



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

# **Annual Report 2020**



# **Kosovo Women's Network**

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# Introduction

## Our Vision

The Kosovo Women's Network (KWN) has a vision of a Kosovo in which women and men are equal and have equal opportunities for education, employment, political participation, health care and a life without violence.

## Our Mission

The Network's Mission is to support, protect and promote the rights and interests of women and girls throughout Kosovo, regardless of their political and religious beliefs, age, level of education, sexual orientation and abilities. KWN fulfils its mission through exchange of experiences and information, partnerships and networking, research, advocacy and services.

## Our Strategy

To accomplish its vision and mission, KWN has drafted a Strategy for 2019-2022 (which you can find on our [website](#)). The purpose of this strategy is to guide KWN's work during these years. The Strategy was drafted in 2018 with input from network member organisations, the Board of Directors, partners and other relevant stakeholders. The KWN Strategy is divided into six program areas: I) Strengthening the Feminist Movement in Kosovo; II) Women in Politics and Decision-making; III) Women's Rights to Health Care; IV) A Life Free from Gender-based Violence, V) Women's Economic Empowerment, and VI) Improving Access to Quality and Gender-Sensitive Education.



## About the KWN Annual Report

Each year KWN reports to its members, partners, and friends regarding the progress made towards achieving its strategic objectives. This report is divided in six sections based on KWN's long-term objectives:

- Strengthening the Feminist Movement in Kosovo
- Women in Politics and Decision-making
- Women's Rights to Health Care
- A Life Free from Gender-based Violence
- Women's Economic Empowerment
- Improving Access to Quality and Gender-Sensitive Education

This report presents the achievements and results in each of these programs in 2020. The following sections contain information on the progress made towards each objective and the expected outcomes, as well as information on the budget, supporters, Board of Directors, Advisory Board, staff, interns, volunteers, members and grant beneficiaries.



## Strengthening the Feminist Movement in Kosovo

The main purpose of this objective is to empower the existing feminist movement in Kosovo, and the Balkan region. KWN has made progress towards achieving this objective, as shown by progress on the following indicators:

- KWN has implemented approximately 68.5% of its Strategy;
- Women and men have undertaken seven initiatives, 39 since 2015, to support the women's movement, indicating that future generations have the capacity to continue this work; and
- Members of KWN and the Kosovo Lobby for Gender Equality continued to be very active and vocal.

Progress has been made towards the following objectives in realizing this long-term aim. They are detailed in the bold headings below.

### **Establish a strategy for strengthening the feminist movement and make progress towards its implementation**

This year, over the course of three days from 21-23 October, KWN organized a Feminist Strategy Planning Workshop, in Durrës, Albania. In compliance with safeguard measures against COVID-19, around 90 KWN member organisations worked together and drafted the feminist strategy. This strategy will be finalized soon and KWN will start to implement it together with KWN member organisations.



## **Increase solidarity among women's organizations**

KWN's experience suggests that supporting and maintaining solidarity among women's organisations is crucial to building a sustainable women's movement. In this regard, KWN made progress towards achieving its aims for 2020. This is demonstrated by the 69 partnerships, coalitions and joint initiatives undertaken this year, as well as 38 interethnic initiatives (198 since 2015). The results of this year's efforts are listed below.



## **KWN members informed about other members' initiatives, KWN activities, funding opportunities and other information**

This year, KWN members were well informed about initiatives, KWN activities, and funding opportunities. Due to the COVID-19 pandemic, KWN members could not meet in person. Therefore, KWN held three regular quarterly membership meetings and one annual membership meeting via Zoom, where 138 different members, partners, and supporters exchanged information and were informed of the ongoing activities of KWN and other member organisations. Since 2015, a total of 1,197 women and men have attended KWN meetings. During the sessions, KWN members played an important role in working together to implement the KWN strategy, discussing political and social developments in Kosovo, and monitoring and evaluating KWN's work.



*KWN Members Cooperate on Drafting a Feminist Strategy, Durrës, October, 2020*



### ***More young men and women activists involved in the feminist movement***

In 2020, KWN engaged approximately 300 girls and boys through volunteer work, the Kosovo Lobby for Gender Equality, and other activities. This has given them the opportunity to become more knowledgeable in organizing, researching, advocating, integrating gender issues into human rights advocacy, monitoring court cases, gender-based violence, and other issues that women in Kosovo face. Engaging more young people in these efforts can help strengthen the feminist movement in Kosovo.

### ***Inter-ethnic understanding and cooperation strengthened among individuals and civil society groups***

KWN and its members have been involved in 38 inter-ethnic initiatives in 2020. The Network has provided opportunities for inter-ethnic cooperation among organisations, which received grants through the Kosovo Women's Fund in six Western Balkans (WB) countries. The beneficiaries of these organisations also took part in this cooperation, as well as the Kosovo Lobby for Gender Equality (Lobby). KWN continued its interethnic partnerships in the region through the Coalition for Addressing Gender-based Discrimination in Labour in the WB; partnerships with organisations to gender-mainstream the European Union (EU) Accession process; the Gender Budget Watchdog Network (GBWN), a joint action from partner organisations in the Western Balkan and Republic of Moldova, seeking to institutionalize gender responsive budgeting; and a network of organizations researching funding for gender equality and women's rights. KWN has become a member of Associations and



Women's Rights in Development (AWID), an international feminist membership organization committed to achieving gender equality and sustainable development.

**Improve the organizational and advocacy capacity of KWN and its members *and partners towards their long-term sustainability***

A sustainable women's movement cannot exist without its members, who keep the movement alive. Therefore, KWN continuously supports its members in advancing their capacities. KWN has supported its members and other organizations in the region in advancing their organizational and advocacy capacities through personal mentoring and the Kosovo Women's Fund.

The Network continued to use the Organisational and Advocacy Capacity Assessment to assess the capacities of its member organisations, partners, and CSO's from the region receiving grants. During 2020, KWN collaborated with 53 organisations in Kosovo and the WB region to create tailored Capacity Development Plans for each organisation. KWN then supported these organisations in implementing their plans. As a result, more than 25 organisations have shown improvement in their organisational and advocacy capacities.



***KWN, its members and their work are more visible for potential partners, international activists and potential supporters***

KWN has regularly promoted the work of its members on the KWN website, Facebook page, Twitter, Instagram, and in the monthly electronic newsletter Kosovar Women's Voice. KWN has increased its Facebook likes from 18,018 in 2018 to 21, 540 in 2020. On Twitter and Instagram, the number of followers has increased from 780 to 1,224 and from 1,279 to 2,281, respectively. Kosovar Women's Voice reaches 638 people worldwide. In 2020, KWN has had 240 media appearances and sent 28 press releases, including:

1. [Kosovo Women's Fund Allocates Nearly €200 Thousand to 14 Organizations in the Region](#)
2. [Kosovo Women's Fund Allocated €59,266 for 20 KWN Member Organizations in Kosovo](#)
3. [KWN Congratulates Formation of LVV-LDK Government, Kosovo's First Woman Speaker of the Kosovo Assembly](#)
4. [KWN Remembers Pagarusha as a Powerful Woman](#)
5. [KWN Pays Tribute to Pagarusha on the Anniversary of Kosovo's Independence](#)
6. [KWN Expresses Condolences for the Death of Leze Qena](#)
7. [KWN Expresses Dissatisfaction with the Western Balkans Summit for not Addressing the Gender Equality](#)
8. [KWN Expresses Deep Concern Regarding the Discrimination toward Women in Decision-Making Positions in Kosovo](#)
9. [KWN and KGSC Condemn Sexist Language of Kosovar Men MPs](#)



10. [KWN Proposes Measures Addressing COVID-19 from a Gender Perspective: Recommendations to the Government of Kosovo](#)
11. [Without Justice, There Can Be No Peace](#)
12. [KWN Demands the Improvement of Women's Working Rights](#)
13. [KWN: Attacks against Vjosa Osmani Must Stop](#)
14. [KWN Asks Institutions to Condemn Two Brothers Accused of the Rape of a 20-year-old Kosovo Woman in Kukës](#)
15. [KWN Calls for a Reduction of the Deputy Ministers Number and the Implementation of The Law on Gender Equality](#)
16. [KWN Condemns the Behaviours Toward the Speaker of the Assembly Osmani](#)
17. [KWN Demands Justice for the Murder of a Woman by her Husband in Kamenica](#)
18. [Justice keeps silence: Women keep experiencing violence](#)
19. [KWN Condemns the Reduction of the Sentence for Pjetër Ndrecaj](#)
20. [Gender Responsive Budgeting: A Recap of Milestones and a Glimpse to the Future](#)
21. [20 Years of Resolution 1325: Kosovo Needs to Implement This Resolution](#)
22. [KWN Seeks to Integrate a Gender Perspective into New Textbooks](#)
23. [Public Letter to the Mayor of Skenderaj: Zero Tolerance for Denigrating Language Toward Women](#)
24. [KWN sends a letter to the Prime Minister Hoti demanding the dismissal of deputy Prime Minister Selmanaj](#)
25. [KWN Demands Institutional Response Regarding the Incest Case in Mitrovica](#)
26. [KWN Stands with Women of Krushe, Demanding Justice for War Crimes](#)
27. [KWN: We Must Fight Mentalities That Portray Women Within a Patriarchal Construct](#)
28. [KWN Holds the 18th Members Annual Meeting](#)



***More members seek funding, plan effectively, lead successful organizations and undertake effective advocacy initiatives***

***Kosovo Women's Fund Grants to KWN members***

Through the Kosovo Women's Fund (KWF), KWN allocated 19 grants to 20 beneficiary organizations in Kosovo amounting to €59,266 in 2020. The grants were supported by the Austrian Development Agency (ADA) (€48,410) and UN Women (€10,866). Partnership for Change grants have increased cooperation by enabling organisations in different regions of Kosovo to join forces and advocate together. For example, Medica Kosova & Cradle of Smile launched the initiative: "Mobilizing women assembly members to address the needs of women traumatized by war".



