo/en/home/library/democratic_governance/special-edition-of-the-public-pulse-on-corruption.html). Findings based on four focus groups.

<sup>112</sup> Similar findings were established in a prior survey by UNDP, *Gender Equality Related Corruption Risks and Vulnerabilities in Civil Service in Kosovo*, 2014, at: [www.ks.undp.org/content/dam/kosovo/docs/SAEK/2014%2011%2026%20Gender%20Corruption\\_final\\_Eng.pdf](http://www.ks.undp.org/content/dam/kosovo/docs/SAEK/2014%2011%2026%20Gender%20Corruption_final_Eng.pdf).

<sup>113</sup> USAID, "Working with Men and Boys to End Violence Against Women and Girls", 2015, p. 1, at: [https://www.usaid.gov/sites/default/files/documents/1865/Men\\_VAW\\_report\\_Feb2015\\_Final.pdf](https://www.usaid.gov/sites/default/files/documents/1865/Men_VAW_report_Feb2015_Final.pdf).

<sup>114</sup> Defined as "a set of values, established by men in power that functions to include and exclude, and to organize society in gender unequal ways. It combines several features: a hierarchy of masculinities, differential access among men to power (over women and other men), and the interplay between men's identity, men's ideals, interactions, power, and patriarchy" (Jewkes, R. and Morrell, R., "Sexuality and the limits of agency among South African teenage women: theorising femininities and their connections to HIV risk practices" [2012] 74 Soc Sci Med. 1729-37).

<sup>115</sup> Raewyn Connell and James W. Messerschmidt, "Hegemonic Masculinity: Rethinking the Concept" 2005, 19 *Gender and Society*, pp. 829-859.

<sup>116</sup> James W. Messerschmidt, *Masculinities and crime: Critique and reconceptualization of theory*, Rowman & Littlefield Publishers, 1993, p. 147. Provides examples of juvenile offenders "reinstating masculinity" through crime outside of school, and men committing acts of domestic violence as a means of demonstrating masculinity.

<sup>117</sup> KWN, *No More Excuses*, p. 52.

<sup>118</sup> Evie Browne, "Gender norms in the Western Balkans", K4D: Helpdesk Report, 17/03/2017.

<sup>119</sup> Pawlak et al. for USAID, *USAID/Kosovo Gender and Power Dynamics Assessment*, 2016.

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<sup>120</sup> Ibid.

<sup>121</sup> For more details see the section on “LGBTQI Rights”.

<sup>122</sup> Xhevdet Halili, Tristin Kilgallon and Haxhi Xhemajli, “Kosovo: Prison Structure, Prisoners’ Rights, and the Treatment of Prisoners” *Criminal Justice Paraxis*, 2016, pp. 1-9.

<sup>123</sup> Ibid.

<sup>124</sup> Ibid. This is “evidenced by the prevalence of contraband, and the various scandals associated with members of the KCS (Kosovo Correctional Service), namely nepotism and bribery”.

<sup>125</sup> U.S. Department of State Bureau of Democracy, Human Rights and Labor, “Country Reports on Human Rights Practices for 2016”, p. 6.

<sup>126</sup> For example, mental health issues have been shown to contribute to recidivism among domestic violence offenders (Robinson, A.L. “Reducing repeat victimization among high-risk victims of domestic violence: The benefits of a coordinated community response in Cardiff, Wales” [2006] 12 *Violence Against Women*, pp. 761-788). Similarly, drug and alcohol addiction appear to play an important role in domestic violence recidivism (Klein, A.R. and Tobin, T. “A longitudinal study of arrested batterers, 1995-2005: Career criminals”, 2008, 14 *Violence Against Women*, pp. 136-157). Insufficient access to relevant support services can therefore increase the risk of repeat violence.

<sup>127</sup> Republic of Kosovo, Assembly, Law No. 03/L-142 on Public Peace and Order, 2009, Article 7, at: <https://www.kuvendikosoves.org/common/docs/ligjet/2009-142-eng.pdf>.

<sup>128</sup> Article 241.

<sup>129</sup> Article 242.

<sup>130</sup> Arbërita Kryeziu, Judith Mesquita, Majlindë Sinani Lulaj and Remzije Istrefi (for the Kosovo Ombudsperson), “Sexual and Reproductive Health and Rights in Kosovo: A Reality Beyond the Law?” 2016, at: [www.ombudspersonkosovo.org/repository/docs/ENG\\_-\\_Final\\_OIK\\_DSHRS\\_final\\_korrigjuar\\_25\\_maj\\_2017\\_442113.pdf](http://www.ombudspersonkosovo.org/repository/docs/ENG_-_Final_OIK_DSHRS_final_korrigjuar_25_maj_2017_442113.pdf), p. 75.

<sup>131</sup> Police do not divide whether criminal acts related to prostitution involve users or providers of prostitution services, as owners of locales offering prostitution or persons providing sex services (Kosovo Police correspondence with KWN, 2018).

<sup>132</sup> Jay Levy and Pye Jakobsson, “Sweden’s abolitionist discourse and law: Effects on the dynamics of Swedish sex work and on the lives of Sweden’s sex workers”, 2014, 14(5) CCJ 593 at 594.

<sup>133</sup> KWN, *No More Excuses*, p. 86.

<sup>134</sup> Directive 2011/36/EU on preventing and combating trafficking in human beings and protecting its victims, and replacing Council Framework Decision 2002/629/JHA, at <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2011:101:0001:0011:EN:PDF>.

<sup>135</sup> Article 171.

<sup>136</sup> Republic of Kosovo, Assembly, Law No. 03/L-182 on Protection against Domestic Violence, 2010, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2691>. For a more thorough summary of relevant laws, see KWN, *No More Excuses*.

<sup>137</sup> Administrative Instruction No. 12/2012 for determining the place and way of psychosocial treatment of perpetrators of domestic violence, 2012, at: <http://gbvaor.net/wp-content/uploads/2015/03/Administrative-Instruction-for-determining-Psychological-treatment-of-domestic-violence-Kosovo-2012.pdf>; Administrative Instruction (Health) No. 02/2013 on the method of treatment to perpetrators of domestic violence against which there is imposed the measure for mandatory medical treatment from alcoholism and addiction to psychotropic substances, 2013, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2691>.

<sup>138</sup> Article 1.2.

<sup>139</sup> LGE, Article 4.

<sup>140</sup> Republic of Kosovo, Assembly, Law No. 05/L-036 on Crime Victim Compensation, 2015, at: <https://www.kuvendikosoves.org/common/docs/ligjet/05-L-036%20a.pdf>.

<sup>141</sup> Republic of Kosovo, Assembly, Law No. 04/L-218 on Preventing and Combating Trafficking in Human Beings and Protecting Victims of Trafficking, 2013, Article 3(1.1), at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=8875>.

<sup>142</sup> Article 171.

<sup>143</sup> Republic of Kosovo, Assembly, Law No. 04/L-129 on Foreigners, 2013, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=8876>.

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- <sup>144</sup> Ministry of Internal Affairs, National Strategy Against Trafficking in Human Beings in Kosovo 2015-2018, at: [kryeministri-ks.net/wp-content/uploads/docs/NATIONAL\\_STRATEGY\\_AGAINST\\_TRAFFICKING\\_IN\\_HUMAN\\_BEINGS\\_IN\\_KOSOVO.pdf](http://kryeministri-ks.net/wp-content/uploads/docs/NATIONAL_STRATEGY_AGAINST_TRAFFICKING_IN_HUMAN_BEINGS_IN_KOSOVO.pdf).
- <sup>145</sup> Ministry of Justice, National Strategy of the Republic of Kosovo on Protection from Domestic Violence and Action Plan 2016-2020, pp. 8-9, at: <https://abgj.rks-gov.net/Portals/0/Strategjia%20Komb%C3%ABtare%20e%20RK%20p%C3%ABr%20mbrojtje%20nga%20dhuna%20one%20familje%202016-2020.pdf>.
- <sup>146</sup> Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence (the Istanbul Convention), at: <https://rm.coe.int/168008482e>.
- <sup>147</sup> All of the Western Balkan states have ratified the Istanbul Convention, though the European Commission has criticized its implementation in some states. As Kosovo is not yet a Council of Europe Member State, ratification may not be possible. However, it is possible for the Convention to be included as a directly applicable international instrument in the Constitution of Kosovo, under Article 22. Kosovo's Ombudsperson reiterated the need for its inclusion on the 2016 International Day for the Elimination of Violence Against Women.
- <sup>148</sup> Republic of Kosovo, Office of the Prime Minister, Standard Operation Procedures for Protection from Domestic Violence in Kosovo, 2013, at: <https://abgj.rks-gov.net/Portals/0/Procedurat%20Standarte%20te%20Veprimit%20per%20Mbrojtje%20nga%20Dhuna%20ne%20Familje.pdf>.
- <sup>149</sup> Government of Kosovo, Ministry of Internal Affairs, Standard Operating Procedures for Trafficked Persons in Kosovo, p. 53, at: [www.legislationline.org/documents/id/18619](http://www.legislationline.org/documents/id/18619).
- <sup>150</sup> KWN, *No More Excuses*. Annex 6 shows incidence rates.
- <sup>151</sup> Kosovo Police correspondence with KWN, August 2018.
- <sup>152</sup> KWN, *No More Excuses*, p. 56.
- <sup>153</sup> *Ibid*, p. 26.
- <sup>154</sup> *Ibid*, p. 28.
- <sup>155</sup> *Ibid*, pp. 25-26.
- <sup>156</sup> *Ibid*, p. 47.
- <sup>157</sup> Gracia, E., *Unreported cases of domestic violence against women: towards an epidemiology of social silence, tolerance, and inhibition*, *J Epidemiol Community Health*, 2004, 58, pp. 536–537, at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC1732820/pdf/v058p00536.pdf>. See also KWN's reports dealing with gender-based violence on the KWN website, particularly, *From Words to Action*, 2017.
- <sup>158</sup> Comment on draft report, 2018.
- <sup>159</sup> KWN interviews, 2017, and *From Words to Action?*
- <sup>160</sup> This has been a recurring challenge identified in KWN's last three reports pertaining to domestic violence: *More Than "Words on Paper": The Response of Justice Providers to Domestic Violence in Kosovo*, UNDP, 2009, at: <http://www.womensnetwork.org/documents/20130120165443203.pdf>, *No More Excuses*, and *From Words to Action?*
- <sup>161</sup> *Ibid*.
- <sup>162</sup> "A EULEX team assessed aspects of the infrastructure in Kosovo Basic Courts in 2017 and found that certain equipment, such as video link equipment and opaque shields, is lacking in several courts. This may inhibit the use of protective measures established in the Kosovo Criminal Procedure Code, and deny victims-witnesses the opportunity to, for example, provide their witness statements via video link, which is an acknowledged best practice to protect victims-witnesses from distress and re-traumatisation while participating in the criminal proceedings" (EULEX correspondence with KWN, 2018).
- <sup>163</sup> Such as the Protection Measures of Removal from Apartment, House or other Living Premises and Protection Measure of Psycho-Social Treatment. See KWN, *From Words to Action?*
- <sup>164</sup> *Ibid*.
- <sup>165</sup> *Ibid*, p. 3.
- <sup>166</sup> *Ibid*, p. 4.
- <sup>167</sup> CEDAW Committee General Recommendation no. 35 on gender-based violence against women: "States should provide specialist women's support services such as free of charge 24-hour helplines, and sufficient

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numbers of safe and adequately equipped crisis, support and referral centers, as well as adequate shelters for women, their children, and other family members as required.”