*KWN organises Orientation Session with 20 KWF beneficiary organizations in January 2020.*



In addition to this partnership initiative, other KWN-supported initiatives in 2020 have included:

**Individual Advocacy Grant for an Organization:**

- EcoKosWomen – EKW with the initiative: “Advocacy for easier access of women to grants in the municipality of Prishtina” (€3,649.00, supported by ADA and UNW);
- Organization of People with Disabilities, Handikos Prishtina with the initiative: “Integration of women and girls with disabilities in society” (€2,470.00, supported by ADA and UNW);
- Women Association Aureola with the initiative: “Advancing inheritance law” (€2,300.00, supported by ADA and UNW);
- Association of Retired Women “Vita-Jeta” with the initiative: “Diabetes in the Elderly” (€2,030.00, supported by ADA and UNW);
- Association of Women Beekeepers “Okarina e Runikut” with the initiative:” Promoting the Employment for the Beneficiaries of Social Assistance Scheme in the Drenica Region” (€3,110.00, supported by ADA and UNW);
- Blind Women’s Committee of Kosovo with the initiative: “Respecting the rights of blind and visually impaired women guaranteed by law” (€2,832.50, supported by ADA and UNW);
- Kosovo Midwives Association with the initiative: “Promoting maternal and child health through strengthening the role of midwifery” (€3,242.50, supported by ADA and UNW);



- Psychotherapists in Action with the initiative: “Health and treatment of silent diseases in third age women” (€3,537.50 supported by ADA and UNW);
- Center for Protection of Women and Children with the initiative: “Empowering the women victims of gender-based violence through reintegration programs” (€3,355.00, supported by ADA and UNW);
- Association of Women with the initiative “Empowerment of Women in the Labour Market” (€3,105.00 supported by ADA and UNW);
- Independent Initiative of Blind People: “I want to lead a dignified life” (€2,955.00 supported by ADA and UNW);
- Center for Protection of Women and Children Raba Voca with the initiative: “Break the Silence” (€3,351.00 supported by ADA and UNW);
- Association of the Blind and Visually Impaired with the initiative: “Supporting the Blind and Visually Impaired for leading an independent life” (€2,982.50 supported by ADA and UNW)
- Women Farmers’ Association ‘Krusha e Vogel’ with the initiative: “Women’s Health Education in Rural Areas” (€3,195.00 supported by ADA and UNW);
- NGO Drugëza with the initiative: “Advancing women’s rights to property and their economic empowerment” (€2,136.00 supported by UNW);
- NGO Divine Woman with the initiative: “Raising the awareness of girls and women about reproductive health” (€2,995.00 supported by UNW);



- Youth Center Lipjan with the initiative: “Supporting girls and women for active participation in the economy” (€2,940.00 supported by UNW);
- Handikos Mitrovica with the initiative: “Association of People with Disabilities in Mitrovica – Handikos Mitrovica” (€2,785.00 supported by UNW).

#### **Advocacy Grants in Partnership for Change:**

- Medica Kosova & Cradle of Smiling with the initiative: “Mobilizing women assembly members to address the needs of women traumatized by war” (€6,295.00 supported by ADA and UNW).

Since Autumn 2012, KWF recipients undertook 511 advocacy initiatives with support from KWF, and 24,387 persons have benefited from KWN members’ initiatives. In 2020, KWN staff members provided around 2300 mentoring sessions via e-mail, telephone and a few individual meetings for KWF grant beneficiaries. The Grant Review Committee also contributed to the advancement of members’ capacities by reviewing each application and providing practical advice for future submissions. This will help KWN members prepare better applications to KWF and other donors in the future. Annex 1a. contains a list of all grants awarded by KWF to KWN members in 2020 and their expected results.



## *Kosovo Women's Fund Expands Grant-giving in the WB*

KWN and its partners in the Coalition of Women's Rights Organisations against Discrimination in the WB have awarded 14 grants to civil society organizations (CSOs) in the region through KWF. Of these, six grants (one per each WB country) have supported CSOs focused on providing legal aid and monitoring courts. Two grants (one in both Serbia and Albania) fund CSOs' advocacy for legal and policy changes and/or improved institutional response. Finally, six grants (one per each WB country) were allocated to CSOs focused on conducting awareness-raising and empowering women to report discrimination. In total, the grants, amounting to €215,319, are part of a joint initiative, "Furthering Women's Labour Rights", funded by the EU and co-funded by Sida. The following CSOs received support through this action:

### Albania

- Albanian Women Empowerment Network in Tirana: "Improving Women's Rights at Work through Improving Access to Justice",
- Community Development Centre Today for the Future: "Advocating for Improving Institutional Response to Gender-based Discrimination at Work by Sharing Practices in the Municipality of Lezha and Creating Interactions with the Committee for Protection from Discrimination at Work", and



- The Counselling Line for Girls and Women: “Empowering Women and Girls to Report Gender-based Discrimination”.

#### Bosnia and Herzegovina

- United Women Network Foundation: “Improving Women’s Position in Employment and Preventing Gender-based Discrimination in Bosnia and Herzegovina”, and
- The Foundation Academy for Women: “This is Discrimination Too”.

#### Kosovo

- The Kosovo Law Institute: “Improving Women’s Rights at Work”, and
- The Kosovo Center for Gender Studies: “Prevention of all forms of discrimination in the workplace”.

#### North Macedonia

- The Helsinki Committee for Human Rights: “Women Workers Join”, and
- The Association Loud Textile Worker: “Promoting the Rights of Textile Workers”.

#### Montenegro



- The Trade Union of Media of Montenegro: “Equality through Justice: Work-related Discrimination Cases”, and
- The Association of Youth with Disabilities: “Empowered, Employed, Involved”.

### Serbia

- The Victimology Society of Serbia: “Know Gender Discrimination, Identify Violations of Labour and Employment Law! React!”,
- The A II - Initiative for Economic and Social Rights: “Improving Institutional Practices in Preventing Discrimination against Women in the Labour Market in Serbia”, and
- ROZA Association for Women’s Labour Rights: “What Is Awaiting Me in the Labour Market”.

Annex Ib contains a list of all grants awarded by KWF to CSOs in the WB in 2020 and their expected results.



### **Capacities of KWN staff increased**

KWN continued to provide opportunities for its staff members to increase their capacities, including strengthening inter-office communication skills, gender mainstreaming, digital security, and finance. Mentoring sessions were provided on advocating to the EU; conducting gender analysis; writing concept papers; drafting advocacy strategies; drafting reports; monitoring and evaluation; research; and public speaking skills. Further, KWN in partnership with the European Women Lawyers' Association (EWLA) organized several workshops for staff members on topics such as: the EU Gender Equality Acquis, Sexual Harassment, and Discrimination.

“With such workshops, women’s civil society organizations can be taught to build their capacities, and will be able to raise many gender equality topics through the recruitment of volunteers.”

Etleva Malushaj, KWN Project Coordinator, who participated in the workshop “Volunteerism in Kosovo”, hosted by Lens organization.

### **Improve the funding climate for women’s rights organizations**

Although some advocacy initiatives can be undertaken on a voluntary basis, women’s rights organisations (WCOSs) still need resources to support many aspects of their important work. Sustainable women’s rights activism requires support, and KWN continued its efforts to mobilize sufficient resources from local and international actors to support the women’s movement in Kosovo and the region. In 2020, KWN met several funders and sent policy briefs to make funders more aware of WCOSs’ financing needs. Following advocacy, KWN contributed to securing additional resources for WCOSs in Kosovo and the region.



### ***Improved implementation of KWN's Fundraising Strategy***

KWN is finalizing the Philanthropy Strategy, which will identify innovative and alternative forms of local fundraising, in addition to international funding, which can support KWN and its members in the long-term. KWN researched various philanthropy options that exist around the world, particularly in similar contexts as Kosovo. The Network also investigated those that have been used in Kosovo to inform the Philanthropy Strategy.

Several steps also have been taken to improve KWN's website to better support online fundraising. This includes a new section with KWN promotional materials such as mugs, t-shirts, sweatshirts and notebooks. All apparel has inspirational feminist messages or the KWN logo. Through these materials, individuals can become supporters of KWN's mission and contribute to raising awareness about women's rights and gender equality.

Donations received for these items contribute to the KWN Sustainable Fund, which helps to cover crucial costs and support important programs. In terms of results, KWN has increased the savings in its Sustainability Fund from €3,263 in 2018 to €11,973.13 in 2020.



*KWN Merch - "Super grua" Mug and Sweater available with donations.*



***Improved knowledge and understanding among relevant EU bodies and other donors regarding the types of support that diverse WCSOs need***

This year KWN published landmark research, *[Where's the Money for Women's Rights?](#)*, which examines funding trends in the WB in support of WCSOs. Conducted in close collaboration with WCSO partners in the region and supported by the Kvinna till Kvinna Foundation, the research report was launched at the EU in Brussels, at Sida in Sweden, and in all six WB countries with participation from more than 300 people from WCSOs, the EU, Sida, relevant government officials, and other funders. The launching events fostered discussion among funders and WCSOs regarding WCSOs' funding needs, drawing from the report recommendations. Several additional follow-up meetings have been organised between funders and WCSOs to delve more deeply into collaboration towards realizing the recommendations on WCSOs' funding needs.

In addition, KWN wrote two policy briefs this year with recommendations to inform the EU Gender Action Plan III, the EU Instrument for Pre-Accession III, and the new regulation that will replace the EU's Neighbourhood, Development and International Cooperation Instrument (NDICI) on EU external financing. KWN sent these briefs to several actors in the EU, as well as other interested parties, towards raising awareness on how these instruments could better contribute to gender equality and meet WCSOs' needs. KWN also advocated for the recommendations during advocacy meetings with various EU officials.



### ***Improved institutional and public awareness of the importance of tax deductions to support the work of women's rights groups***

The aforementioned report, *Where's the Money for Women's Rights*, includes recommendations for improving the current tax system, so as to create an improved enabling environment for individuals and businesses to make donations that support civil society, including women's rights groups. These were briefly discussed with public officials during launching events.

## **Women in Politics and Decision-making**

The long-term goal of this program is for women to actively participate in politics and decision-making at local and national levels. KWN has made progress towards achieving this goal. For example, KWN's advocacy, among others', contributed to more women being elected in decision-making positions. For the first time, a woman was elected as the speaker of Parliament of Kosovo.

Further, the current government of Kosovo has appointed a woman as a deputy prime minister and out of 16 ministries, three of them are led by women, an increase from 4.8% in the last elections to 18,75% in 2020. Another indicator of women's improved participation in politics and decision-making in 2020 was the 11 policies amended to better reflect women's priorities, integrate a gender perspective or comply with the Law on Gender Equality. Since KWN began tracking this information, the Network, its members and the Lobby for Gender Equality have advocated successfully for 162 policy changes towards improving the lives of women and girls at local and national levels.



### **Increase and improve women's participation in politics and decision-making at local and central levels according to the Law on Gender Equality (50%)**

Through KWF, KWN members increased the number of women from diverse backgrounds who participated in politics and decision-making processes from 2,035 in 2019 to 2,076 in 2020. This included 58 Serbian women, 37 women with different abilities, and 194 women from rural areas. KWN also continued its collaboration with the Organisation for Persons with Muscular Dystrophy and Ruka Ruci specifically towards increasing the political engagement of approximately 27 women with different abilities and 21 women from Serbian communities in decision-making processes, supported by the EU. A more detailed description of the progress made towards this objective can be found in the next section.



***Coalition for Equality functional at the local and central level  
Kosovo Lobby for Gender Equality functional in all municipalities***

The Coalition for Equality was established on 22 June 2018. It consists of women in politics at national and local levels, as well as women-led CSOs. The Coalition seeks to support and empower its members to improve women's positions in politics and decision-making and to promote the advancement of gender equality in Kosovo. The participants pledged to work towards fulfilling this common mission, regardless of their political preferences, gender, age, ethnicity, ability, religion, region, level of education or socio-economic status.



*Lobby and Coalition members hold a joint online meeting in November 2020.*



The Kosovo Lobby for Gender Equality in Kosovo (hereinafter, Lobby) was established in 2014. It brings together women politicians and women in civil society to advocate at the local and central levels for progress towards gender equality and has continued functioning in 27 municipalities. The number of women engaged in the Lobby in 2020 was 512. Together, Lobby groups undertook 43 advocacy initiatives and contributed to 11 policy changes this year. On 4 November, due to the pandemic, the Coalition for Equality and Kosovo Lobby for Gender Equality held a joint meeting with KWN members, municipal members and other supporters via the Zoom platform, to discuss “Women in decision-making at the local level”. During this meeting the participants shared their experiences and discussed advocacy opportunities to increase women’s and young women’s participation in decision-making at the local level and the importance of implementing the Law on Gender Equality (LGE).

“All objectives must be achieved within the framework of equal treatment, by ensuring equal representation for both men and women. Women generally find it more difficult and face obstacles in their journey; however, I encourage all women not to give up.”

Selvie Rexhepi, Deputy Mayor for Communities in the Municipality of Klllokot



### ***Capacities of women in politics to advocate for women's priorities furthered***

The aforementioned meeting, combined with workshops held during the year, furthered the capacities of women in politics to advocate for women's priorities by providing examples of best practices and improving their advocacy skills. KWN Executive Director Igballe Rogova continued providing mentoring sessions for Lobby members and groups across Kosovo, via 1,958 phone calls, emails, or visits to their municipalities this year. These sessions served to empower Lobby members in their advocacy for women's rights and gender equality. KWN does not see or treat Lobby members as members of political parties, but rather as leaders in their municipalities. The KWN Executive Director also promoted their initiatives, supported them in advocacy, and assisted in helping them overcome various challenges in their advocacy for gender equality.



### ***Increased awareness of the importance of harmonizing LGE with other relevant laws***

KWN continued advocating for the implementation of LGE. On 26 February, KWN Executive Director Igballe Rogova met with then Prime Minister of Kosovo, Albin Kurti. Rogova expressed disappointment over the lack of implementation of LGE regarding women's representation in decision-making positions in the new government, though this government had more women in decision-making positions than did previous ones. KWN emphasized the importance of continuing successful cooperation between KWN and the Agency for Gender Equality (AGE), emphasizing that AGE is an extremely important mechanism for monitoring the implementation of LGE. When commenting on various policy documents, KWN also has continuously



*KWN representatives meet the then Prime Minister of Kosovo, Albin Kurti, in February 2020.*



raised the importance of harmonising the election laws with the LGE, ensuring women's 50% participation in municipal and national assemblies.

KWN, together with many other CSOs, also advocated for improved gender mainstreaming of the Draft-Labor Law and the Civil Code. Together with the Women's Economic Forum, KWN advocated to the Legislation Committee in the Parliament regarding the need to draft maternity, paternity and parental leave provisions in harmony with the EU Work-Life Balance Directive and the Law on Gender Equality. Similar letters and advocacy points regarding this issue were sent to other committees as well, such as the SAA Subcommittee on Innovation, Information Society and Social Policy.

***Increased communication and cooperation among women in politics, women-led organizations and women voters on issues they consider priorities***

Women in politics, women-led organisations and women voters communicated and cooperated more on issues that women consider priorities with support from the Coalition for Equality, Lobby, KWN, its members, and women in politics. For example, Lobby members advocated for issues that women consider priorities in close cooperation with voters from their municipalities. This year, Lobby held 35 meetings with women politicians, voters, and NGOs. A list of their initiatives is in Annex 2.

During this year, through KWF supported initiatives, KWN members organized 5 meetings with women in politics on issues they consider priorities. A list of their initiatives is in Annex 1a.

In the context of the ongoing dialogue between Kosovo and Serbia, KWN organised several discussions with young women on their role in peace and security processes. Among these discussions



there were two workshops with young women from Gjakova and Deçan. Due to the pandemic, the workshops took place online. These workshops enabled young women to deepen their knowledge on peacebuilding, United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security, and the activities of women activists and WCSOs in Kosovo in increasing the number of women in decision making. The workshops were hosted by Igballe Rogova, KWN Executive Director, who shared her experience and that of KWN's in advocating the implementation of UNSCR 1325 in Kosovo. Based on research conducted with diverse women, including young women, supported by UN Women, KWN also identified the priority issues that diverse women voters would like to see discussed in the dialogue between Kosovo and Serbia.

***Advocacy initiated on issues that women consider priorities***

On 14 February, KWN Executive Director Igballe Rogova met with Parliament speaker Vjosa Osmani. Rogova stated that in the context of the Kosovo-Serbia Dialogue, it is important to establish an advisory committee composed of women's rights activists. This committee should be established in both countries respectively. According to Rogova, activists of both countries have a lot to contribute to this process. This request was made based on UNSCR 1325. Osmani expressed high appreciation for KWN's commitment to protecting the rights of women and girls. The issues that women identified as priorities for the Dialogue were sent to Kosovo and EU officials, as well as shared with media. The issues that women identified as priorities for the Dialogue were sent to Kosovo and EU officials, as well as shared with media.



KWN has continued the work and efforts to increase the participation of women in the Kosovo-Serbia dialogue. This year, KWN was part of several meetings with other CSOs which culminated in establishing a Civil Society Platform for the Dialogue between Kosovo and Serbia in September. Several coordination meetings took place, attended by KWN staff. One of the main events was a meeting between CSOs and Prime Minister Avdullah Hoti, where KWN and its member organizations raised the issue of implementing UNSCR 1325 in the Dialogue.



*KWN representatives meet the first woman to serve as the Head of the Assembly of Kosovo, Vjosa Osmani, in February 2020.*

This year, as a part of the research entitled *Where Is My Seat at the Table? Women's contributions to and expectations from Kosovo's peacebuilding processes*, KWN in cooperation with three member organisations, conducted 79 short interviews with diverse women and young women of different ethnic groups in Kosovo. These short interviews identified their needs and priorities in the Dialogue between Kosovo and Serbia, which contributed to the advocacy that followed (see below). The research report is expected to be published in early 2021r. The findings will continue to serve as a tool for future



advocacy in further enhancing the participation of women and young women in peace and security processes.

Since 2005, KWN has monitored the implementation of UNSCR 1325 on Women, Peace and Security in Kosovo. In August, KWN started working on the second edition of *1325 Facts and Fables*, a collection of stories and data to identify how Resolution 1325 has been implemented in Kosovo in the last 10 years. This edition is expected to be published early next year.

On 30 October, on the eve of the 20th Anniversary of UNSCR 1325 on Women, Peace, and Security, KWN requested that the Government of Kosovo ensure women's meaningful participation in negotiations, peace, and security processes, as guaranteed by this Resolution. In this letter KWN listed the needs and priorities of diverse women of different ethnic groups in Kosovo toward the Dialogue between Kosovo and Serbia, requesting the Government address these issues.

On 31 October, KWN as a leading women's rights group in Kosovo, sent a letter to the EU special representative for the Belgrade-Prishtina Dialogue, Miroslav Lajčák. Through this official letter, KWN expressed deep concern that WCSOs were not invited in a recent consultation he held with civil society in Kosovo concerning the Dialogue between Kosovo and Serbia. KWN highlighted that the EU, according to UNSCR 1325 and the EU's Strategic Approach to Women, Peace, and Security, has the responsibility to ensure that women are part of peace processes. KWN also requested that the needs and priorities of women related to the Dialogue, identified in the aforementioned research, be included in the agenda and addressed in the ongoing Dialogue with Serbia.



KWN also has supported and empowered women to identify and advocate for their priorities. This was achieved through grants to KWN members for their advocacy initiatives through KWF. The Fund has supported members' efforts to monitor and advocate for the implementation of existing laws and policies. This year, KWF and Lobby undertook 92 advocacy initiatives on issues that women consider priorities.

### ***Improve institutionalization of gender-responsive budgeting in Kosovo***

Gender-responsive budgeting (GRB) ensures equitable, efficient and transparent allocation and spending of public funds. KWN has worked and advocated for institutionalization of GRB in Kosovo since 2011. In 2020, KWN assessed the applications of organisations and think tanks applying for enhanced capacities and knowledge in GRB and invited 11 organisations to participate in trainings on advanced GRB; GRB and public procurement; and introductory GRB, as part of the Gender Budget Watchdog Network (GBWN) joint action. Before, KWN organized an in-house training in February to ensure all organisations had been introduced to GRB concepts, Kosovo's relevant legal framework and the context relating to GRB. These organisations include: Women's Association Aureola, Organization for Local Reform (EULOC), Mitrovica Women Association for Human Rights, Udruženje Poslovnih Žena WBA, GAP Institute, Democracy for Development, Youth Association for Human Rights, Ruka Ruci, Udruženje Žena - Povratnica "Naš Dom", Kosova Woman Initiative and EcoKos Women. In the online trainings, KWN delivered two modules, on Budget Expenditure Analysis and Lobbying and Advocacy Strategies,



respectively. These activities contributed to building CSO capacities for GRB. Additionally, CSOs from the region are now linked through the GBWN.

In March, amid the spread of the COVID-19 pandemic, KWN drafted a [policy brief](#) on measures to address COVID-19 from a gender perspective. This policy brief included 16 recommendations to the government, towards more gender responsive measures.

This preceded the research conducted from July through October, titled *[“The Pandemic Knows No Gender”?](#) A Gender Fiscal Budget Analysis: The Government of Kosovo’s Response to the COVID-19 Epidemic from a Gender Perspective*, which was published on 23 December. The methodology involved mixed methods: a desk review of all research on the pandemic, government decisions and relevant budget documents; interviews with officials in ministries and municipalities; as well as a survey with CSOs to assess their involvement in the crisis response, in which 75 CSOs participated. The report includes 50 recommendations for the Government, the National Auditor’s Office, Municipalities, the Assembly of Kosovo, the EU and other funders, and Civil Society Organizations. During the launching event of the report various stakeholders were present including representatives from the Government, the Assembly of Kosovo, and Civil Society, reflecting on the recommendations presented.

In November, KWN published its [policy brief](#) on monitoring the Implementation of the United Nations (UN) Sustainable Development Goal SDG Indicator 5.c.1 “proportion of countries with systems to track and make public allocations for gender equality and women’s empowerment”, and examining the progress of the Government of Kosovo towards implementing it. This policy brief included 11 recommendations to various institutions, with responsibilities related to GRB.



In December, KWN held an orientation session with six organisations from Kosovo awarded with grants on GRB, as part of the GBWN. These organisations include: Organization for Local Reform (EULOC), Udruženje Poslovnih Žena WBA, Mitrovica Women Association for Human Rights, Youth Association for Human Rights, Kosova Woman Initiative and EcoKos Women. Their projects include, respectively: “Monitoring and mentoring the proper implementation of gender policies in the Municipality of Viti”; “Empowering women through local policy analysis and participation in gender budgeting in northern Kosovo”; “Gender perspective for sustainable economic planning”; “Monitoring and analysing in local policy-making from a gender perspective”; “Gender budgeting towards gender balanced economic development”; and “Menstrual hygiene management, clean life for women and girls.” KWN will support the CSOs with their initiatives into next year.



*KWN holds an orientation meeting with women’s rights and other CSOs awarded GRB grants in December 2020.*



### ***Concrete recommendations for improving gender budgeting presented to officials***

KWN held an advocacy meeting with the National Audit Office, discussing recommendations to this institution and how to ensure further progress in implementing UN SDG Indicator 5.c.1. In this meeting, the National Audit Office stated that they were interested in including a gender perspective while auditing budgets and that they will ensure collaboration between KWN and the performance auditing department within the institution. KWN will have more advocacy meetings with respective institutions to discuss specific recommendations resulting from this policy brief in 2021.