<sup>168</sup> KWN interviews, 2018.

<sup>169</sup> KWN, *From Words to Action?*, p. 4.

<sup>170</sup> *Ibid.*, p. 53.

<sup>171</sup> *Ibid.*, p. 61.

<sup>172</sup> *Ibid.*

<sup>173</sup> KWN, *Sexual Harassment in Kosovo*, 2016, p. 4, at: [www.womensnetwork.org/documents/20160223185243349.pdf](http://www.womensnetwork.org/documents/20160223185243349.pdf).

<sup>174</sup> *Ibid.*

<sup>175</sup> *Ibid.*, pp. 23, 25-26.

<sup>176</sup> *Ibid.*, p. 4.

<sup>177</sup> KWN, *From Words to Action?*, p. 3.

<sup>178</sup> *Ibid.*, p. 13.

<sup>179</sup> *Ibid.*, p. 3.

<sup>180</sup> *Ibid.*, p. 12.

<sup>181</sup> *Ibid.*

<sup>182</sup> *Ibid.*

<sup>183</sup> *Ibid.*

<sup>184</sup> *Ibid.*, p. 13.

<sup>185</sup> KWN interviews and observations, 2017.

<sup>186</sup> KWN interviews, 2017.

<sup>187</sup> Data from the Kosovo Police, June 2018. See Annex 6. See also, U.S. Department of State, *Trafficking in Persons Report*, June 2017, p. 238, at: <https://www.state.gov/documents/organization/271339.pdf>.

<sup>188</sup> *Ibid.*

<sup>189</sup> Government of the Republic of Kosovo, Administrative Instruction 17/2013 on the formal composition, competencies, responsibilities, and manner of functioning of the National Authority Against Human Trafficking, Article 4, 2013, at: <https://gzk.rks-gov.net/ActDocumentDetail.aspx?ActID=10313>.

<sup>190</sup> *Ibid.*

<sup>191</sup> U.S. Department of State, *Trafficking in Persons Report*, June 2017.

<sup>192</sup> Republic of Kosovo, Assembly, Law No. 05/L-036 on Crime Victim Compensation, Article 2.

<sup>193</sup> *Ibid.* Article 6.

<sup>194</sup> Qosaj-Mustafa, Ariana and Morina, Donjeta, “Compensation to Victims of Crime: Response to Domestic Violence and Human Trafficking cases in Kosovo”, 2017.

<sup>195</sup> *Ibid.*

<sup>196</sup> According to Qosaj-Mustafa and Morina, the Criminal Procedure Code still uses outdated phrasing in referring to the Victim Compensation Programme as a “Victim Compensation Fund” (Article 62.1.5).

<sup>197</sup> Family Law of Kosovo, Article 15, 2004.

<sup>198</sup> Article 16.2. Article 16.3 provides: “Prior to the decision, the court shall seek the opinion of the Custodian Body and shall hear the minor and his parents respectively the custodian. The court shall also hear the person with whom the minor intends to enter into wedlock and shall investigate other circumstances important for the decision” [*sic*].

<sup>199</sup> KAS.

<sup>200</sup> Dafina Halili, “Underage and Married”, *Kosovo 2.0*, 26.10.2016, at: <http://kosovotwopointzero.com/en/underage-and-married/>.

<sup>201</sup> UNFPA, *Kosovo (UNSC 1244) Child Marriage*, 2012, p. 4, at: <http://kosovo.unfpa.org/sites/default/files/pub-pdf/KOSOVO-English-final.pdf>.

<sup>202</sup> *Ibid.*, p. 1.

<sup>203</sup> *Ibid.*

<sup>204</sup> NSPDV, Pillar 2, Strategic Objective 2; Pillar 3, Strategic Objective 3.

<sup>205</sup> NSPDV, Pillar 1, Strategic Objective 1 (1.2.a.1); and Pillar 2, Strategic Objective 2. In 2018, UN Women in Kosovo announced support to the Ministry of Justice to establish software that will be used by all responsible institutions for case management and data collection. The database will include all types of violence against

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women perpetrated in Kosovo that are addressed to institutions. Previously other donors also have supported the development of an inter-institutional database, but it has never become operational.

<sup>206</sup> The EU Rule of Law Mission in Kosovo (EULEX) has conducted some trainings, but the curricula need to be institutionalized and rolled-out.

<sup>207</sup> KWN, *No More Excuses*, 2015.

<sup>208</sup> NSPDV, Pillar 4, Strategic Objective 4.

<sup>209</sup> KWN has provided some training, but it needs to be institutionalized.

<sup>210</sup> NSPDV, Pillar 1, Strategic Objective 1.

<sup>211</sup> See KWN, *From Words to Action?*.

<sup>212</sup> Some training has been provided to most of these groups by various actors (e.g., UN agencies, OSCE, KWN). However, it has not been standardized, permanently institutionalized and rolled-out across each institution, ensuring a consistent, sustainable approach. Already developed curricula perhaps could be adapted, adopted and scaled up.

<sup>213</sup> A leading expert in GRB supported KWN in developing a methodology for adequately costing services. While the data is outdated, the methodology remains relevant (see KWN, *At What Cost? Budgeting for the Implementation of the Legal Framework against Domestic Violence in Kosovo*, KWN, 2012, at: <http://www.womensnetwork.org/documents/20130405120224756.pdf>). Save the Children reportedly planned to undertake a costing study in 2018.

<sup>214</sup> Republic of Kosovo, Assembly, Law No. 04/L-172 on Amending and Supplementing the Law No. 04/L-054 on the Status and the Rights of the Martyrs, Invalids, Veterans, Members of Kosovo Liberation Army, Sexual Violence Victims of the War, Civilian Victims and their Families, 2014, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=9436>.

<sup>215</sup> Republic of Kosovo, Assembly, Law No. 05/L-053 on Specialist Chambers and Specialist Prosecutor's Office, 2015, articles 19.3 and 23.2 at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=11036>.

<sup>216</sup> Kosovo Specialist Chambers, Rules of Procedure and Evidence, March 2017, KSC-BD-03/Rev1/2017/1, Article 80(6). Under the Rules, to protect the identity of victims of sexual and gender-based violence, names and identifying information may be redacted from the Specialist Chambers' public records, and any records identifying the witness or victim participating in the proceedings may not be disclosed.

<sup>217</sup> Article 80(4)(c).

<sup>218</sup> Republic of Kosovo, Government, Regulation (Grk) No. 22/2015 on Defining the Procedures for Recognition and Verification of the Status of Sexual Violence Victims during the Kosovo Liberation War, 2016, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=15049>.

<sup>219</sup> Republic of Kosovo, Government, Regulation (Grk) No. 10/2016 on Amending and Supplementing the Regulation (Grk) No. 22/2015 on Defining the Procedures for Recognition and Verification of the Status of Sexual Violence Victims during the Kosovo Liberation War, 2016, at: [http://www.kryeministri-ks.net/repository/docs/Rregullore\\_\(QRK\)\\_Nr\\_10\\_2016\\_per\\_ndryshimin\\_dhe\\_plotesimin\\_e\\_Rregullores\\_Nr\\_2\\_2015\\_per\\_percaktimin\\_e\\_procedurave\\_per\\_njohjen\\_dhe\\_verifikimin\\_e\\_statusit\\_te\\_viktimave.pdf](http://www.kryeministri-ks.net/repository/docs/Rregullore_(QRK)_Nr_10_2016_per_ndryshimin_dhe_plotesimin_e_Rregullores_Nr_2_2015_per_percaktimin_e_procedurave_per_njohjen_dhe_verifikimin_e_statusit_te_viktimave.pdf).

<sup>220</sup> Republic of Kosovo, Government, MESP, Administrative Instruction MESP - No. 14/2014 on Determining Conditions and Criteria for Family Housing Provision for Families of Martyrs, the Missing of the KLA, for KLA Veterans, Civilian War Invalids, Sexual Violence Victims of War, Civil War Victims and their Families, 2014, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=10195>.

<sup>221</sup> Republic of Kosovo, Government, Ministry of Justice, Action Plan: Access to Justice for Victims of Sexual Violence During the War. The Action Plan contains no overall timeframe, but refers primarily to 2015; it is unclear whether it is still in force.

<sup>222</sup> Republic of Kosovo, Government, Office of the Prime Minister, AGE, Workplan to Implement Resolution 1325, "Women, Peace and Security" 2013-2015, [http://www.peacewomen.org/assets/file/NationalActionPlans/kosovo\\_nap\\_2014.pdf](http://www.peacewomen.org/assets/file/NationalActionPlans/kosovo_nap_2014.pdf).

<sup>223</sup> UN Women, *The Conflict did not Bring us Flowers*, 2016, at: [http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2016/the-conflict-did-not-bring-us-flowers\\_eng.pdf?la=en&vs=5055](http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2016/the-conflict-did-not-bring-us-flowers_eng.pdf?la=en&vs=5055).

<sup>224</sup> In March 2016, a man spoke on television about rape perpetrated against him during the war.

<sup>225</sup> UN Women, *The Conflict did not Bring us Flowers*, 2016, p. 48. The report notes that "[u]ndoubtedly this figure alone provides an incomplete picture as many survivors are unwilling to identify as such".

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<sup>226</sup> The cases involved four defendants convicted by the ICTY and one by the Special War Crimes Chamber in Belgrade. Only three cases have been prosecuted and completed in Kosovo's courts; defendants were acquitted in all three cases. Amnesty International, *Wounds that burn our souls: Compensation for Kosovo's wartime rape survivors, but still no justice*, 2017.

<sup>227</sup> Applications can be submitted either individually, through organizations or through regional offices of MLSW. Commission members include representatives of institutions, civil society and psychologists. Institutional members were appointed, whereas others were selected through a competitive process. All Commission and Secretariat members undergo mandatory sensitivity training.

<sup>228</sup> Amnesty International, 2017, p. 9. The Law limits eligibility for benefits to the period of the armed conflict, thereby denying benefits for Kosovo Serbs, Roma and some Albanian women who were raped thereafter. It also prohibits beneficiaries from receiving two pensions (e.g., survivors receiving pensions if their husbands were killed would need to choose which benefit to receive). Survivors have only five years to apply.

<sup>229</sup> Ibid.

<sup>230</sup> This and the following recommendations have been made by Amnesty International (2017).

<sup>231</sup> The authors recognize fully that conflict-related sexual violence affected people of different ethnicities and that all persons who suffered such war crimes should have access to justice. The government of Serbia is noted in particular in this recommendation because several testimonies indicate that *official* representatives of the State of Serbia were involved in perpetrating these crimes, and therefore a formal apology from Serbian officials could contribute to transitional justice. Nevertheless, individual perpetrators of all such crimes, including those who were not acting as official representatives of a state, should be brought to justice.

<sup>232</sup> Consolidated version of the Treaty on the Functioning of the European Union, at: <http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A12012E%2FTXT>.

<sup>233</sup> Directive 2006/54/EC on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast), 2006, Recital 3, at: <http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32006L0054&from=EN>

<sup>234</sup> Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation.

<sup>235</sup> Article 74.

<sup>236</sup> Article 24.

<sup>237</sup> Article 1.

<sup>238</sup> Article 2.

<sup>239</sup> LGBTQI organizations have submitted proposed amendments to the official working group related to: Article 74 - General Rules for Mitigation or Aggravation of Punishments, Article 179 - Aggravated Murder, Article 188 - Light bodily injury, Article 188 - Grievous bodily injury and Article 333 - Destruction or Damage to Property.