### ***Improve and increase the participation of WSCOs in the EU accession process***

KWN has regularly contributed to the involvement of member organizations and women politicians in the EU accession process. Women's rights activists and organisations were specifically encouraged and assisted to provide input on this year's 2020 Progress Report. Most of this joint input was reflected in this year's report. KWN also assisted many women organisations, both local and regional, to provide their recommendations for the TACSO consultation process on IPA III. More precisely, seven WSCOs participated in these processes.



## ***WCSOs and women are better informed about EU accession processes, their role and how to engage***

Prior to inviting WCSOs to participate in the EU Accession process, KWN contributes to increasing their knowledge and informing grassroots organisations of the important role they have in these processes. On October 12-15, KWN, in partnership with the European Women's Lawyers Association (EWLA), organized four online workshops on “Equal Rights and Gender Equality for women and men in Kosovo”, in which approximately 58 KWN staff members, member organizations, Coalition for Equality (CfE) members and Lobby members participated. The KWN Executive Director emphasised that the “EU Gender Equality Acquis is a very important topic to be well-understood by all of us and to be used for furthering women’s

participation in several sectors.” KWN member organizations discussed how to advocate for changes related to the EU accession process, particularly from a gender perspective. They shared their experiences and future plans regarding the implementation of the EU Gender Equality Acquis in Kosovo’s



*Lobby, Coalition members and KWN staff participate in a four-day workshop on EU Gender Equality Acquis co-hosted by EWLA and KWN in October 2020.*



context. KWN staff responsible for gender mainstreaming the EU Accession process assisted by sharing examples of how members can contribute and use the EU Gender Equality Acquis to advocate for better implementation of the gender equality legislation. Participating members gained a better understanding of the National Programme for Stabilisation and Association Agreement (NPISAA), SAA structures, the Kosovo Progress Report, European Reform Agenda II, and other important processes through which they can contribute.

KWN will continue consulting WCSOs regarding EU Accession processes and hold more informative sessions in 2021, as this objective was slightly limited in 2020 due to isolation measures related to COVID-19.

“This is an excellent workshop in which we discussed together and provided you with the necessary tools and arguments so you can use EU Gender Equality Acquis in your everyday work..”

Sylvia Cleff le Divellec, EWLA representative

### ***Knowledge and understanding of stakeholders on the importance of WCSOs involvement in EU accession processes improved***

KWN continued advocating towards advancing the knowledge and understanding of stakeholders on the importance of WCSOs’ involvement in EU accession processes. This advocacy process consisted of advocacy letters, advocacy meetings, and recommendations through the public consultation process on



multiple public policies. KWN also engaged other WCSOs in gender mainstreaming the NPISAA 2020-2024, the 2020 Kosovo Progress Report, and in submitting recommendations for the SAA Subcommittee on Justice, Freedom and Security.

A successful advocacy process also took place through the EU Advocacy week organized by the Kvinna till Kvinna Foundation, where KWN along with its members met EU Representatives - Korneel de Schamp, Rule of Law Desk Officer and MEP Viola Von Cramon, Special Rapporteur for Kosovo. KWN discussed with them the insufficient involvement of women in the EU Accession process, among other issues. Following KWN's advocacy, Von Cramon addressed a letter of concern to the EU Special Representative, asking him about further steps he plans to take to involve more women in the peace-making process.

“The input we receive from you is highly significant. We would like to further our collaboration into other discussions and see how we can jointly encourage more women to be actively politically involved.”

MEP Viola von Cramon , EP  
Rapporteur for Kosovo



## **Improve gender mainstreaming in documents affiliated with Kosovo's EU Accession and their implementation**

In total, KWN commented on 16 policies this year, including four related to EU Accession:

- The Consultation Process on the Instrument for Pre-Assistance (IPA III)
- Kosovo 2020 Progress Report (together with the Kosovo Gender Studies Center)
- The National Programme for the Implementation of the Stabilisation Agreement (NPISAA) 2020-2024
- Draft European Reform Agenda II

Following KWN's advocacy, both the NPISAA and the Progress Report 2020 show an evident improvement in the level of gender mainstreaming, mentioning women's rights and gender equality in more sections.

## **Knowledge and capacities of EU officials, Ministry of European Integration, National Gender Equality Mechanisms and line ministries improved for mainstreaming gender in documents affiliated with EU Accession**

KWN continued providing technical assistance to the EU in Kosovo related to gender mainstreaming processes, action documents, contracts, and other relevant documents. KWN has provided capacity building, as well as direct revisions and suggestions in various EU documents. KWN continued its collaboration with the former structures of the Ministry of European Integration, merged in the Office



of the Prime Minister. Their knowledge on mainstreaming gender in EU Accession documents has improved, as a result of this collaboration, including through the public consultation process. EU Accession documents show an evident improvement in the extent to which they have been gender mainstreamed, though further efforts are needed to implement commitments. KWN continued its close collaboration with the Agency for Gender Equality (AGE), as the main gender equality mechanism in Kosovo. This year AGE finalized the National Kosovo Program on Gender Equality 2020-2024, considering and incorporating all recommendations provided by KWN during the drafting process.

**Improved ability of diverse committees, in particular the EU Integration Committee and WCSOs, to monitor implementation from a gender perspective**

On this regard, KWN used the consultation processes with the SAA Sub-Committees to advocate for an improved gender perspective in the EU Accession Process, especially regarding the distribution of the upcoming IPA funds, the issues addressed in Kosovo Progress Reports and implementation of the 1325 United Nations Security Council Resolution, to inform the SAA Structures representing both Kosovo and EU, during SAA Meetings. Considering that meetings with parliamentarians this year were rather limited, KWN addressed the following:

- a). Advocacy letters that expressed concerns on lack of women representation in political dialogues, as per the UNSCR 1325;



- b). Advocacy letters addressing lack of implementation of the LGE in election lists, regarding lack of women candidates,
- c). Advocacy letters concerning the implementation and importance of the Istanbul Convention,
- d). Advocacy letters for lack of gender perspective in measures taken to confront Covid-19 and the need for the application of Gender-Responsive Budgeting in all upcoming measures;
- e) Monitored the drafting of the new Labor Law, along with the Kosovo Women Economic Forum, emphasizing the need for the Labour Law to be in accordance with European Union (EU) directives, recalling that the current draft of the Labour Law is discriminatory against women, and insisting that an amendment in line with the EU Work-Life Balance Directive is a priority.
- f) Advocacy letters that condemned lack of implementation of the Criminal Code, in regards to the punishments of perpetrators and lenient sanctions;

When possible, KWN also met parliamentarians, including head of the parliament – Vjosa Osmani, to discuss Labor law and the need for establishment of permanent budget line for shelters, an advocacy which resulted in positive results as this budget line was created this year.



## **Improve implementation of GAP II**

Towards implementing the EU Gender Action Plan (GAP) II, KWN worked towards achieving the following results.

### ***Awareness improved of EU officials regarding the need for stronger political commitment, sufficient budget and adequate human resources for implementing GAP II***

In 2020, KWN drafted five policy briefs that were shared with the EU Commission, relevant representatives of the European Parliament, and the EU Office in Kosovo (EUOK), with concrete recommendations regarding the need for stronger political commitment, sufficient budget and adequate human resources for implementing GAP II. These included:

1. **A Gender-responsive Approach to EU External Financing:** Recommendations for the New Common Implementing Regulation
2. **Following through on EU Commitments on Gender Equality:** Lessons Learned from GAP II to Inform GAP III
3. **Following through on EU Commitments:** Recommendations for Gender Mainstreaming IPA III
4. **How Well Has the EU Implemented the Gender Action Plan II in Western Balkans Programming:** An analysis of Instrument for Pre-Accession II programming in 2014-2019 based on EU Gender Action Plan II indicators
5. **A Gender Responsive Approach to the EU External Financing**



And shared the findings from this year's report:

6. **Where's the Money for Women's Rights**

Additionally, several meetings were held with representatives of the EUOK, towards improving GAP II implementation.

***Awareness improved of relevant officials regarding the reforms required to documents and templates, towards improving GAP II implementation***

KWN shared the five aforementioned policy briefs with relevant officials from the European Commission, the European Parliament, the European Institute for Gender Equality (EIGE) and EU delegation in Kosovo. In doing so, KWN raised the awareness of relevant officials regarding needed reforms, based on the papers' recommendations.

***Awareness improved of EU staff and MSs regarding GAP II and its implementation***

In 2020, KWN continued working closely with the EUOK towards implementing GAP II, including supporting the EUOK in creating an action plan for this purpose. KWN provided capacity-building, including mentoring, coaching, and training on various topics related to GAP II. KWN also revised documents in line with GAP II. This has contributed to enhancing awareness regarding GAP II and its implementation. In 2020, KWN also continued supporting ADA partners towards improving the gender responsiveness of their programs. KWN supported several ADA partners to mainstream a gender perspective in their project design, implementation, monitoring and evaluation`.



### ***Awareness improved among WCSOs and NGEMs regarding GAP and how to support its implementation***

During the EWLA training in October, KWN explained GAP II and its importance to participating WCSOs and national gender equality mechanisms (NGEMs). KWN also referenced the GAP in its advocacy work with other WCSOs in the region.

### **Improve design of GAP III, based on the lessons learned from GAP II**

In 2020, KWN sought to make progress towards this objective through the following result:

### ***Awareness improved regarding needed improvements to GAP III***

Towards this objective, KWN published a policy brief “[Following through on EU Commitments on Gender Equality: Lessons Learned from GAP II to inform GAP III](#)”. KWN circulated the recommendations to several stakeholders in Brussels, towards raising their awareness about improvements that could be made to GAP III, based on lessons learned from GAP II.



## **Improve Transposition of the EU Gender Equality Acquis into Kosovo Law**

KWN is constantly monitoring the transposition of the EU Gender Equality Acquis into Kosovo Law, as one of the primary conditions for advancing Kosovo's EU Accession process. KWN commented on several crucial EU Accession-related documents, suggesting a better transposition of the EU Gender Equality Acquis, in particular the EU directives on women's rights, pregnancy, and gender equality, with a focus on the EU Work-life balance directive. Although these recommendations were reflected and incorporated in several policies, there is still lack of implementation. KWN will continue to monitor and advocate for implementation.

### ***AGE, MEI and MLSW better informed regarding needs for improved transposition of EU Gender Equality Acquis into Kosovo Law***

KWN continually supports a better transposition of the EU Gender Equality Acquis in Kosovo. KWN provided significant input towards better transposition of the EU Gender Equality Acquis, during the process of finalizing KPGE 2020-2024. The prior MEI also was continually informed regarding transposition needs during collaboration on drafting the ERA, NPISAA and in SAA consultation meetings. KWN held many advocacy meetings with MLSW, to inform them about better transposing the EU Gender Equality Acquis in relation to the Draft-Labor Law.



## Women's Rights to Healthcare

The long-term goal of this program is to give women access to quality healthcare at affordable costs. While women's reproductive health appears to be the focus of most development activities, KWN considers women's overall wellness equally important. While resources for work related to improving women's access to quality healthcare remain limited, some progress is being made towards this objective, thanks to KWN members' work, supported by KWN, through several ongoing initiatives. Further, KWN has been fundraising for more funding for its members to support their future work in implementing this objective. This is particularly true as the COVID-19 epidemic has brought to the fore the specific challenges that diverse women may face in accessing quality healthcare.

## A Life Free from Gender-based Violence

The long-term goal of this program is for women and girls to live a life free from gender-based violence. Towards this end, following extensive advocacy by KWN and its members, on 25 September 2020, the National Assembly of Kosovo voted to amend the Constitution of the Republic of Kosovo, officially incorporating and making directly applicable the Council of Europe Convention on preventing and combating violence against women and domestic violence, also known as the Istanbul Convention. The Convention itself sets standards to prevent and combat violence against women and domestic violence.



It recognizes the obligation of the state to fully address gender-based violence in all its forms, and to take measures to prevent violence against women, protect its victims and prosecute the perpetrators. Following extensive advocacy, this was an important result of KWN's, among others', efforts this year.

### **Improve implementation of the legal framework for domestic violence, including institutional responsibility to assist those who have suffered violence**

In 2020, KWN conducted research for its fifth monitoring report on gender-based violence (GBV) in Kosovo, which follows previous monitoring reports by KWN: *Security Begins at Home* (2008); *More than Words on Paper* (2009); *No More Excuses* (2015); *From Words to Action?* (2018). The research team conducted interviews with institutions that are responsible for addressing gender-based violence as per the Criminal Code, Standard Operating Procedures, National Strategy of the Republic of Kosovo on Protection from Domestic Violence and Action Plan 2016-2020, and other relevant legal frameworks. Interviews were conducted with shelters, police (rural and urban), judges, prosecutors, victim advocates, social work centres, funders involved with GBV, doctors, nurses, the Kosovo Forensic Agency, Kosovo Institute for Public Administration, diverse CSOs and representatives of ministries and municipalities in all seven regions of Kosovo. The report will be published in early 2021. Findings from this report will inform KWN advocacy towards improving implementation of the legal framework related to domestic violence, among other types of GBV.



Further, through legal aid, KWN has supported women to seek justice for the violence they experienced, contributing directly to improved implementation. The GBV team has supported for approximately 25 cases during this period, informing women about their rights, the institutions that they can approach, and referring them to a lawyer for legal aid. Women were referred to relevant justice institutions, as well as shelter psychologists for counselling. As a result of these referrals, KWN's lawyer has initiated proceedings related to five ongoing cases in courts and other institutions. KWN also had court monitors who followed GBV cases in courts, towards identifying recommendations for improving the implementation of the legal framework.



*KWN and EULEX representatives discuss improving the inter-institutional response to gender-based violence in Kosovo in September 2020.*



***Knowledge enhanced regarding the extent to which the legal framework pertaining to domestic violence has been implemented, as well as awareness about and prevalence of domestic violence***

The forthcoming research report will inform KWN and relevant stakeholders about changes in knowledge among different institutions since 2015. Based on findings, KWN will organize advocacy initiatives supported by members, to ensure that institutional representatives and WCSOs that provide services for women and girls that suffered GBV have increased knowledge. In order to increase citizens' awareness, KWN organized different social media campaigns. KWN also reopened its exhibition "Break the silence: Ending violence behind walls", which aims at informing citizens about different types of violence, the prevalence of violence and provides detailed information about each institution, their responsibilities and contact information. Due to the COVID-19 pandemic, KWN, together with shelters and day centres, focused on increasing capacities to support women facing GBV during the lockdown, especially during amid isolation measures. They donated PPE, cleaning supplies, sanitary products, food and other essential items, along with releasing emergency funds. Official data showed that there was an increase by 30% of reported cases of domestic violence during the isolation.

"The exhibition has continued this year, knowing that, unfortunately, there was an alarming rise in domestic violence cases during the quarantine and movement restrictions."

Adelina Berisha, Program Manager for Gender-Based Violence, KWN



### ***Institutions and other actors aware of the extent to which the legal framework for domestic violence has been implemented***

KWN continued monitoring cases of GBV addressed to the Heavy Crimes department in the Basic Courts of Kosovo. This monitoring process ran from February till March and then from May through July in eight Basic Courts: Prishtina, Podujeva, Peja, Istog, Prizren, Suhareka, Ferizaj, and Gjilan. In April, monitoring was not possible due to COVID-19-related closures and isolation. During this period, monitors worked from home, conducting further analysis of their previously monitored court cases and elaborated monitoring reports. Altogether, six monitors followed 398 court hearings and wrote 36 reports. Further, as part of the research, KWN met and interviewed 189 institutional representatives, civil society and international organizations to measure their awareness and attitudes pertaining to GBV. After publishing the forthcoming research report on GBV in Kosovo, KWN will organize advocacy meetings to inform relevant institutions and citizens about the extent to which the legal framework for domestic violence has been implemented. Through these advocacy meetings, KWN will seek to address research recommendations related to implementing the legal framework.

### ***KWN and its members are engaged in furthering the implementation of the legal framework on domestic violence***

KWN collaborated with CSO service providers and primarily shelters, with the counselling and referral of domestic violence cases. Through collaboration with shelters, KWN further promoted inter-institutional cooperation and raised awareness about the different referral mechanisms available for



survivors and service providers. Altogether, 277 women and children were supported, counselled and referred by shelters. So far, every woman was informed about her rights and the role of institutions.

On March 16, Kosovo implemented lock down measures due to the COVID-19 pandemic. KWN responded quickly by ensuring shelters and service providers had access to personal protection equipment, as well as other emergency supplies in order to function. KWN responded to various media and institutional requests regarding GBV and its potential increase in this situation. KWN conducted rapid consultations with all its member organisations to assess their needs and to fundraise to meet any urgent needs. KWN also conducted rapid research and published recommendations for the government, which had not properly conducted gender analysis to inform its response to COVID-19 or the potential impact of lockdown procedures from a gender perspective.

KWN monitored the effects of COVID-19 on GBV which revealed the urgency of better coordination related to the funding of shelters and in public awareness campaigns related to GBV. KWN advocated to local and international institutions for an



*Hareja” holds a roundtable about violence prevention and the importance of reporting violence, within the initiative “Don’t be Silent-Speak Up”.*



improved, better coordinated, joint response. This contributed to the establishment of the sub-group on GBV, led by AGE.

Further, KWN met with the newly appointed Ombudsperson to discuss collaboration with bringing cases to review and court, which will continue in 2021 and further.

***Increase the performance and quality of shelter services, especially in terms of rehabilitation and reintegration***

KWN, together with the Autonomous Women's Centre in Serbia, has started developing a new Tele counselling protocol to support women who have suffered violence. This includes exchange of knowledge and practice between Kosovo and Serbia to discuss and finalize the protocol in early 2021.

Since 2012, KWN has advocated for a sufficient budget to cover all expenses necessary for shelters to protect women and children who have suffered violence. Following advocacy from KWN, shelters and day centres, the Kosovo parliament allocated a budget for shelters and day centres in 2019. However, shelters still faced problems receiving these funds due to the unstable political situation. Despite advocacy, the allocation of funding was very delayed and less than anticipated. The lack of sufficient financing, coupled with delays in receiving such financing, placed women and children at risk. To address this and to identify a more sustainable solution, in February 2020, KWN met with the recently elected Prime Minister of Kosovo Albin Kurti, then new Minister of Justice Albulena Haxhiu and then new Speaker of the Kosovo Assembly Vjosa Osmani, respectively. During these meetings, KWN advocated for a permanent budget line dedicated to shelters and day centres. Responding to these



requests, Osmani promised to support KWN in its aim to establish a separate budget line for shelters. On 15 March, the parliament approved the budget for 2020, which includes €900,000 for shelters and day centres in Kosovo.

On 6 October, KWN, shelters and day centers for violence against women, sent an open letter to Prime Minister Avdullah Hoti, Minister of the Ministry of Finance, Hykmete Bajrami, and Minister of Labor and Social Welfare, Skender Reçica, to request timely passage of the new Law on Budget 2021, inclusive of funding for shelters and day centres. The new line on Services for Shelters has been increased in 2021, to a total of one million euros. These efforts were a result of lobbying by KWN, shelters and day centres.



## **Improve awareness and attention among officials and citizens in dealing with gender-based violence including domestic violence, rape and sexual harassment**

As in previous years, on 8 March, on International Women's Day, KWN joined the protest march "We March, We Do not Celebrate". In addition to the Prishtina march, this year activists organised similar marches in Ferizaj and Mitrovica.

KWN once again raised its voice against violence against women in Kosovo on 16 June. "Do not encourage the perpetrators" and "No more excuses" were among the slogans that KWN staff held in their hands at the protest organized in front of the Prosecution in Prishtina. Activists wished to raise their voice against



*KWN staff march for women's rights in March 2020.*



violence and murder of women, and against the multiple short sentences that perpetrators have received this year. They made sure to keep their physical distance while wearing masks and limiting the number of participants. As mentioned, KWN also held several advocacy meetings with officials to raise their awareness about shortcomings in implementing the relevant legal framework and recommendations for improving implementation.

### ***More informed citizens about the legal framework and their rights***

On 30 October, KWN re-opened the exhibition “Break the Silence: Ending Violence Behind Walls”. The exhibition informs citizens about different forms of violence, where they can report violence, as well as detailed information about the roles and responsibilities of each institution. Around 70 women and 77 men received information about the relevant institutions which are responsible for domestic violence.

Due to the situation with COVID-19, KWN had to postpone organizing of the exhibition in other municipalities. In order to ensure proper dissemination of the information shared through the exhibition, KWN hired a company to record and make



*A citizen reads the exhibition's summary in October 2020.*



a film from the exhibition. This will allow KWN to further share the informative film throughout the year and next year, targeting more audiences.

In addition, supported by KWF, KWN members: Association for Education and Family Care, Active Women of Gjakova and Independent Women's Association Hareja, increased the awareness of 913 women and men in their communities about gender-based violence. KWN also supported shelters in their counselling services regarding legal rights and provided referrals to the KWN lawyer, as needed.

## **Improve policies and procedures for addressing sexual harassment**

### ***Coordination among women-led CSOs, public institutions, and other workplaces improved in terms of installing better mechanisms for reporting and investigating cases of sexual harassment***

On 25 November, within the 16 Days of Activism against Gender-based Violence, Prime Minister of the Republic of Kosovo, Avdullah Hoti, signed the Policy against Sexual Harassment in Public Administration. KGSC, a KWN member, in cooperation with the Office for Good Governance (OGG), prepared the



Policy against Sexual Harassment in Public Administration in Kosovo towards implementing the Law no. 05 / L-021 on Protection from Discrimination and Law no. 05 / L-020 on Gender Equality. The policy aims to create a work environment where every form of sexual harassment is prevented and sanctioned.

**Improve institutional and public support for persons who experienced sexual violence during the war**

On the 20<sup>th</sup> Anniversary of UNSCR 1325 on Women, Peace, and Security, KWN sent an open letter to EU Special Representative for Belgrade-Prishtina Dialogue, Miroslav Lajčák. KWN listed women's main priorities during the ongoing dialogue with Serbia. This includes prosecuting people who committed war crimes, including sexual violence perpetrated during the war.



*KGSC and Prime Minister Hoti speak at the signing of the Policy against Sexual Harassment in Public Administration in Kosovo in November 2020*



***KWN and its members support persons who have experienced sexual violence during the war***

Victims of domestic violence as well as survivors of sexual violence during the war will now find it easier to find employment. This was made possible thanks to a Memorandum of Understanding (MOU), signed on 8 July, between the Ministry of Justice, the Retail Network and KWN, based on an initiative of UN Women.