<sup>240</sup> Family Law of Kosovo, 2004.

<sup>241</sup> Personal identification cards confuse the terms "sex" (in the English version) and "*Gjinia*" (gender, in Albanian).

<sup>242</sup> KWN interview with LGBT activist, 2017.

<sup>243</sup> KTV Channel, Rubikon Show, "Can one change their gender in Kosovo?", aired in June 2018, at: <https://www.kohavision.tv/rubikon/4364/a-mund-ta-nderrosh-gjinine-ne-kosove/?faqe=3>.

<sup>244</sup> OSCE, "Men's Perspective on Gender Equality", 2018.

<sup>245</sup> Ibid.

<sup>246</sup> Ibid.

<sup>247</sup> Youth Initiative for Human Rights (YIHR), *Freedom and Protection for Lesbians, Gays, Bisexuals, and Transgender in Kosovo*, 2013, at: [www.ks.yihr.org/public/fck\\_files/ksfile/LGBT%20report/Freedom%20and%20Protection%20for%20LGBT%20in%20Kosovo.pdf](http://www.ks.yihr.org/public/fck_files/ksfile/LGBT%20report/Freedom%20and%20Protection%20for%20LGBT%20in%20Kosovo.pdf).

<sup>248</sup> KWN interviews with LGBT activists.

<sup>249</sup> YIHR, 2013.

<sup>250</sup> IPSOS, *LGBTQI Public Opinion Poll: Western Balkans*, 2013, p. 16.

<sup>251</sup> Centre for Equality and Liberty, *The LGBT Movement*, 2017, p. 32.

<sup>252</sup> YIHR, 2013.

<sup>253</sup> Ibid.

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- <sup>254</sup> Article 9.
- <sup>255</sup> Article 2.
- <sup>256</sup> Article 22.
- <sup>257</sup> Article 10.
- <sup>258</sup> Constitution of the Republic of Kosovo, Article 8.
- <sup>259</sup> Article 38.
- <sup>260</sup> Article 40.
- <sup>261</sup> Republic of Kosovo, Assembly, Law No. 02/L-31 on Freedom of Religion in Kosovo, 2006, at: [www.assembly-kosova.org/common/docs/ligjet/2006\\_02-L31\\_en.pdf](http://www.assembly-kosova.org/common/docs/ligjet/2006_02-L31_en.pdf).
- <sup>262</sup> Law on Protection from Discrimination, Article 1; Constitution, Article 24.
- <sup>263</sup> The Law therefore goes further than Directive 2000/78/EC, establishing a general framework for equal treatment in employment and occupation (the 'Framework Employment Equality Directive'), as the scope of the law is significantly broader than employment.
- <sup>264</sup> Republic of Kosovo, MEST, Administrative Instruction No. 6/2010 code of good conduct and disciplinary measures for students of high schools, 2009, Article 4, at: <http://masht.rks-gov.net/en/udhezimet-administrative-2010>.
- <sup>265</sup> KAS, Kosovo Population and Housing Census: Final Data, 2011.
- <sup>266</sup> In 2015, an estimated 29% of all Kosovars never attended religious services; 37% attended religious services on special holidays, 9% attended them every few months; 3% attended 1-3 times per month; 13% attended once per week and only 8% more than once per week (KWN, *Access to Healthcare in Kosovo*, Pristina: 2017, at: <https://www.womensnetwork.org/documents/20170206150329798.pdf>).
- <sup>267</sup> No significant difference existed based on education, or urban or rural location (Ibid, p. 22).
- <sup>268</sup> Shqipe Gjocaj for Pristina Insight, "Another layer of the social fabric: Kosovo's hijabi women", 2017, accessed on 27.09.2017, at: [www.Pristinainsight.com/social-fabric-mag/](http://www.Pristinainsight.com/social-fabric-mag/).
- <sup>269</sup> Theresa Perkins, "Unveiling Muslim Women: The Constitutionality of Hijab Restrictions in Turkey, Tunisia and Kosovo", 2012, Boston University International Law Journal 529.
- <sup>270</sup> Republic of Kosovo, Constitutional Court, Case No. KI 36/11, *Arjeta Halimi* 20, September 2011. The Constitutional Court held the case to be inadmissible for failure to exhaust available legal remedies. On the issue of the headscarf ban, the Court commented that the principle of secularism in the Constitution allows restrictions on public manifestations of religion, including the headscarf, drawing on the ruling of the European Court of Human Rights in *Leyla Şahin v Turkey* (Application no. 44774/98) to hold such restrictions to not be violations of human rights.
- <sup>271</sup> Observations by KWN and discussions with LGBTQI activists.
- <sup>272</sup> EC, Commission Staff Working Document; Kosovo 2018 Report, 2018, p. 32, at: <https://ec.europa.eu/neighbourhood-enlargement/sites/near/files/20180417-kosovo-report.pdf>.
- <sup>273</sup> Ibid
- <sup>274</sup> Ibid.
- <sup>275</sup> Ibid.
- <sup>276</sup> Jakupi, Rudine and Kelmendi Vese for the Kosovar Center for Security Studies, "Women in Violent Extremism: Lessons Learned from Kosovo", 2017, at: [www.qkss.org/repository/docs/women-in-ve-eng\\_594236.pdf](http://www.qkss.org/repository/docs/women-in-ve-eng_594236.pdf).
- <sup>277</sup> Ibid.
- <sup>278</sup> Pawlak et al. for USAID, *USAID/Kosovo Gender and Power Dynamics Assessment*, Prishtina, 2016.
- <sup>279</sup> Ibid, p. 13.
- <sup>280</sup> Ibid, p. 14.
- <sup>281</sup> EC, Commission Staff Working Document; Kosovo 2018 Report, 2018, p. 32.
- <sup>282</sup> Article 156.
- <sup>283</sup> Republic of Kosovo, Assembly, Law No. 06/L-026 on Asylum, 2018, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=16389>.
- <sup>284</sup> Article 3.1.18.
- <sup>285</sup> Article 3.1.35.
- <sup>286</sup> Article 3.1.28.
- <sup>287</sup> Articles 14.2 and 57.5.3.

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<sup>288</sup> Articles 34.1.9, 52.12 and 57.5.2.

<sup>289</sup> Article 15.

<sup>290</sup> Article 13.1.

<sup>291</sup> Republic of Kosovo, Government, Regulation No. 02/2010 for the Municipal Offices for Communities and Return, 2010, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=10522>.

<sup>292</sup> Republic of Kosovo, Government, Ministry for Communities and Return, Strategy and Action Plan for Communities and Return 2014 – 2018, 2013, at: [http://www.kryeministri-ks.net/repository/docs/STRATEGY\\_FOR\\_COMMUNITIES\\_AND\\_RETURN\\_2014-2018.pdf](http://www.kryeministri-ks.net/repository/docs/STRATEGY_FOR_COMMUNITIES_AND_RETURN_2014-2018.pdf).

<sup>293</sup> Republic of Kosovo, Government, Ministry of Internal Affairs, Guide for the Implementation of the National Policy to the Reintegration, 2013, at: [http://mpb-ks.org/repository/docs/Guide\\_for\\_the\\_Implementation\\_of\\_the\\_National\\_Policy\\_to\\_the\\_Reintegration\\_130320\\_14.pdf](http://mpb-ks.org/repository/docs/Guide_for_the_Implementation_of_the_National_Policy_to_the_Reintegration_130320_14.pdf).

<sup>294</sup> Data from the Ministry for Returns and Communities, Division for Returns and Communities.

<sup>295</sup> Asylum seekers came from Afghanistan, Syria, Iran and Palestine.

<sup>296</sup> Most repatriated persons are Albanian (62%). More men than women from almost all ethnic groups have been repatriated. Bosnian women are a notable exception. The same number of Gorani and Turkish men and women were repatriated in 2017.

<sup>297</sup> KWN, *Budgeting for Improved Gender Equality in Diaspora Programs*, 2017, p. 5, at: <https://www.womensnetwork.org/documents/20171117095149894.pdf>.

<sup>298</sup> For more see Verena Knaus et al., *Silent Harm - A report assessing the situation of repatriated children's psycho-social health*, UNICEF Kosovo in cooperation with Kosovo Health Foundation, 2012, at: [https://www.unicef.org/kosovoprogramme/SILENT\\_HARM\\_Eng\\_Web.pdf](https://www.unicef.org/kosovoprogramme/SILENT_HARM_Eng_Web.pdf); and Verena Knaus et al., *Integration Subject to Conditions: A report on the situation of Kosovan Roma, Ashkali and Egyptian children in Germany and after their repatriation to Kosovo*, 2010, at: [https://www.unicef.org/socialpolicy/files/Integration\\_Subject\\_to\\_Conditions.pdf](https://www.unicef.org/socialpolicy/files/Integration_Subject_to_Conditions.pdf). Gender-disaggregated data was unavailable.

## **Human Capital: Education and Employment**

<sup>1</sup> UN, CEDAW, 1981.

<sup>2</sup> UN, Convention on the Rights of the Child, 1990, Article 28, at: <http://www.ohchr.org/Documents/ProfessionalInterest/crc.pdf>.

<sup>3</sup> Constitution, Article 22.

<sup>4</sup> Cleff le Divellec and Miller for KWN, 2017.

<sup>5</sup> UN, Sustainable Development Goals, 17 Goals to Transform our World, at: [www.un.org/sustainabledevelopment/education/](http://www.un.org/sustainabledevelopment/education/).

<sup>6</sup> Article 47.

<sup>7</sup> Republic of Kosovo, Assembly, Law No. 02/L-52 on Pre-school Education, 2006, Article I, at: <http://masht.rks-gov.net/uploads/2015/06/08-2006-02-152-en.pdf>. Enrolment is on a voluntary basis.

<sup>8</sup> Republic of Kosovo, Assembly, Law No. 03/L-068 on Education in the Municipalities of Kosovo, 2008, Article 3(b), at: <http://masht.rks-gov.net/uploads/2015/06/09-2008-03-1068-en.pdf>.

<sup>9</sup> Assembly of the Republic of Kosovo, Law No. 04/L-032 on Pre-University Education in the Republic of Kosovo, 2011, Article 3.6, at: <http://www.kuvendikosoves.org/common/docs/ligjet/Law%20on%20preuniversity%20education.pdf>.

<sup>10</sup> Ibid, Article 1.2.5.

<sup>11</sup> Ibid, Article 3.4.

<sup>12</sup> Republic of Kosovo, Assembly, Law No. 04/L-37 on Higher Education in the Republic of Kosovo, 2011, Article 2, at: [http://www.akreditimi-ks.org/docs/LawRegulation/Law%20on%20Higher%20Education%20in%20Kosovo%20\(No.%2004%20L-037\).pdf](http://www.akreditimi-ks.org/docs/LawRegulation/Law%20on%20Higher%20Education%20in%20Kosovo%20(No.%2004%20L-037).pdf).

<sup>13</sup> Ibid, Article 5.

<sup>14</sup> Republic of Kosovo, Assembly, Law No. 04/L-143 on Adult Education and Training in the Republic of Kosovo, 2013, at: <http://masht.rks-gov.net/uploads/2015/06/ligji-per-arsimin-dhe-aftesimin-per-te-rritur-ne-republiken-e-kosoves-2013-eng.pdf>.

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- <sup>15</sup> Republic of Kosovo, Assembly, Law No. 04/L-138 on Vocational Education and Training, 2013, Article 3.1, at: <http://masht.rks-gov.net/uploads/2015/06/ligji-per-aftesimin-profesional-2013-eng.pdf>.
- <sup>16</sup> Republic of Kosovo, Assembly, Law No. 03/L-145 on Empowerment and Participation of Youth, 2009, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2654>.
- <sup>17</sup> Republic of Kosovo, Government, Kosovo Strategy for Youth, 2013, at: [https://www.mkrs-ks.org/repository/docs/KOSOVO\\_STRATEGY\\_FOR\\_YOUTH.pdf](https://www.mkrs-ks.org/repository/docs/KOSOVO_STRATEGY_FOR_YOUTH.pdf).
- <sup>18</sup> Republic of Kosovo, Office of the Prime Minister, "Strategy for Inclusion of Roma and Ashkali Communities in Kosovo Society 2017-2020", 2017, at: <http://www.rcc.int/romaintegration2020/download/docs/KS.pdf/bda07dc7fb150ca1d1588bccf39b974a.pdf>.
- <sup>19</sup> Republic of Kosovo, Government, National Development Strategy 2016-2021 (NDS), 2016, at: [http://www.kryeministri-ks.net/repository/docs/National\\_Development\\_Strategy\\_2016-2021\\_ENG.pdf](http://www.kryeministri-ks.net/repository/docs/National_Development_Strategy_2016-2021_ENG.pdf).
- <sup>20</sup> Republic of Kosovo, Government, National Programme for Implementing the Stabilization Association Agreement (NPISAA), 2017-2021, at: <http://mei-ks.net/repository/docs/pkzmsa20172021lang.pdf>.
- <sup>21</sup> Republic of Kosovo, Government, European Reform Agenda (ERA), 2016, at: [http://www.mei-ks.net/repository/docs/era\\_final.pdf](http://www.mei-ks.net/repository/docs/era_final.pdf). It sets out short-term priorities related to: a) good governance and the rule of law; b) competitiveness and investment climate; and c) education and employment.
- <sup>22</sup> MEST, Education Statistics in Kosovo 2015/2016, 2016, at: <http://masht.rks-gov.net/uploads/2016/08/statistika-e-arsimit-ne-kosove-ang.PDF>. Data on completion rates was unavailable.
- <sup>23</sup> See, KWN, *Who Cares? Demand, Supply, and Options for Expanding Childcare Availability in Kosovo*, KWN, 2016, at: <http://www.womensnetwork.org/documents/20161103153827186.pdf>.
- <sup>24</sup> The "Barcelona targets", were set in 2002 by EU leaders. They state that 90% of children between three and the mandatory school age and 33% of children under three should be provided with pre-school education (EC, *Barcelona Objectives: The development of childcare facilities for young children in Europe with a view to sustainable and inclusive growth*, p. 5, at: [http://ec.europa.eu/justice/gender-equality/files/documents/130531\\_barcelona\\_en.pdf](http://ec.europa.eu/justice/gender-equality/files/documents/130531_barcelona_en.pdf)).
- <sup>25</sup> Law on Pre-school Education.
- <sup>26</sup> Interview with MEST GEO, August 2017 and Kosovo Education Centre Director, 29 August 2017.
- <sup>27</sup> MEST, Education Statistics in Kosovo 2015/2016; see [Annex 6](#).
- <sup>28</sup> *Ibid*.
- <sup>29</sup> Correspondence with KAS, October 2017.
- <sup>30</sup> See Knaus et al. *Silent Harm* and *Integration Subject to Conditions*, respectively.
- <sup>31</sup> KAS, ASK Platform.
- <sup>32</sup> Interview, 2017.
- <sup>33</sup> Law on Pre-University Education in the Republic of Kosovo, articles 39 and 40.
- <sup>34</sup> Republic of Kosovo, Assembly, Report on Amendments to the Draft Law No. 06/L-020 for the Budget of the Republic of Kosovo for the Year 2018, Amendment 79, (*in Albanian*).
- <sup>35</sup> Koha Ditore "Fëmijët me aftësi të kufizuara pa përkrahje nga shteti", at: <https://www.koha.net/arberi/66168/femijet-me-aftesi-te-kufizuara-pa-perkrahje-nga-shteti/> (*in Albanian*).
- <sup>36</sup> OECD, *Kosovo Student Performance PISA 2015*, 2015, at: <http://gpseducation.oecd.org/CountryProfile?primaryCountry=XKO&treshold=10&topic=PI>.
- <sup>37</sup> Interview, August 2017.
- <sup>38</sup> KAS, Vocational and Adult Education, 2016/2017, ASK Platform, at: [http://askdata.rks-gov.net/PXWeb/pxweb/en/askdata/askdata\\_01%20Education\\_02%20Educational%20staff/edu16.px/table/tableViewLayout1/?rxid=00f4a040-93d0-46a7-aeb3-86bd85114998](http://askdata.rks-gov.net/PXWeb/pxweb/en/askdata/askdata_01%20Education_02%20Educational%20staff/edu16.px/table/tableViewLayout1/?rxid=00f4a040-93d0-46a7-aeb3-86bd85114998); see [Annex 6, Education](#).
- <sup>39</sup> KWN, *Budgeting for Better Education*, 2015.
- <sup>40</sup> Interview, 2017.
- <sup>41</sup> See KWN, *Budgeting for Better Education*, and interview, 2017.
- <sup>42</sup> MEST, Education Statistics in Kosovo 2015/2016.
- <sup>43</sup> *Ibid*. See [Annex 6](#).
- <sup>44</sup> *Ibid*. Data disaggregated by department of study is available in [Annex 6, Education](#).
- <sup>45</sup> Three or four out of approximately 30 scholarships for Roma, Ashkali and Egyptians are reserved for women (interview, 2017).
- <sup>46</sup> Calculated by KWN, drawing from KAS, ASK Platform.

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- <sup>47</sup> Interviews, 2017.
- <sup>48</sup> Interview, 2017.
- <sup>49</sup> MEST, Education Statistics in Kosovo 2015/2016.
- <sup>50</sup> Interviews, August 2017.
- <sup>51</sup> Ibid.
- <sup>52</sup> Ibid.
- <sup>53</sup> Increasing pre-school attendance also is foreseen by the NDS.
- <sup>54</sup> Article 11.
- <sup>55</sup> Article 157 (ex-Article 141 Treaty Establishing the European Community).
- <sup>56</sup> Cleff le Divillec and Miller for KWN, 2017.
- <sup>57</sup> Ibid.
- <sup>58</sup> Council Directive 2010/18/EU implementing the revised Framework Agreement on parental leave repealing Directive 96/34/EC.
- <sup>59</sup> In April 2017, the European Commission presented a proposal for a Directive of the European Parliament and of the Council on work-life balance for parents and carers, repealing Council Directive 2010/18/EU. The general objective of the work-life balance directive is to ensure the implementation of the principle of equality between men and women with regard to labour market opportunities and treatment at work. Through adapting and modernizing the EU legal framework, the directive will allow parents and people with caring responsibilities to reconcile better their work and caring duties. For more see Cleff le Divillec and Miller for KWN, 2017.
- <sup>60</sup> Cleff le Divillec and Miller for KWN, 2017.
- <sup>61</sup> Council Directive 92/85/EEC on the introduction of measures to encourage improvements to workplace health and safety of pregnant workers and workers who have recently given birth or are breastfeeding, at: <http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A31992L0085>.
- <sup>62</sup> Directive 2010/41/EU on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity and repealing Council Directive 86/613/EEC, at: <http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A32010L0041>.
- <sup>63</sup> Cleff le Divillec and Miller for KWN, 2017.
- <sup>64</sup> Republic of Kosovo, Assembly, Law 03-L-212 on Labour, 2010, Article 5, at: <http://www.kuvendikosoves.org/common/docs/ligjet/2010-212-eng.pdf>.
- <sup>65</sup> KWN, *Striking a Balance: Policy Options for Amending Kosovo's Law on Labour to Benefit Women, Men, Employers and the State*, 2016, at: <http://www.womensnetwork.org/documents/20160504154201373.pdf>.
- <sup>66</sup> Cleff le Divillec and Miller for KWN, 2017.
- <sup>67</sup> Republic of Kosovo, Assembly, Law No. 05/L-023 on the Protection of Breastfeeding, 2015, Article 4, at: <http://www.kuvendikosoves.org/common/docs/ligjet/05-L-023%20a.pdf>.
- <sup>68</sup> KWN, *Striking a Balance*, p. 25.
- <sup>69</sup> Republic of Kosovo, Assembly, Law No. 04/L-161 on Safety and Health at Work, 2013, Article 5, at: <http://www.kuvendikosoves.org/common/docs/ligjet/Law%20on%20Safety%20and%20Health%20at%20Work.pdf>.
- <sup>70</sup> Ibid, Article 18.
- <sup>71</sup> Republic of Kosovo, Assembly, Law No. 03/L-047 on the Protection and Promotion of the Rights of Communities and their Members in Kosovo (as amended by Law No. 04/ L-115), Article 9.4, at: [http://www.assembly-kosova.org/common/docs/ligjet/2008\\_03-L047\\_en.pdf](http://www.assembly-kosova.org/common/docs/ligjet/2008_03-L047_en.pdf).
- <sup>72</sup> Republic of Kosovo, Assembly, Law No. 2002/9 on Labour Inspectorate, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=3252>.
- <sup>73</sup> Republic of Kosovo, Assembly, Law No. 03/L-019 on Vocational Ability, Rehabilitation and Employment of People with Disabilities, 2008, Article 2, at: [http://www.assembly-kosova.org/common/docs/ligjet/2008\\_03-L-019\\_en.pdf](http://www.assembly-kosova.org/common/docs/ligjet/2008_03-L-019_en.pdf).
- <sup>74</sup> Ibid, Article 12.
- <sup>75</sup> Chapter XIX.
- <sup>76</sup> Republic of Kosovo, Government, MLSW, Administrative Instruction No. 11/2011 for the Classification of Hard and Dangerous Forms of Labour that may Damage the Health of Pregnant and Breastfeeding Women, 2011, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=8081>.
- <sup>77</sup> NPISAA, pp. 250-251 and 256.