***Awareness and attention regarding the treatment of gender-based violence among officials and citizens has been improved, including domestic violence, rape and sexual harassment***

KWN had more than 119 instances of media coverage, which raised awareness among citizens about domestic violence. KWN also had several online social media campaigns that raised awareness regarding various forms of gender-based violence.



*KWN, Ministry of Justice and Retail Network sign a MOU for Employment of Victims of Domestic Violence and Sexual Violence During the War in July 2020.*



## Women's Economic Empowerment

The long-term goal of this program is for women and men to have equal economic opportunities at home and in the public sphere. Progress has been made towards this goal, as illustrated by the steps taken towards realising the following objectives and results.

### **Improve conditions for women's participation in the labour force**

In 2020, KWN together with its partner organisations and members of the regional Coalition against Gender-based Discrimination against Women at Work, held 44 meetings to plan and undertake joint advocacy towards the implementation of anti-discrimination legislation. In addition, with partners' support and sub-grantees from the region, 56 cases of gender-based discrimination at work were reported to officials. Most efforts under this objective were supported by the EU and co-funded by Sida. Towards achieving this objective, progress was made on the following expected results.

"Apart from living in difficult conditions, the women of this region also experience isolation and marginalization from their families and society overall."

Pranvera Hajzeri-Bullaku, Director of  
Rikotta Organization



***Institutions and key actors are more aware of the extent of gender-based discrimination in the workplace in Kosovo and the ways to address it***

Last year, KWN, together with its regional partners, published seven reports on gender-based discrimination and labour in the region, including one for each of the six WB countries and one regional report. These contained specific recommendations for institutions to better address gender-based discrimination. This year, KWN held 42 separate meetings with stakeholders to discuss the recommendations. During these meetings, partners raised stakeholders' awareness regarding the legal framework, database and other steps to prevent and follow cases of gender-based discrimination. In addition, the media covered issues relating to discrimination against women at work 60 times, contributing to awareness on this topic. KWN collaborated with its partners, AGE and the Ombudsperson Institution to distribute information.



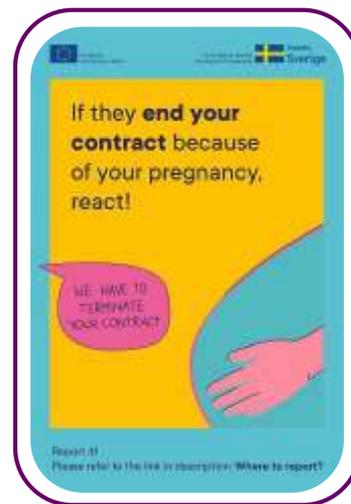
*KWN member “Okarina e Runikut” holds a roundtable in July 2020 within the initiative “Promoting Employment for Beneficiaries of Social Assistance Scheme in Drenica Region”, supported by KWF.*

***Awareness among stakeholders, including officials, CSOs and trade unions improved about the legal framework relevant discrimination and how to improve its implementation***

The Network, in cooperation with its regional partners, conducted 35 stakeholder awareness raising meetings. By participating in various panels, seminars, conferences and workshops, representatives of this coalition have raised stakeholders' awareness of the concepts of discrimination and ways to prevent it. The aforementioned KWN-coordinated Coalition has launched an online campaign that informs workers about potential rights violations, including amid pandemic working conditions. The campaign also informed people about free legal assistance should they want to report gender-based discrimination and violations of women workers' rights.

***Availability of information, including on the gender pay gap, informal economy and social security schemes improved***

KWN began a new initiative funded by the EU on “Furthering Gender Equality through EU Accession”. One activity will involve conducting gender analyses of unanalysed sectors to inform the EU Accession process. In 2020, KWN undertook consultations with stakeholders and based on these has decided to focus its next analysis on the informal economy, which will begin in



2021. Availability of information on the informal economy has become very important also related to addressing COVID-19.

### ***Access to justice in cases of gender-based discrimination at work improved***

Together with partners in the region, KWN facilitated women's access to justice by providing them with legal aid, including during the COVID-19 pandemic. This included reporting gender-based discrimination to relevant institutions. Partners supported by KWN provided assistance in 56 cases in 2020. This KWN-led coalition will continue providing legal representation and monitoring gender-based discrimination cases towards improving the handling of these cases in 2021.

"I'm pregnant and that's among the main reasons why the employer didn't provide me with a contract. In this regard, I sought help from the Kosovo Law Institute, and they immediately answered me and guided me on what to do and how to act."

A.M, who received legal aid from KWN and Kosovo Law Institute

### ***More affordable childcare options available***

In KWN's aforementioned input on several policy documents, particularly related to EU Accession, KWN consistently emphasized the importance of Kosovo providing more, affordable childcare options in order to enable more women to work. KWN has continued to advocate for the government to open



more childcare centres, as well as for international funders to support this work. Amid the COVID-19 epidemic the lack of childcare availability also was observed as a serious issue for women, some of whom lost their jobs because they did not have any care options available amid isolation measures. KWN has highlighted this issue in its forthcoming research on the government response to COVID-19 and has undertaken planning for new initiatives to address this important issue further starting in 2021.

### **Increase the percentage of women who have access to inheritance and property ownership**

KWN did not contribute directly to increasing the percentage of women who have access to inheritance or property this year. However, through the Kosovo Women's Fund, KWN members contributed directly to five women starting the process of property registration and/or inheritance procedures to place property in their names.

### ***More citizens aware regarding women's rights to inheritance and property ownership***

Through KWF, the following KWN members increased awareness about women's inheritance rights among 457 people (394 women, 63 men): Youth Centre Lipjan, Down Syndrome Kosovo, Moravski Biser, EcoKos Women, Okarina e Runikut, NGO Drugeza, and the Network of Roma, Ashkali and Egyptian Women's Organizations of Kosovo. Through their initiatives, citizens and representatives of institutions better understood the importance of women's right to inheritance and its impact on women's economic empowerment.



## **Improve the gender perspective in reforms related to the EU accession process**

As illustrated by the following result and aforementioned results, KWN's comments on EU-access related documents have contributed to improving the gender perspective in EU-related reforms. Several of KWN's recommendations have been taken by the government and/or EU, thereby improving the gender perspective in reforms.

### ***Monitoring of EU policies and programs in Kosovo from a gender perspective has improved***

KWN continued to review actions and contracts supported by the EU in Kosovo, towards integrating a gender perspective within these documents. In 2020, KWN conducted a rapid review of ongoing EU programs to identify areas where contractors could better integrate a gender perspective in their work, and KWN will follow-up on these recommendations with the EU, contractors and beneficiaries including the Kosovo government in 2021. This year, KWN has supported the monitoring of the implementation of the EU Gender Action Plan (GAP) II in Kosovo and the WB region by participating in an evaluation of its implementation, supporting the EU in Kosovo in monitoring its implementation and writing the aforementioned policy briefs on this theme, [following through on EU Commitments: Recommendations for Gender Mainstreaming IPA III.](#)



## Improving Access to Quality and Gender Sensitive Education

Improving access to quality and gender-sensitive education is a new program in the KWN Strategy, following a decision by KWN members. While KWN is seeking funding, towards achieving this long-term objective, KWN has supported its members through KWF. Their initiatives are ongoing. Meanwhile, KWN is raising funds to continue this work next year.

## Evaluating KWN's Work

KWN monitors and evaluates its work in several ways. KWN has developed a Monitoring and Evaluation Database in order to follow progress on indicators at immediate result (output), outcome, and impact levels over time, based on KWN's organizational Strategy. Staff regularly update the database with data related to indicators, which enables semester reporting to members and this annual report. After the KWN Annual Meeting, via an anonymous survey online, members evaluated KWN's work very positively. Here are some of their comments:

*"KWN never stopped, even during the pandemic. With protective measures and distance because of COVID-19, they met us individually in person when needed as well as through Zoom platform. This*



*platform has enabled us to be close to KWN and all other members who are not currently in Kosovo. We appreciate you for everything, just continue the same.”*

*“KWN already does enough. We congratulate for the efforts and support that KWN provides.”*

## **KWN Financial Report for 2020**

| Donor and Contract Number                                    | Implementation Dates    | Projects                                   | Funds forwarded from 2019 | Funds received in 2020 | Total income in 2020 | Expenditures in 2020 | Balance (to be carried over to 2021) |
|--|-------------------------|--|---------------------------|------------------------|----------------------|----------------------|--------------------------------------|
| Austrian Agency for Development and Cooperation 8299-01/2018 | 01.01.2018 - 28.02.2021 | Further Advancing Women's Rights in Kosovo | €213,062                  | €0.00                  | €213,062             | €210,675             | €2,386                               |



| Donor and Contract Number   | Implementation Dates    | Projects   | Funds forwarded from 2019 | Funds received in 2020 | Total income in 2020 | Expenditures in 2020 | Balance (to be carried over to 2021) |
|---|-------------------------|--|---------------------------|------------------------|----------------------|----------------------|--------------------------------------|
| External Action of the European Union and Sida via Kvinna till Kvinna 2018/394402 | 23.03.2018 - 28.02.2021 | Empowering CSOs in Combating Discrimination and Furthering Women's Labour Rights | €313,300                  | €143,161               | €456,462             | €343,648             | €112,813                             |
| External Action of the European Union 2018/404-465                                | 20.12.2018 - 20.12.2022 | Strengthening Women's Participation in Politics                                  | €36,659                   | €106,899               | €143,559             | €88,415              | €55,143                              |



| Donor and Contract Number                     | Implementation Dates    | Projects  | Funds forwarded from 2019 | Funds received in 2020 | Total income in 2020 | Expenditures in 2020 | Balance (to be carried over to 2021) |
|---|-------------------------|---|---------------------------|------------------------|----------------------|----------------------|--------------------------------------|
| EU /Reactor Research in Action 2019/414-028   | 01.03.2020 - 30.04.2023 | Furthering Gender Equality through the EU Accession Process | €0.00                     | €30,180                | €30,180              | €27,156              | €3,024.56                            |
| Kvinna till Kvinna Foundation KO01SID16-31005 | 01.01.2019 - 31.12.2020 | Furthering Gender Equality in Kosovo's EU Accession Process | €2,051                    | €45,649                | €47,701              | €47,701              | €0,00                                |
| Kvinna till Kvinna Foundation                 | 01.04.2019 - 31.12.2019 | EU Focused Research "Funding the Women's                    | €5,652                    | €8,025                 | €13,677              | €10,460              | €3,217                               |



| Donor and Contract Number                     | Implementation Dates    | Projects   | Funds forwarded from 2019 | Funds received in 2020 | Total income in 2020 | Expenditures in 2020 | Balance (to be carried over to 2021) |
|---|-------------------------|--|---------------------------|------------------------|----------------------|----------------------|--------------------------------------|
| BN55SID16 - 2019                              |                         | Movement in the WB”  |                           |                        |                      |                      |                                      |
| Kvinna till Kvinna Foundation KO01RAM03-31008 | 01.10.2020 - 31.12.2020 | Strengthening the Feminist Movement in Kosovo                          | €0.00                     | €31,413                | €31,413              | €21,457              | €9,955                               |
| EU Office in Kosovo 2020/415-391              | 13.03.2020 - 12.11.2022 | Provision of support on GAP II implementation and Gender Mainstreaming | €0.00                     | €28,000                | €28,000              | €12,164              | €15,835                              |