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- <sup>78</sup> KAS, Series 5: Social Statistics, Labour Force Survey 2017, KAS, 2018, p. 12, at: <http://ask.rks-gov.net/media/3989/labour-force-survey-2017.pdf>.
- <sup>79</sup> Ibid., p. 10.
- <sup>80</sup> Institute Riinvest, *Women in the Workforce: and Analysis of the Workforce Conditions for Women in Kosovo*, 2017, p. 31, at: [http://www.riinvestinstitute.org/uploads/files/2017/November/10/Women\\_in\\_the\\_workforce1510308291.pdf](http://www.riinvestinstitute.org/uploads/files/2017/November/10/Women_in_the_workforce1510308291.pdf). In the public sector, 87% of women were hired through recruitment processes, 8% through references and 5% through family connections. In the private sector, 44% of women were hired through a regular hiring process, 29% through recommendations and 27% through family connections.
- <sup>81</sup> Ibid.
- <sup>82</sup> KWN, *Striking a Balance*, p. 14.
- <sup>83</sup> Ibid.
- <sup>84</sup> Millennium Challenge Corporation, *Kosovo Labor Force and Time Use Study Research Report - Executive Summary*, 2017, p. 11.
- <sup>85</sup> World Bank Group and KAS, *Poverty in Consumption in the Republic of Kosovo, in 2012-2015*, 2016, at: [www.ask.rks-gov.net/media/3186/stat-e-varferise-2012-2015.pdf](http://www.ask.rks-gov.net/media/3186/stat-e-varferise-2012-2015.pdf).
- <sup>86</sup> KWN, *Budgeting for Social Welfare: A Gender+ Analysis to Inform Gender Responsive Budgeting in the Ministry of Labour and Social Welfare in Kosovo for 2016-2018*, 2015, at: <https://www.womensnetwork.org/documents/20151203094304537.pdf>.
- <sup>87</sup> Ibid.
- <sup>88</sup> World Bank, *Jobs Diagnostic Kosovo*, 2017, p. 41, at: <http://documents.worldbank.org/curated/en/814361497466817941/pdf/ACS21442-WP-PUBLIC-ADD-SERIES-KosovoJDWEB.pdf>.
- <sup>89</sup> Ibid, p. 42.
- <sup>90</sup> Ibid, p. 44.
- <sup>91</sup> Millennium Challenge Corporation, *Constraint Analysis Kosovo*, 2017, p. 143, at: <https://assets.mcc.gov/content/uploads/Constraints-Analysis-Kosovo-2.pdf>.
- <sup>92</sup> Institute Riinvest, *Women in the Workforce*, p. 9.
- <sup>93</sup> Millennium Challenge Corporation, *Kosovo Labor Force and Time Use Study Research Report - Executive Summary*, 2017, p. 12.
- <sup>94</sup> Ibid.
- <sup>95</sup> Democracy for Development, *Women's Inactivity in the Labor Market: Factors Hindering Women's Participation in the Labor Market*, 2017, p. 23, at: [http://d4d-ks.org/wp-content/uploads/2017/12/D4D\\_PI\\_12\\_W4D\\_ENG\\_WEB.pdf](http://d4d-ks.org/wp-content/uploads/2017/12/D4D_PI_12_W4D_ENG_WEB.pdf).
- <sup>96</sup> KWN, *Striking a Balance*.
- <sup>97</sup> KWN, *Striking a Balance*, p. 15.
- <sup>98</sup> Institute Riinvest, *Women in the Workforce*, p. 46.
- <sup>99</sup> KWN, *Budgeting for Social Welfare*.
- <sup>100</sup> KWN, *Striking a Balance*, p. 21.
- <sup>101</sup> Ibid.
- <sup>102</sup> See Annex 6.
- <sup>103</sup> Democracy for Development, *Shifting Paradigms: Equity through parental leave*, 2017, at: [d4d-ks.org/wp-content/uploads/2017/12/D4D\\_PI\\_13\\_ENG\\_WEB.pdf](http://d4d-ks.org/wp-content/uploads/2017/12/D4D_PI_13_ENG_WEB.pdf).
- <sup>104</sup> All data in this section from correspondence with the Department of Labour and Employment, MLSW, February 2018, unless otherwise noted.
- <sup>105</sup> Democracy for Development, *Women's Inactivity in the Labor Market: Factors Hindering Women's Participation in the Labor Market*, 2017, p. 27.
- <sup>106</sup> Ibid.

## Competitiveness

- <sup>1</sup> Republic of Kosovo, Assembly, Law No. 03/L –229 on Protection of Competition, 2010, at: <http://www.kuvendikosoves.org/common/docs/ligjet/2010-229-eng.pdf>. It sets the rules and measures for

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protection of competition in the market, procedures regarding implementation, and the organization and duties of the Authority for Protection of Competition.

<sup>2</sup> Republic of Kosovo, Assembly, Law No. 05/L-100 on State Aid, 2017, at:

<http://www.kuvendikosoves.org/common/docs/ligjet/Law%20on%20state%20aid.pdf>.

<sup>3</sup> Republic of Kosovo, Assembly, Law No. 04/L-047 on Safeguard Measures on Imports, 2011, at:

<https://gzk.rks-gov.net/ActDetail.aspx?ActID=2771>.

<sup>4</sup> KWN, *Budgeting for Gender Equality in Trade and Industry*, 2016, p. 21.

<sup>5</sup> Republic of Kosovo, Assembly, Law No. 04/L-240 on Anti-Dumping and Countervailing Measures, 2014, at:

<https://gzk.rks-gov.net/ActDetail.aspx?ActID=9518>.

<sup>6</sup> KWN, *Budgeting for Gender Equality in Trade and Industry*, 2016, p. 21.

<sup>7</sup> KAS, Series 3: Economic Statistics, Statistical Repertoire of Enterprises in Kosovo, Q4 2017, p. 12, at:

<http://ask.rks-gov.net/media/3847/statistical-repertoire-of-enterprises-in-kosovo-q4-2017.pdf>.

<sup>8</sup> KWN, *Budgeting for Gender Equality in Trade and Industry*, 2016, p. 45.

<sup>9</sup> Ibid, p. 45.

<sup>10</sup> Ibid, p. 37.

<sup>11</sup> Riinvest Institute, *Women's Entrepreneurship: An analysis on doing business in Kosovo*, 2017, at:

[www.riinvestinstitute.org/uploads/files/2017/November/10/Womens\\_Entrepreneurship1510307815.pdf](http://www.riinvestinstitute.org/uploads/files/2017/November/10/Womens_Entrepreneurship1510307815.pdf).

<sup>12</sup> Ibid, p. 29.

<sup>13</sup> Ibid, p. 7.

<sup>14</sup> KWN interviews with bank representatives, 2017.

<sup>15</sup> Fämsveden et al. for ORGUT Consulting AB for the Embassy of Sweden, *Country Gender Profile: An Analysis of Gender Differences at All Levels in Kosovo*, 2014, p. 17, at:

<http://www.womensnetwork.org/documents/20140513160130237.pdf>.

<sup>16</sup> KWN, *Budgeting for Gender Equality in Trade and Industry*, pp. 4, 36. Evidence shows that women may face more challenges than men in securing the required co-financing for KIESA-funded grants.

<sup>17</sup> USAID Website, "Kosovo Credit Guarantee Fund", website accessed on 25 June 2018, at:

<https://www.usaid.gov/kosovo/fact-sheets/kosovo-credit-guarantee-fund>.

<sup>18</sup> KWN correspondence with Cadastral Agency, September 2017. Note that this refers to the percent of properties that are owned by women, and not to the percentage of women that own property. The latter is presently unavailable.

<sup>19</sup> For further information on the gender pay gap, see the prior section on Employment. Notably, the notion of equal pay in EU law originated in economic policy; France was concerned that it would be at a competitive disadvantage for observing the principle of equal pay for equal work if other states did not. While historically sex discrimination was an economic policy issue, it has since become a social policy issue as well (Paul Craig and Gráinne de Búrca, *EU Law*, 5<sup>th</sup> edition, Oxford: 2011, p. 858).

<sup>20</sup> Republic of Kosovo, Assembly, Law No. 04/L-109 on Electronic Communications, 2012, Article 3 at:

[http://www.mzhe-ks.net/repository/docs/Ligji\\_i\\_KE\\_i\\_Publikuar\\_\(Anglisht\).pdf](http://www.mzhe-ks.net/repository/docs/Ligji_i_KE_i_Publikuar_(Anglisht).pdf).

<sup>21</sup> Republic of Kosovo, Government, Ministry of Internal Affairs, National Cyber Security Strategy and Action Plan 2016 – 2019, 2015, at: [http://www.kryeministri-](http://www.kryeministri-ks.net/repository/docs/National_Cyber_Security_Strategy_and_Action_Plan_2016-2019_per_publicim_1202.pdf)

[ks.net/repository/docs/National\\_Cyber\\_Security\\_Strategy\\_and\\_Action\\_Plan\\_2016-2019\\_per\\_publicim\\_1202.pdf](http://www.kryeministri-ks.net/repository/docs/National_Cyber_Security_Strategy_and_Action_Plan_2016-2019_per_publicim_1202.pdf).

<sup>22</sup> Ibid, p. 13.

<sup>23</sup> Republic of Kosovo, Government, Ministry of Economic Development, Electronic Communication Sector

Policy – Digital Agenda for Kosova 2013-2020, 2013, at: [http://www.kryeministri-ks.net/repository/docs/Electronic\\_Communication\\_Sector\\_Policy\\_2013-2020.pdf](http://www.kryeministri-ks.net/repository/docs/Electronic_Communication_Sector_Policy_2013-2020.pdf).

<sup>24</sup> Republic of Kosovo, Assembly, Law No. 04/L-094 on the Information Society Services, 2012, at:

<https://gzk.rks-gov.net/ActDetail.aspx?ActID=2811>.

<sup>25</sup> Republic of Kosovo, Assembly, Law No. 03/L –166 on Prevention and Fight of the Cyber Crime, 2010, at:

<https://gzk.rks-gov.net/ActDetail.aspx?ActID=2682>.

<sup>26</sup> Republic of Kosovo, Government, Ministry of Economic Development, Kosovo IT Strategy, 2013, at:

[http://www.kryeministri-ks.net/repository/docs/Kosovo\\_IT\\_Strategy.pdf](http://www.kryeministri-ks.net/repository/docs/Kosovo_IT_Strategy.pdf).

<sup>27</sup> KAS, Labour Force Survey 2017, p. 19.

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<sup>28</sup> Kosovo Association of Information and Communication Technology (STIKK), *Women in Technology: Challenges of women in the field of Information Technology and Communication*, 2014, at: [www.stikk.org/fileadmin/user\\_upload/women\\_in\\_technology - challenges of women in the field of ict.pdf](http://www.stikk.org/fileadmin/user_upload/women_in_technology_-_challenges_of_women_in_the_field_of_ict.pdf). Data on boys was not provided.

<sup>29</sup> KWN interviews, 2017.

## **Agriculture**

<sup>1</sup> EC, Indicative Strategy Paper for Kosovo 2014-2020.

<sup>2</sup> Republic of Kosovo, Assembly, Law No. 04/L-090 on Amending and Supplementing the Law No. 03/L-098 on Agriculture and Rural Development, 2012, Article 4.1.2, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2848>.

<sup>3</sup> Republic of Kosovo, Assembly, Law No. 04/L-127 on Agricultural Census, 2014, Article 6.3, at: <https://www.kuvendikosoves.org/common/docs/ligjet/Law%20on%20Agricultural%20Census.pdf>.

<sup>4</sup> Republic of Kosovo, Assembly, Law No. 03/L-029 on Agriculture Inspection, 2009, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2609>.

<sup>5</sup> Republic of Kosovo, Assembly, Law No. 03/L- 153 on Amending and Supplementing the Law No. 2003/3 on Kosovo Forests, 2010, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2668>.

<sup>6</sup> Republic of Kosovo, Government, MAFRD, Land Consolidation Strategy 2010-2020, 2010, at: [http://www.kryeministri-ks.net/repository/docs/Strategy\\_on\\_Land\\_Consolidation\\_2010-2020.pdf](http://www.kryeministri-ks.net/repository/docs/Strategy_on_Land_Consolidation_2010-2020.pdf).

<sup>7</sup> Republic of Kosovo, Government, MAFRD, Policy and Strategy Paper on Forestry Sector Development 2010 – 2020, 2009, at: [http://www.kryeministri-ks.net/repository/docs/Policy\\_and\\_Strategy\\_for\\_Forestry\\_in\\_Kosovo\\_2010 - 2020.pdf](http://www.kryeministri-ks.net/repository/docs/Policy_and_Strategy_for_Forestry_in_Kosovo_2010_-_2020.pdf).

<sup>8</sup> KAS, Labour Force Survey 2017, p. 19.

<sup>9</sup> KWN and its members' observations.

<sup>10</sup> KWN, *Gender Responsive Budgeting in the Ministry of Agriculture, Forestry, and Rural Development*, 2017, p. 29, at: <http://www.womensnetwork.org/documents/20171010144621382.pdf>.

<sup>11</sup> *Ibid.*, p. 43.

<sup>12</sup> *Ibid.*, p. 44.

<sup>13</sup> Reportedly, women's male relatives sometimes have misused affirmative measures. For example, they may put the family farm in the name of the woman applicant, so that she may become the legal beneficiary. However, in reality, she does not have decision-making power with regard to the business. As a result, the statistics produced regarding women grant beneficiaries may not be entirely accurate, according to officials. See KWN, *Gender Responsive Budgeting in the Ministry of Agriculture, Forestry, and Rural Development*, p. 44.

<sup>14</sup> *Ibid.*

<sup>15</sup> *Ibid.*

<sup>16</sup> Interviews with KWN members, August 2017.

<sup>17</sup> For example, best practices used by the Austrian Development Agency to ensure that women are the decision-makers regarding such subsidies could be replicated. This has addressed issues of misuse similar to those reported by MAFRD.

## **Energy**

<sup>1</sup> Republic of Kosovo, Assembly, Law No. 05/L – 081 on Energy, 2016, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=12689>. Several other laws govern the energy sector, none of which is gender sensitive.

<sup>2</sup> Republic of Kosovo, Government, Ministry of Economic Development, Energy Strategy of Kosovo 2017-2026, 2017, at: [https://mzhe-ks.net/repository/docs/Kosovo\\_Energy\\_Strategy\\_2017 - 26.pdf](https://mzhe-ks.net/repository/docs/Kosovo_Energy_Strategy_2017_-_26.pdf).

<sup>3</sup> Republic of Kosovo, Government, Ministry of Economic Development, Heating Strategy 2011-2018, 2011, at: [http://www.solarthermalworld.org/sites/gstec/files/news/file/2014-11-24/kosovo\\_heating\\_strategy\\_2011\\_to\\_2018.pdf](http://www.solarthermalworld.org/sites/gstec/files/news/file/2014-11-24/kosovo_heating_strategy_2011_to_2018.pdf).

<sup>4</sup> Republic of Kosovo, Government, Ministry of Economic Development, National Action Plan for Renewable Energy Sources 2011-2020, 2013, at: [http://www.kryeministri-ks.net/repository/docs/National\\_Renewable\\_Energy\\_Action\\_Plan\\_\(NREAP\)\\_2011-2020.pdf](http://www.kryeministri-ks.net/repository/docs/National_Renewable_Energy_Action_Plan_(NREAP)_2011-2020.pdf).

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<sup>5</sup> Republic of Kosovo, Government, Ministry of Economic Development, Energy Efficiency Action Plan, 2011, at: [http://www.kryeministri-ks.net/repository/docs/Kosovo\\_Energy\\_Efficiency\\_Action\\_Plan\\_\(KEEP\)\\_2010-2018.pdf](http://www.kryeministri-ks.net/repository/docs/Kosovo_Energy_Efficiency_Action_Plan_(KEEP)_2010-2018.pdf)

<sup>6</sup> Republic of Kosovo, Government, Mining Strategy of the Republic of Kosovo 2012-2025, 2012, at: [https://www.kuvendikosoves.org/common/docs/Strategjia\\_Minerare\\_e\\_R.\\_Kosoves\\_2012\\_-\\_225\\_Ang.pdf](https://www.kuvendikosoves.org/common/docs/Strategjia_Minerare_e_R._Kosoves_2012_-_225_Ang.pdf)

<sup>7</sup> EC, Kosovo 2016 Report, 2016 Communication on EU Enlargement Policy, 2016, at: [https://ec.europa.eu/neighbourhood-enlargement/sites/near/files/pdf/key\\_documents/2016/20161109\\_report\\_kosovo.pdf](https://ec.europa.eu/neighbourhood-enlargement/sites/near/files/pdf/key_documents/2016/20161109_report_kosovo.pdf).

<sup>8</sup> Interview, 2017.

<sup>9</sup> MEST, Education Statistics in Kosovo 2015/2016, 2016.

<sup>10</sup> Ibid.

<sup>11</sup> USAID Website, "Empowering Women in Kosovo's Energy Sector", accessed on 26.6.2018, at: <https://www.usaid.gov/news-information/news/empowering-women-kosovo's-energy-sector>.

<sup>12</sup> World Bank, "Data", at: <https://data.worldbank.org/indicator/EG.ELC.ACCS.UR.ZS?locations=XK>.

## Environment

<sup>1</sup> Article 11. Title XX of the treaty focuses on environment.

<sup>2</sup> Article 3.

<sup>3</sup> Directive 2011/92/EU of the European Parliament and of the Council of 13 December 2011 on the assessment of the effects of certain public and private projects on the environment (amended by Directive 2014/52/EU of the European Parliament and of the Council of 16 April 2014), at: <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2012:026:0001:0021:En:PDF>.

<sup>4</sup> Article 1. Directive 2003/35/EC of the European Parliament and of the Council of 26 May 2003 providing for public participation in respect of the drawing up of certain plans and programmes relating to the environment and amending with regard to public participation and access to justice Council Directives 85/337/EEC and 96/61/EC, at: <http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex:32003L0035>.

<sup>5</sup> Administrative Instruction No. 16/2015 on information, public participation and interested parties in the proceedings of environmental impact assessments, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=11676>.

<sup>6</sup> Republic of Kosovo, Assembly, Law No. 02/L-30 The Waste Law (Law No. 04/L-060 on Waste - Annex), 2012, Article 4.2, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2829>.

<sup>7</sup> Republic of Kosovo, Government, MESP, Climate Change Framework Strategy for Kosovo, 2014, Objective 2, at: [http://mmp-h-rks.org/repository/docs/Climate\\_Change\\_Framework\\_Strategy\\_19022014\\_FINAL\\_717626.pdf](http://mmp-h-rks.org/repository/docs/Climate_Change_Framework_Strategy_19022014_FINAL_717626.pdf).

<sup>8</sup> Republic of Kosovo, Government, Kosovo National Water Strategy Document 2017-2036, at: [knmu.kryeministri-ks.net/repository/docs/Water\\_Strategy\\_final.pdf](knmu.kryeministri-ks.net/repository/docs/Water_Strategy_final.pdf).

<sup>9</sup> Republic of Kosovo, Government, MESP, Kosovo Environmental Strategy 2011-2015, 2011, at: [http://www.kryeministri-ks.net/repository/docs/REVISING\\_and\\_UPDATING\\_the\\_KOSOVO\\_ENVIRONMENTAL\\_STRATEGY\\_\(KES\).pdf](http://www.kryeministri-ks.net/repository/docs/REVISING_and_UPDATING_the_KOSOVO_ENVIRONMENTAL_STRATEGY_(KES).pdf).

<sup>10</sup> MESP, Kosovo Environmental Strategy 2013 – 2022, 2013.

<sup>11</sup> Emina Abrahamsdotter and Nicole Farnsworth for the Sida Framework Environmental Programme for Kosovo, *Institutional Gender Analysis: Creating Equal Opportunities in the Ministry of Environment and Spatial Planning*, 2017, p. 4.

<sup>12</sup> Republic of Kosovo, Assembly, Law No. 03/L-025 on Environmental Protection, 2009, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2631>.

<sup>13</sup> Republic of Kosovo, Assembly, Law No. 03/L-214 on Environmental Impact Assessment, 2010, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2708>.

<sup>14</sup> Republic of Kosovo, Assembly, Law No. 03/L-230 on Strategic Environmental Assessment, 2010, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2711>.

<sup>15</sup> Republic of Kosovo, Assembly, Law No. 04/L-175 on the Inspectorate of Environment, Waters, Nature, Spatial Planning and Construction, 2013, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=8910>.

<sup>16</sup> Republic of Kosovo, Assembly, Law No. 03/L-233 of Nature Protection, 2010, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2716>.

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- <sup>17</sup> Republic of Kosovo, Assembly, Law No. 04/L-197 on Chemicals, 2014, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=9370>.
- <sup>18</sup> Republic of Kosovo, Assembly, Law No. 04/L-147 on Waters of Kosovo, 2013, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=8659>.
- <sup>19</sup> KWN, *Budgeting for a Better Environment*.
- <sup>20</sup> Ibid. See also, UNDP, *Integrating Gender into the Climate Change Adaption and Disaster Risk Reduction Policies and Strategies*, 2016, at: [www.ks.undp.org/content/dam/kosovo/docs/KDRRI/UNDP\\_Integrating%20gender\\_ENG.pdf](http://www.ks.undp.org/content/dam/kosovo/docs/KDRRI/UNDP_Integrating%20gender_ENG.pdf).
- <sup>21</sup> UNDP, *Integrating Gender into the Climate Change Adaption and Disaster Risk Reduction Policies and Strategies*.
- <sup>22</sup> Ibid.
- <sup>23</sup> KWN, *Budgeting for a Better Environment*, p. 19.
- <sup>24</sup> MESP, Kosovo Environmental Protection Agency, *Report on the State of Water*, 2015, p. 36, at: [https://www.ammk-rks.net/repository/docs/Raporti\\_i\\_ujrave\\_i\\_2015\\_Anglisht.pdf](https://www.ammk-rks.net/repository/docs/Raporti_i_ujrave_i_2015_Anglisht.pdf).
- <sup>25</sup> KWN interview with company representative, December 2017.
- <sup>26</sup> Ibid.
- <sup>27</sup> Abrahamsdotter and Farnsworth for Sida, 2017.
- <sup>28</sup> Ibid.
- <sup>29</sup> KWN, *Voters' Voice: The Issues Voters Demand Their Government Address*, p. 11, 2009, at: <http://www.womensnetwork.org/documents/20130120172704530.pdf>. While dated, KWN members continue to voice concern over similar issues.
- <sup>30</sup> Abrahamsdotter and Farnsworth for Sida, 2017.
- <sup>31</sup> Ibid.
- <sup>32</sup> KWN interview, 2017.
- <sup>33</sup> Ibid.
- <sup>34</sup> Ibid.
- <sup>35</sup> MESP, Kosovo Environmental Protection Agency, *Report on the State of Water*, p. 36.
- <sup>36</sup> Supported by Sida, MESP plans to conduct gender analyses on the water and air sectors in 2018. Any planned initiatives by the EU should coordinate with these planned research initiatives. MESP should be encouraged to learn from and institutionalize the practice of conducting such analyses annually as part of its sectoral reviews.
- <sup>37</sup> This is the total for all public discussions for which MESP could provide data, including three consultations on the Bjeshkët e Nemuna and Sharr National Parks. In total, 15 women (13%) and 103 men (87%) participated (from KWN, *Budgeting for a Better Environment*).

## Transport

- <sup>1</sup> KWN members have voiced concern regarding physical access to public buses for persons with disabilities (including women), parents with strollers (usually women) and the elderly; as well as access to buses at night, particularly in rural areas (discussions, 2017).
- <sup>2</sup> Republic of Kosovo, Government, Ministry of Infrastructure, Sectorial Strategy and Multimodal Transport 2015-2025 and the Action Plan for 5 years, 2015, at: [http://www.kryeministri-ks.net/repository/docs/SECTORIAL\\_STRATEGY\\_AND\\_MULTIMODAL\\_TRANSPORT\\_2015-2025\\_AND\\_ACTION\\_PLAN\\_FOR\\_5\\_YEARS.pdf](http://www.kryeministri-ks.net/repository/docs/SECTORIAL_STRATEGY_AND_MULTIMODAL_TRANSPORT_2015-2025_AND_ACTION_PLAN_FOR_5_YEARS.pdf).
- <sup>3</sup> Republic of Kosovo, Assembly, Law No. 04/L-063 on Kosovo Railways, 2011, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2790>.
- <sup>4</sup> Republic of Kosovo, Assembly, Law No. 03/L-051 on Civil Aviation, 2008, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2532>.
- <sup>5</sup> Republic of Kosovo, Assembly, Law No. 04/L-250 on the Air Navigation Services Agency, 2014, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=9444>.
- <sup>6</sup> Republic of Kosovo, Assembly, Law No. 04/L-179 on Road Transport, 2013, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=8688>.
- <sup>7</sup> Republic of Kosovo, Assembly, Law No. 02/L-70 on Road Traffic Safety, 2008, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2574>.