| Donor and Contract Number                | Implementation Dates    | Projects  | Funds forwarded from 2019 | Funds received in 2020 | Total income in 2020 | Expenditures in 2020 | Balance (to be carried over to 2021) |
|--|-------------------------|---|---------------------------|------------------------|----------------------|----------------------|--------------------------------------|
| UN Women 2019 PCA - 00113666             | 05.11.2019 - 31.01.2021 | Empowering Youth for a Peaceful, Prosperous, and Sustainable Future in Kosovo | €13,362                   | €15,004                | €28,367              | €26,038              | €2,328                               |
| UN Women 2020 PCA - 00113666             | 19.05.2020 - 21.04.2021 | Implementing Norms, Changing Minds - EVAW II                                  | €0.00                     | €40,150                | €40,150.00           | €24,942.             | €15,207                              |
| ADA and Sida via Centre for Research and | 01.11.2019- 31.07.2022  | Gender Budget Watchdog Network in   | €24,438                   | €0.00                  | €24,438              | €19,369              | €5,069                               |



| Donor and Contract Number                      | Implementation Dates    | Projects  | Funds forwarded from 2019 | Funds received in 2020 | Total income in 2020 | Expenditures in 2020 | Balance (to be carried over to 2021) |
|--|-------------------------|---|---------------------------|------------------------|----------------------|----------------------|--------------------------------------|
| Policy Making, 2841-00/2019                    |                         | WB and Republic of Moldova  |                           |                        |                      |                      |                                      |
| ADA via Autonomous Women's Centre 8374-02/2019 | 01.12.2019 - 31.12.2022 | Institutionalizing Quality Rehabilitation and Integration Services for Violence Survivors | €31,161                   | €39,924                | €71,085              | €41,969              | €29,116                              |
| Caritas Kosovo                                 | 01.11.2020-30.11.2021   | Sustainable and Inclusive Rural Economic Development (SIREd)                              | €0.00                     | €3,500                 | €3,500               | €1,974               | €1,525                               |



| Donor and Contract Number | Implementation Dates | Projects                     | Funds forwarded from 2019 | Funds received in 2020 | Total income in 2020 | Expenditures in 2020 | Balance (to be carried over to 2021) |
|---------------------------|----------------------|------------------------------|---------------------------|------------------------|----------------------|----------------------|--------------------------------------|
|                           |                      |                              |                           |                        |                      |                      |                                      |
| Heart and Hand Foundation | 2020                 | General support              | €0.00                     | €1,361                 | €1,361               | €307                 | €1,053                               |
| Altrusa                   | 2020                 | Internship for Court Monitor | €881.48                   | €0.00                  | €881.48              | €0.00                | €881.48                              |
| Individual donations      | 2020                 | Sustainability Fund          | €3,843                    | €10,788                | €14,632              | €2,775               | €11,857                              |
| <b>Total</b>              |                      |                              | <b>644,415</b>            | <b>504,058</b>         | <b>1,148,473</b>     | <b>879,056</b>       | <b>269,417</b>                       |

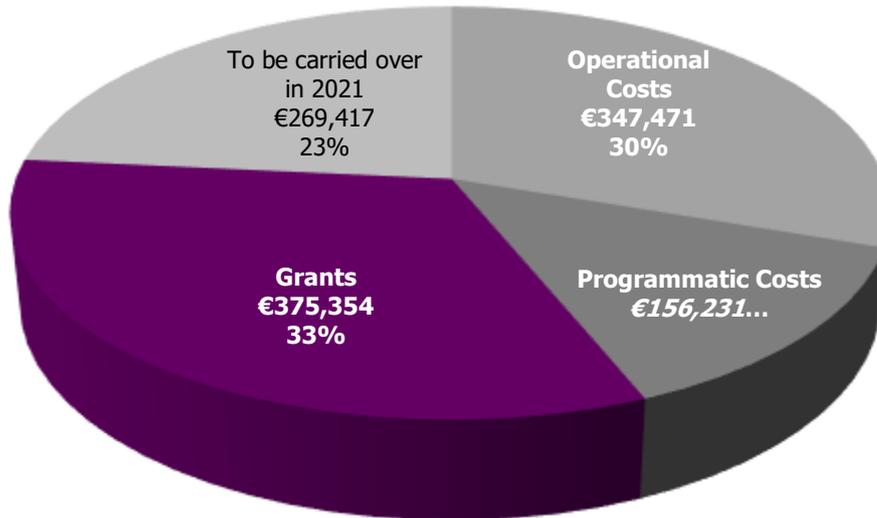
|                      |           |      |
|----------------------|-----------|------|
| Total income in 2020 | 1,148,473 | 100% |
|----------------------|-----------|------|



|  |         |     |
|--|---------|-----|
| Operational costs                      | 347,471 | 30% |
| Programmatic costs                     | 156,231 | 14% |
| Grants through the Kosovo Women's Fund | 375,354 | 33% |
| To be carried over to 2021             | 269,417 | 23% |



## Distribution of Expenditures for 2020



**Independent Auditor's Report on the Audit of Financial Statements  
Kosovo Women's Network  
To The Board of Directors**

Kadri Gjata K-II no. 8,  
Prishtina

**Opinion**

We have audited the financial statements of the **Kosovo Women's Network KWN**, namely the statement of financial position as at 31 December 2020, the statement of income, the statement of changes in equity and the statement of cash flows for the year ended on that date, and the notes of financial statements, including a summary of the most important accounting policies.

In our opinion, the financial statements accurately represent, in all material respects, the financial position of the organization as at 31 December 2020, of the financial performance for the year ended on that date and are in accordance with International Financial Reporting Standards for small and medium-sized enterprises.

**Opinion Basis**

The audit was performed in accordance with International Standards on Auditing.

Our responsibilities are described in the Auditor Responsibilities section in auditing the financial statements of this report.

We confirm independence from the organization in accordance with the Code of Ethics for Professional Accountants of the International Board of Ethics Standards together with the requirements that are in force for auditing financial statements in Kosovo, and that we have fulfilled our ethical responsibilities in accordance with these requirements.

We believe that the audit evidence obtained is sufficient and appropriate to provide a reasonable basis for our opinion.

**Emphasis of the issue**

We draw attention to the Disclosure "Business Continuity Principle" (p. 19) and "Events after the end of the reporting period" (p. 25) of the financial statements, which describe the effects of the spread of COVID-19 pandemic following current activities of the organization and in future reporting periods.

Our opinion is not affected by these issues.

**Continuity**

The financial statements have been prepared on a going concern basis, the management does not intend to liquidate or discontinue its operations for the next 12 months.

The audit did not identify any events or conditions that gave rise to doubts about the organization's ability to continue.



### **Responsibilities of the management and persons in governance for the financial statements**

Management is responsible for the preparation and fair presentation of financial statements in accordance with International Financial Reporting Standards for Small and Medium-sized Enterprises and for controls that management deems necessary to enable the preparation of financial statements without material defects, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the organization's ability to follow through on the going concern hypothesis, disclosing, if applicable, issues related to the going concern hypothesis and using the accounting basis on a going concern basis, intended to liquidate or discontinue the activities of the organization, or there is no alternative but to do so.

The persons in charge of governance are responsible for overseeing the organization's financial reporting process.

### **Auditor responsibilities in auditing financial statements**

Our objectives are to obtain reasonable assurance whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to provide an audit report that includes our opinion. Reasonable assurance is a high level of assurance, but there is no guarantee that auditing performed to the standards will always reveal material anomalies if they exist. Anomalies may arise as a result of fraud or error and are considered to be material if, individually or in combination, they can reasonably influence the decision of users based on these financial statements.

As part of auditing in accordance with the standards, we have exercised professional judgment while maintaining professional skepticism throughout the audit.

We are also responsible for the following:

- Identify and assess the risk of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures in response to these risks and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of non-disclosure of material misstatement due to fraud is higher than that caused by errors, as fraud may involve collusion, forgery, intentional non-involvement, misinterpretation or circumvention of controls.
- We gain knowledge of internal controls that are relevant to the audit in order to plan audit procedures that are appropriate to those circumstances, but not in order to give an opinion on the effectiveness of the organization's internal controls.
- Assess the adequacy of the accounting policies used, the reasonableness of the accounting estimates and the relevant disclosures by management.
- Conclude on the appropriateness of the continuity hypothesis used by management and based on the audit evidence obtained, if there is any material uncertainty about events or conditions that could cast significant doubt on the organization's ability to continue to exist, if we conclude that a material uncertainty exists, we are required to draw attention to the audit report, the relevant disclosure of the financial statements, or in the event that such disclosure is insufficient, we modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of the auditor's report.



However, future events and conditions may cause the organization not to continue its activities.

-Assess the overall presentation, structure and content of the financial statements, including disclosures, if the financial statements represent relevant transactions and events in order to achieve fair presentation.

We have communicated with persons in charge of governance, including the planned scope, audit time and significant audit findings, including any significant deficiencies in internal control identified during our audit.

Prishtina 22.04.2021.

Audit Office Shpk  
Ulpiana D1/7 H-8  
Shaban Muharremi, Statutory Auditor  
044 112-036.



## About Us

### **KWN Board of Directors**

Ariana Qosaj Mustafa, Chair of the Board, Program Director, Kosovar Institute for Policy Research and Development (*KIPRED*)

Besnik Leka, Gender Equality Expert

Jeta Krasniqi, Project Manager, Kosovo Democratic Institute

Magbule Hyseni, Executive Director, EcoKosWomen (EKW)

Vlora Hoti, Executive Director, United Women's Association

### **KWN Advisory Board**

Delina Fico, Rachel Wareham, Behar Selimi, Vjosa Dobruna, Marte Prekpalaj, Shqipe Malushi, Lepa Mladjenovic

### **KWN Staff Members in 2020**

Adelina Berisha, Program Manager for Addressing Gender-based Violence

Adelina Tërshani, Project Coordinator

Alba Loxha, Human Resources, Procurement and Communication Officer

Aurora Maxharraj, Researcher

Alessandra Saracino, Volunteer



Anita Mazrekaj, Monitor  
Besa Shehu, Administrative and Finance Manager  
Besarta Breznica, Research Assistant  
Biljana Jaredic, Researcher  
Blerina Sylejmani, Monitor  
Desumena Laçi, Finance Officer  
Diellza Olluri, Kosovo Women's Fund Coordinator  
Donjetë Berisha, Public Relations Coordinator  
Dardan Hoti, Research Assistant  
Driton Zeqiri, Researcher  
Erza Kurti, Project Coordinator  
Etleva Malushaj, Project Coordinator  
Endrita Banjska, Research Assistant  
Ernera Dushica, Intern  
Gentiana Murati Kapo, Grants Manager & Capacity Development Expert  
Gjylmser Nallbani, Project Assistant, Kosovo Women's Fund  
Gresë Sermaxhaj, Public Relations Coordinator  
Genc Kadriu, Monitor  
Igballe (Igo) Rogova, Executive Director  
Jose Carpintero Molina, Research Assistant



Lauren Hanna, Project Coordinator  
Loreta Suka, Translator  
Majlinda Behrami, Project Coordinator  
Mimoza Gojani Grezda, Finance Officer  
Mirjeta Dibrani, Members Service Assistant  
Naile Selimaj Krasniqi, Project Coordinator  
Nerina Guri, Researcher, Project Coordinator  
Nicole Farnsworth, Program Director and Lead Researcher  
Rudina Voca, Public Relations Coordinator  
Senad Telaku, Monitor  
Tijana Simic, Researcher  
Tringe Arifi, Monitor  
Valmira Rashiti, Project Coordinator, Legal Assistant  
Valon Sejdiu, Public Relations Coordinator (January)  
Viona Krasniqi, Monitor  
Zana Rudi, Program Manager



### Individual Contributions to KWN

The following persons provided individual contributions to support KWN's work: Alison Greig, Elisabeth Kaestli, Frank & Sue Farnsworth, Hysnije Hadro, Igballe Rogova, Jeta Krasniqi, Majlinda Behrami, Nicole Farnsworth, Servete Kastrati, and Valon Badivuku.