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<sup>8</sup> Republic of Kosovo, Assembly, Law No. 05/L-088 on Road Traffic Provisions, 2016, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=12822>.

<sup>9</sup> Republic of Kosovo, Government, Ministry of Infrastructure, Road Safety Strategy and Action Plan for Kosovo, 2015, at: [http://www.kryeministri-ks.net/repository/docs/ROAD\\_SAFETY\\_STRATEGY\\_AND\\_ACTION\\_PLAN\\_FOR\\_KOSOVO.pdf](http://www.kryeministri-ks.net/repository/docs/ROAD_SAFETY_STRATEGY_AND_ACTION_PLAN_FOR_KOSOVO.pdf).

<sup>10</sup> KWN interviews, 2017.

<sup>11</sup> Ibid.

<sup>12</sup> This project, financed by the European Bank for Reconstruction and Development, has involved some gender analysis of this particular company, but it was not publicly available at the time of this analysis.

<sup>13</sup> Based on conversations with KWN members.

## Health

<sup>1</sup> UN, Office of the High Commissioner for Human Rights, Women and Health: 05/02/99, CEDAW General recommendation 24, Article 12, at: <http://www.chr.up.ac.za/undp/global/docs/comment3.pdf>.

<sup>2</sup> Article 168.

<sup>3</sup> Article 51.

<sup>4</sup> Republic of Kosovo, Assembly, Law No. 04/L-125 on Health, 2012, Article 5.1.2, at: <https://www.kuvendikosoves.org/common/docs/ligjet/Law%20on%20Health.pdf>.

<sup>5</sup> Republic of Kosovo, Assembly, Law No. 05/L-025 on Mental Health, 2015, at: <http://www.assembly-kosova.org/common/docs/ligjet/05-L-025%20a.pdf>.

<sup>6</sup> Republic of Kosovo, Assembly, Law No. 04/L-249 on Health Insurance, 2014, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=9450>.

<sup>7</sup> Republic of Kosovo, Assembly, Law No. 02/L-76 on Reproductive Health, 2007, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2506>.

<sup>8</sup> Republic of Kosovo, Assembly, Law No. 03/L-110 for Termination of Pregnancy, 2009, at: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2624>.

<sup>9</sup> Republic of Kosovo, Government, Ministry of Health, Health Sector Strategy 2017-2021, 2016, at: [http://msh-ks.org/wp-content/uploads/2013/11/MSH\\_STRATEGJIA\\_raport\\_eng-web.pdf](http://msh-ks.org/wp-content/uploads/2013/11/MSH_STRATEGJIA_raport_eng-web.pdf).

<sup>10</sup> Republic of Kosovo, Government, Strategy for Inclusion of Roma and Ashkali Communities in the Kosovo Society 2017-2021, at: <https://www.rcc.int/romaintegration2020/docs/27/strategy-for-inclusion-of-roma-and-ashkali-communities-in-the-kosovo-society-2017-2021--kosovo>.

<sup>11</sup> KAS, Health Statistics 2015, 2016, p. 6, at: <http://ask.rks-gov.net/media/3150/health-statistics-2015.pdf>.

<sup>12</sup> Ibid.

<sup>13</sup> KWN, *Access to Healthcare in Kosovo*, 2016, at:

<http://www.womensnetwork.org/documents/20170206150329798.pdf>. Based on a national household survey.

<sup>14</sup> Ibid, p. 43.

<sup>15</sup> Ibid, p. 44.

<sup>16</sup> Ibid.

<sup>17</sup> Ibid, p. 29.

<sup>18</sup> KWN interview, October 2017. The Ideas Partnership works with some communities to bring mothers to the hospital or to ensure a midwife is present to assist with birth.

<sup>19</sup> KWN, *Access to Healthcare in Kosovo*, p. 31.

<sup>20</sup> Ibid, p. 32.

<sup>21</sup> Ibid, p. 15.

<sup>22</sup> Christophe Z. Guilmoto and UNFPA, *Gender Bias in Kosovo*, UNFPA, 2016.

<sup>23</sup> KAS, Health Statistics 2015, 2016, p. 6.

<sup>24</sup> KWN, *Access to Healthcare in Kosovo*, p. 37.

<sup>25</sup> Ibid, p. 5.

<sup>26</sup> Ibid, p. 35.

<sup>27</sup> Ibid, p. 23.

<sup>28</sup> Ibid, p. 56.

<sup>29</sup> KWN members regularly report this to be an issue.

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<sup>30</sup> KWN, *Access to Healthcare in Kosovo*, p. 57.

<sup>31</sup> *Ibid*, p. 94.

## Annexes

<sup>1</sup> See, KWN, *Budgeting for Better Education*, which was carried out in close cooperation with MEST.

<sup>2</sup> Kosovo Education Centre, *Gender Equality in the Books of the Nine-Year Obligatory Education In Kosovo*, 2007, at: <http://kec-ks.org/wp-content/uploads/2016/03/Gender-equality-in-the-reading-textbooks-during-the-nine-years-of-compulsory-education-in-Kosovo-1.pdf>.

<sup>3</sup> See KWN, *Budgeting for Social Welfare*, completed with MLSW.

<sup>4</sup> See KWN, *Budgeting for Gender Equality in Trade and Industry*, completed with MTI.

<sup>5</sup> See KWN, *Budgeting for Better Agriculture and Rural Development*, completed with MAFRD.

<sup>6</sup> Food and Agriculture Organization of the United Nations, *Gender, rural livelihoods and forestry: Assessment of gender issues In Kosovo's forestry*, 2017, at: <http://www.fao.org/3/a-i7421e.pdf>.

<sup>7</sup> See KWN, *Budgeting for a Better Environment*, conducted in collaboration with MESP.

<sup>8</sup> Abrahamsdotter and Farnsworth for Sida, 2017.

<sup>9</sup> UNDP, *Integrating Gender into the Climate Change Adaption and Disaster Risk Reduction Policies and Strategies*, 2016.

<sup>10</sup> EC, "Guidance note on the EU Gender Action Plan 2016 – 2020 for DEVCO HQ and EUD operational Staff", 2016, at: <https://europa.eu/capacity4dev/public-gender/minisite/eu-gender-action-plan-2016-2020/guidance-note-eu-gender-action-plan-2016-%E2%80%93-2020>.

<sup>11</sup> Färnsveden, Ulf, Ariana Qosaj-Mustafa, and Nicole Farnsworth for ORGUT Consulting for Sida, *Country Gender Profile: An Analysis of Gender Differences at All Levels in Kosovo*, Embassy of Sweden, 2014, at: <http://www.womensnetwork.org/documents/20140513160130237.pdf>.

<sup>12</sup> Adapted from NDI, *Kosovo: Overcoming Barriers to Women's Political Participation*, 2015, at <https://www.ndi.org/sites/default/files/Gender-Assesment-report-eng.pdf>.

<sup>13</sup> This and the following table were calculated by KWN, using official data online at: <http://kuvendikosoves.org/?cid=1.192>.

<sup>14</sup> Adapted from International Foundation for Electoral Systems (IFES), *Voter Turnout Among Youth of Kosovo*, 2016, at: [https://www.ifes.org/sites/default/files/2016\\_ifes\\_turnout\\_among\\_youth\\_of\\_kosovo\\_eng.pdf](https://www.ifes.org/sites/default/files/2016_ifes_turnout_among_youth_of_kosovo_eng.pdf).

<sup>15</sup> Ministry of Public Administration, 2017.

<sup>16</sup> *Ibid*.

<sup>17</sup> Adapted from KAS, *Women and Men in Kosovo 2014-2015*, 2016, at: <http://ask.rks-gov.net/media/2582/women-and-men-ang-2014-2015.pdf>.

<sup>18</sup> OSCE Mission in Kosovo, *Representation of Communities in the Civil Service of Kosovo*, OSCE, 2017, p. 14.

<sup>19</sup> Ministry of Public Administration, 2017.

<sup>20</sup> OSCE Mission in Kosovo, *Representation of Communities in the Civil Service of Kosovo*, OSCE, 2017, p. 23.

<sup>21</sup> AGE, *Research Report: Participation, the role and position of women in central and local institutions and political parties in Kosovo*, 2014.

<sup>22</sup> *Ibid*.

<sup>23</sup> Kosovo police.

<sup>24</sup> *Ibid*.

<sup>25</sup> Information provided by the State Prosecutor's Office, June 2017. Total row updated based on KWN correspondence with Forum of Women Judges and Prosecutors of Kosovo, Dec. 2017.

<sup>26</sup> Data obtained from the Kosovo Judicial Council, September 2017. Total row updated based on KWN correspondence with Forum of Women Judges and Prosecutors of Kosovo, Dec. 2017.

<sup>27</sup> KWN acknowledges and respects that Roma, Ashkali and Egyptians clearly define themselves as three separate ethnic groups. The acronym "RAE" is used here to mean Roma, Ashkali and Egyptians because institutions provided data in this way. It is not meant to suggest that Roma, Ashkali and Egyptians are a single ethnic group.

<sup>28</sup> State Prosecutor's Office, Victim's Advocate Office, Justice and Recovery for Victims, 2016, at: [www.psh-ks.net/repository/docs/Zyra\\_e\\_Kryeprokurorit\\_te\\_Shtetit\\_ZMNV\\_ve\\_Buletini\\_nr\\_3\\_sq.pdf](http://www.psh-ks.net/repository/docs/Zyra_e_Kryeprokurorit_te_Shtetit_ZMNV_ve_Buletini_nr_3_sq.pdf).

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- <sup>29</sup> Ibid. and 2017 Bulletin, at: [http://www.psh-ks.net/repository/docs/Buletini\\_2017\\_Versioni\\_komplet.pdf](http://www.psh-ks.net/repository/docs/Buletini_2017_Versioni_komplet.pdf).
- <sup>30</sup> Ibid. Gender-disaggregated data unavailable.
- <sup>31</sup> Agency for Free Legal Aid, *Annual Report 2017*, 2018.
- <sup>32</sup> KAS, Statistics of Jurisprudence for Adult Persons, at: <http://ask.rks-gov.net/media/2323/statistics-of-jurisprudence-for-adult-persons-2015.pdf>.
- <sup>33</sup> Kosovo Police, 2018.
- <sup>34</sup> KWN, *No More Excuses*, 2015.
- <sup>35</sup> Kosovo Police, 2017.
- <sup>36</sup> Table adapted from IPSOS, *LGBTQI Public Opinion Poll: Western Balkans*, 2013, pp. 16-19.
- <sup>37</sup> Ibid, p. 22.
- <sup>38</sup> Ibid, p. 82.
- <sup>39</sup> Table adapted from Center for Humanistic Studies (“Gani Bobi”), *Survey on the Attitudes of the Kosovar Society Towards Homosexuality*, 2012, p. 16.
- <sup>40</sup> Ibid, p. 22.
- <sup>41</sup> Ministry of Internal Affairs, Department of Citizenship, Asylum and Migration, August 2017.
- <sup>42</sup> Ibid.
- <sup>43</sup> Ibid.
- <sup>44</sup> Ibid.
- <sup>45</sup> Department of Re-integration in the Ministry of Internal Affairs.
- <sup>46</sup> MEST, Education Statistics in Kosovo 2015/2016, 2016.
- <sup>47</sup> MEST, *Data on Education: Statistical Data*, 2016, at: <http://masht.rks-gov.net/uploads/2017/01/statistical-notes-2016-17-pre-university-education.pdf>.
- <sup>48</sup> Data from only a few schools in Kamenica/Kosovska Kamenica was available.
- <sup>49</sup> Balkan Sunflowers Kosova, *School's Out: An Education Survey in Ashkali, Egyptian and Roma Communities in 9 Kosovo Municipalities*, 2012, pp. 35-6.
- <sup>50</sup> OECD, *Kosovo Student Performance (PISA 2015)*, 2015, at: <http://gpseducation.oecd.org/CountryProfile?primaryCountry=XKO&treshold=10&topic=PI>
- <sup>51</sup> KAS, Vocational and Adult Education, 2016/2017, ASK Platform.
- <sup>52</sup> This and the following tables adapted from KAS, ASK Platform. Gender-disaggregated data unavailable.
- <sup>53</sup> Ibid. For empty cells, data was unavailable and thus not reported by those universities.
- <sup>54</sup> Riinvest Institute, *Women in the Workforce: An Analysis of the Workforce Conditions for Women in Kosovo*, 2017, p. 29.
- <sup>55</sup> Ibid, p. 26.
- <sup>56</sup> Ibid, p. 28.
- <sup>57</sup> Ibid, p. 31.
- <sup>58</sup> KAS, Labour Force Survey 2017, p. 18.
- <sup>59</sup> Ibid, p. 12.
- <sup>60</sup> KWN, *Striking a Balance*.
- <sup>61</sup> Ibid.
- <sup>62</sup> Ibid.
- <sup>63</sup> Ibid.
- <sup>64</sup> Institute Riinvest, *Women in the Workforce*, p. 46.
- <sup>65</sup> KWN, *Budgeting for Gender Equality in Trade and Industry*.
- <sup>66</sup> Within the four major banks interviewed by KWN, men and women were represented rather equally among total staff with women being the majority in most. However, women remained underrepresented in leadership and managerial positions across all major banks from which data was received, including the Central Bank of the Republic of Kosovo. Representatives of all banks interviewed stated that they have very concrete procedures on reporting sexual harassment but that no such cases have occurred. KWN interviews with four main private banks in Kosovo, 2017.
- <sup>67</sup> KWN, *Budgeting for Gender Equality in Trade and Industry*.
- <sup>68</sup> Kosovo Association of Information and Communication Technology, *Women in Technology: Challenges of women in the field of ICT*, 2013, at: [www.stikk.org/fileadmin/user\\_upload/women\\_in\\_technology\\_-\\_challenges\\_of\\_women\\_in\\_the\\_field\\_of\\_ict.pdf](http://www.stikk.org/fileadmin/user_upload/women_in_technology_-_challenges_of_women_in_the_field_of_ict.pdf).

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- <sup>69</sup> Ibid.
- <sup>70</sup> KWN, *Budgeting for Better Agriculture and Rural Development*.
- <sup>71</sup> Ibid.
- <sup>72</sup> Ibid.
- <sup>73</sup> Ibid.
- <sup>74</sup> Data from Infrakos, 2017.
- <sup>75</sup> Table adapted from KAS, *Health Statistics 2015*, p. 6.
- <sup>76</sup> Table adapted from KWN, *Access to Healthcare in Kosovo*, 2016.
- <sup>77</sup> Ibid. For an explanation of the Service Utilization Index see *Access to Healthcare in Kosovo*.
- <sup>78</sup> Ibid.
- <sup>79</sup> Ibid. Data on abortion procedures refers to the 11% of women who said they had had an abortion.
- <sup>80</sup> Ibid.
- <sup>81</sup> Ibid.
- <sup>82</sup> Ibid.
- <sup>83</sup> Ibid.
- <sup>84</sup> Ibid.
- <sup>85</sup> Women hold most leadership positions at RTV 21, including the Executive Director and the Deputy Director. KTV also has sectors led by women.
- <sup>86</sup> KWN interviews with five media outlets.
- <sup>87</sup> KTV has used affirmative measures to increase the number of women in the directing room (KWN interview).
- <sup>88</sup> KWN interview with major media representative, December 2017.
- <sup>89</sup> KWN interviews with media outlet representatives, November and December 2017.
- <sup>90</sup> KAS, Social Statistics, Culture Statistics 2015, at: <http://ask.rks-gov.net/media/2459/culture-statistics-2015.pdf>.
- <sup>91</sup> Ibid.
- <sup>92</sup> Ibid. Data disaggregated by gender on readers and library visitors is unavailable.
- <sup>93</sup> Ibid. Data disaggregated by gender on visitors is not collected.
- <sup>94</sup> The total does not equal the sum of rows as data only exists for certain professions (e.g., archaeologist, ethnographer, historian).
- <sup>95</sup> Ibid.
- <sup>96</sup> Ibid.
- <sup>97</sup> KAS, *Sports Statistics*, 2013, at: <http://ask.rks-gov.net/media/2040/sports-statistics-2013.pdf>. More recent data was unavailable.
- <sup>98</sup> UNFPA, *Kosovo (UNSCR 1244) Child Marriage*, 2012.

## **Annex 8. GAP II Thematic Priorities – Baseline Data for Kosovo**

- <sup>1</sup> KAS.
- <sup>2</sup> KWN, *No More Excuses*, 2015.
- <sup>3</sup> KAS estimates the population to be 1,783,531, with an estimated 895,333 women and 888,198 men (Statistical Yearbook of the Republic of Kosovo 2017, at: <http://ask.rks-gov.net/media/4033/statistical-yearbook-of-the-republic-of-kosovo-2017.pdf>).
- <sup>4</sup> Christophe Z. Guilmoto and UNFPA, *Gender Bias in Kosovo*, UNFPA, 2016.
- <sup>5</sup> This included 116 boys and 83 girls (KAS, Death Statistics 2016, at: <http://ask.rks-gov.net/media/3496/deth-statistics-2016.pdf>).
- <sup>6</sup> Calculated by KWN. KAS estimated the 2016 population to be 1,783,531. A total number of 128 violent deaths occurred in 2016 (103 men, 25 women). (Death Statistics 2016, p. 25).
- <sup>7</sup> UNICEF, *Analysis of the Situation of Children and Women in Kosovo (UNSCR 1244)*, 2017, p. 44, at: [https://www.unicef.org/kosovoprogramme/Raporti\\_unicef\\_anglisht\\_web.pdf](https://www.unicef.org/kosovoprogramme/Raporti_unicef_anglisht_web.pdf).
- <sup>8</sup> KAS, Multiple Indicator Cluster Survey 2013-2014, p. 9, at: [www.ask.rks-gov.net/media/1876/multiple-indicator-cluster-survey-in-the-republic-of-kosovo-2013-2014-key-findings.pdf](http://www.ask.rks-gov.net/media/1876/multiple-indicator-cluster-survey-in-the-republic-of-kosovo-2013-2014-key-findings.pdf).
- <sup>9</sup> KWN, *Access to Healthcare in Kosovo*, p. 31. Some women did not know they had been screened for cervical cancer, but they had had a Pap smear, which should have included such screening.
- <sup>10</sup> Ibid.

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- <sup>11</sup> Ombudsperson Institution of Kosovo, *Sexual and Reproductive Health and Rights in Kosovo: A Reality Beyond the Law?* 2016, p. 59, at: [www.ombudspersonkosovo.org/repository/docs/ENG\\_Final\\_OIK\\_DSHRS\\_final\\_korrigjuar\\_25\\_maj\\_2017\\_442113.pdf](http://www.ombudspersonkosovo.org/repository/docs/ENG_Final_OIK_DSHRS_final_korrigjuar_25_maj_2017_442113.pdf). Reportedly not all teachers provide such education, according to KWN member organizations that have conducted monitoring.
- <sup>12</sup> KAS, Multiple Indicator Cluster Survey 2013-2014, p. 26.
- <sup>13</sup> KAS, Social Welfare Statistics 2017, p. 48, at: [www.ask.rks-gov.net/media/4066/social-welfare-statistics-2017.pdf](http://www.ask.rks-gov.net/media/4066/social-welfare-statistics-2017.pdf) (269,401 beneficiaries from social schemes in 2017).
- <sup>14</sup> KAS, Education Statistics in Kosovo 2015/2016, pp. 18-20. There are 2,312 boys and 2,223 girls in primary school (4,535 total).
- <sup>15</sup> Ibid. There are 766 boys and 630 girls in secondary school (1,396 total).
- <sup>16</sup> Ibid, p. 87.
- <sup>17</sup> KAS, Statistical Yearbook 2016, p. 13.
- <sup>18</sup> KAS, ASK Data, "Kosovo illiteracy Rates 1999-2009". Census data when disaggregated by gender seems inaccurate. Prior statistics suggest gender and age differences, with more illiterate women and girls than men and boys (KAS, Literacy in Kosovo, 2004, p. 3, at: [www.ask.rks-gov.net/media/2063/literacy-in-kosovo-2004.pdf](http://www.ask.rks-gov.net/media/2063/literacy-in-kosovo-2004.pdf).)
- <sup>19</sup> Millennium Challenge Corporation, *Kosovo Labor Force and Time Use Study Research Report - Executive Summary*, 2017, p. 12.
- <sup>20</sup> KAS and the World Bank, *Consumption Poverty in the Republic of Kosovo 2012-2015*, 2017), at: [ask.rks-gov.net/media/3187/poverty-report-2012-2015.pdf](http://ask.rks-gov.net/media/3187/poverty-report-2012-2015.pdf).
- <sup>21</sup> Of them, 9% are employed full time, 26% are employed part time 16% work as farmers and 8% self-employed.
- <sup>22</sup> KAS, Labour Force Survey 2017, p. 14.
- <sup>23</sup> KWN correspondence with the Cadastral Agency, September 2017.
- <sup>24</sup> World Bank, GNI per capita, Atlas method (current US\$), at: <https://data.worldbank.org/indicator/NY.GNP.PCAP.CD>, accessed 13 June 2018.
- <sup>25</sup> MESP, Kosovo Environmental Protection Agency, *Report on the State of Water*, p. 36.
- <sup>26</sup> KAS estimated the 2017 population to be 1,783,531. If 137 people died in road accidents in 2017, the rate is 7.68 per 100,000 (0.67 for women and 14.85 for men) (KAS, Death Statistics 2016, p. 25).
- <sup>27</sup> World Bank, "Data".
- <sup>28</sup> Gap Institute, 2017.
- <sup>29</sup> These include: 1) NPISAA; 2) National Strategy on Property Rights; 3) National Program and Action Plan for Protection against Domestic Violence; 4) Strategy and Action Plan for Communities and Return 2014 – 2018; 5) Kosovar Strategy for Youth 2013-2017; 6) Strategy for Inclusion of Roma and Ashkali Communities in the Kosovo Society 2017-2021; 7) Climate Change Framework Strategy for Kosovo - National Adaptation Strategy and 8) the National Strategy Against Trafficking in Human Beings in Kosovo 2015-2019.