### KWN Member Organizations

| # | Organisation                  | Address   | Representative          |
|---|-------------------------------|---|-------------------------|
| 1 | 21st Century Visionary Women  | Bregdrini, Has, Prizren                               | Marte Prekpalaj         |
| 2 | Action for Mother and Child   | Str. Perandori Dioklecian, No. 14, Tophane, Prishtina | Vlorian Molliqaj        |
| 3 | Active Women of Gjakova       | Str. Sulejman Vokshi, No. 1, Gjakova                  | Valbona Doli Rizvanolli |
| 4 | Albanian Tradition            | Str. Meto Bajraktari, Nr. 35, 10 000 Prishtina        | Igball Syjemani         |
| 5 | Albanian Tradition - Anadrini | Rahovec   | Servete Kastrati        |
| 6 | Alma                          | Str. Shpëtim Bojku, No. 1, Peja                       | Shemsije Seferi         |
| 7 | Alter Habitus                 | Prishtina   | Eli Gashi               |



|    |  |  |                   |
|----|--|--|-------------------|
| 8  | Arlinda Women's Association                                | Str. Ruzhdi Shabani, Magure                            | Bedrije Krasniqi  |
| 9  | Art Without Limit  | Str. Hyzri Talla, Nr.H5/7, Sunny Hill, 10000 Prishtina | Ganimete Sava     |
| 10 | Arta   | Str. Vetërniku I, Behar Begolli, No. 23, Prishtina     | Hafije Qyqalla    |
| 11 | Artpolis   | Str. Shaban Polluzha, P.n., Prishtina                  | Zana Hoxha        |
| 12 | Ashkan Women for Ashkan Woman                              | Str. Shemsi Ahmeti, 40000, Mitrovica                   | Gjyleshah Fetahu  |
| 13 | Association for Family Education and Care                  | Str. Nënë Tereza, Nr. 181, Gjakova                     | Bahrije Deva      |
| 14 | Association of Beekeeping Women (SHGB) 'Okarina e Runikut' | Runik, Skenderaj                                       | Fetije Smakaj     |
| 15 | Association of Deaf Women                                  | Str. William Walker, Nr. 53, Prizren                   | Krenare Hajredini |
| 16 | Association of Farmers 'Rukolla'                           | Prugovc, Prishtina                                     | Sanije Berisha    |
| 17 | Association of Farmers 'Shpresa e Llapit'                  | Podujeva   | Selvete Fetahu    |



|    |  |  |                         |
|----|--|--|-------------------------|
| 18 | Association of Women with Disabilities 'Women for Women' | Str. Zahir Pajaziti, Pn, Prizren           | Fjolla Vukshinaj        |
| 19 | ATO  | Str. Wesli Clark Pn, Vushtrri              | Fikrije Ferizi          |
| 20 | Bardha   | Prishtina                                  | Raza Sadrija            |
| 21 | Blind Association  | Str. Xhelal Hajda, Rahovec                 | Xhylferije Bytyqi       |
| 22 | Bliri  | Drenas, Glogoc                             | Mahije Smajli           |
| 23 | Business Women Mitrovica                                 | Qendra e Kulturës, 5 floor, Mitrovica      | Melihat Beshiri         |
| 24 | Business Women's Association SHE-ERA                     | Str. Halil Sylejman Aga, Gjakova           | Mirlinda Kusari Purrini |
| 25 | Centar Maninjske Zajednice                               | Str. Laplje Selo, Gračanica                | Jelena Bulatović        |
| 26 | Center for Education and Community Development - Friends | Cultural Center, 2nd floor, Mitrovica      | Valbona Sadiku          |
| 27 | Center for Empowerment of Women                          | Skender Ceku 15 A, Prishtina               | Merita Mustafa          |
| 28 | Center for Gender Research and Policy                    | Str. Josip Relja, 13/18, Prishtina         | Vjollca Krasniqi        |
| 29 | Center for Legal Aid and Regional Development            | Str Bardhyl Qaushi, Nr.7, 10 000 Prishtina | Nedzad Radoncic         |



|    |  |   |                        |
|----|--|---|------------------------|
| 30 | Center for Protection of Women and Children                                  | Str. Imzot Nikë Prela /50, Prishtina    | Zana Asllani           |
| 31 | Center for the Promotion of the Healthy Family                               | Str. Muharrem Fejza, c15/15, Prishtina  | Sevdije Salihu         |
| 32 | Center for the Promotion of Women's Rights                                   | Shopping Center, No. 42, Drenas         | Kadire Tahiraj         |
| 33 | Center for the Protection and Rehabilitation of Women and Children 'Freedom' | Str. 28 Nëntori, Pn, Gjilan             | Nazife Jonuzi          |
| 34 | Center for the Protection of Victims and Prevention of Human Trafficking     | Str. Pashko Vasa, I I A, Prishtina      | Teuta Abrashi          |
| 35 | Center for the Protection of Women and Children 'Raba Voca'                  | Str. Riza Selaci, Nr. 12, Mitrovica     | Fidane Hyseni          |
| 36 | Center for the Protection of Women and Children "My Home"                    | Str. Astrit Bytyqi, P.n., Ferizaj 70000 | Sevdije Kasumi Bunjaku |
| 37 | Community Integration Initiative   | Str.Tirana A2/15. Prizren               | Shemsije Krasniqi      |



|    |  |   |                   |
|----|--|---|-------------------|
| 38 | Contemporary Woman                                 | Str. Bajo Topulli, No. 7, Prizren           | Fetije Mehmeti    |
| 39 | Council for Equality and Education in Society      | Prishtina                                   | Afërdita Bekteshi |
| 40 | Cradle of Smiling                                  | Str. Luigj Gurakuqi, No. 39, Gjakova        | Time Zenuni       |
| 41 | Dardana's Eagles                                   | Str. Ibrahim Rugova, Kushnica, Graçanica    | Havushe Bunjaku   |
| 42 | Dita   | Prishtina                                   | Afërdita Zeneli   |
| 43 | Divine Woman                                       | Str. Sadullah Brestovci, Gjiilan            | Igballe Hajdari   |
| 44 | Down Syndrome Kosova                               | Kroi i Bardhë, No. 72, Dardania, Prishtina  | Sebahate Beqiri   |
| 45 | Drugëza NGO  | Str. Adem Jashari, Skenderaj                | Hana Zabeli       |
| 46 | Duart e Artizanës Kosovare                         | Gjiilan                                     | Valentina Kovani  |
| 47 | EcoKosWomen EKW                                    | Str. Hilmi Rakovica, Nr.31, 10000 Prishtina | Flutra Bektashi   |
| 48 | Education Code                                     | Prishtina                                   | Mimoza Stanovci   |
| 49 | Educational Center for Children with Special Needs | Str. Abdulla Presheva, Nr. 6/8, Gjiilan     | Shpresa Sejdiu    |
| 50 | Eliona   | Vranic, Suhareka,                           | Arife Kolgeci     |



|    |  |  |                         |
|----|--|--|-------------------------|
| 51 | Elita - Centre for Education and Development | Lipjan   | Luljeta Krasniqi Murati |
| 52 | EMINA - Grupi i Grave Boshnajke              | Str. 7 Shtatori, Jakup Ferri, Mitrovica          | Fata Zatriqi            |
| 53 | Era Fruit                                    | Batlava, Podujeva                                | Xhylie Statovci         |
| 54 | FANA   | Str. Zhuj Selmani, No. 103, Peja                 | Fane Gashi              |
| 55 | Fati Jonë                                    | Prishtina  | Igballe Makolli         |
| 56 | Flame  | Str. Skenderbeu, Lipjan                          | Melihate Dedushi        |
| 57 | Flori  | Henc, Fushë Kosova                               | Hava Abdullahu          |
| 58 | Foundation for Education and Development     | Sunny Hill – East Zone, Ll. 12, No. 7, Prishtina | Vjollca Zeqiri          |
| 59 | Foundation for Social Development            | Prishtina  | Laura Berisha           |
| 60 | Gender Training and Studies Center           | Str. Luan Haradinaj, 9/4, Prishtina              | Arjeta Rexha            |
| 61 | Girls Coding Kosova                          | Str. Ganimete Tërbeshi, No. 2, Prishtina         | Blerta Thaçi            |
| 62 | Gruri Women's Association                    | Str. Valdet Xhemajli, Drenas                     | Valdete Hisenaj         |
| 63 | Hand to Hand                                 | Str. Mbreti Zog, No. 59, Prizren                 | Vjosa Curri             |
| 64 | Handikos Mitrovica                           | Mitrovica  | Myrvete Hasani          |



|    |  |   |                   |
|----|--|---|-------------------|
| 65 | HANDIKOS, Women with Disabilities                  | Dardania B 1/5, Prishtina   | Mehreme Llumnica  |
| 66 | Hendifer   | Str. Ramadan Rexhepi, No. 1, Ferizaj  | Fazile Bungu      |
| 67 | Highland Woman                                     | Str. Fan Stilian Noli, Prishtina  | Shehrije Gërbeshi |
| 68 | Hope & Homes for Children                          | Str. Rexhep Sehma, Nr. 15, Taslixhe, Prishtina                              | Valbona Çitaku    |
| 69 | Humanus Vita                                       | Prishtina   | Doruntina Gashi   |
| 70 | Hydrangea  | Mentor Retkoceri, Nr. 9b, Prishtina   | Selvete Gashi     |
| 71 | In Time  | Lipjan  | Besmire Aliu      |
| 72 | Independent Initiative of the Blind                | Dardani, Prishtina  | Fatbardha Salihu  |
| 73 | Independent Women's Association 'Hareja' - Rahovec | Str. Bujar Thaqi, Rahovec   | Adelina Paqarizi  |
| 74 | INJECT - Justice and Equality Initiative           | Str. Sadik Stavileci, nn, Prishtina   | Luljeta Aliu      |
| 75 | Institute of Applied Psychology 'Alpha'            | Str. Josip Relja, No. 29 (near primary school 'Meto Bajraktari'), Prishtina | Melihate Juniku   |



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| 76 | Inter-Municipal Organisation of the Blind and Visuals Impaired | Str. Hysen Rexhepi, Pn, Prizren                                | Perparim Krasniqi                  |
| 77 | JETA   | Deçan  | Safete Gacaferri                   |
| 78 | Keep the Tradition   | Str. Hasan Tasimi, Nr.13, Gjilan                               | Fitore Tërstena Orana              |
| 79 | Kelmendi   | Vilage Lipa, Zveqan  | Valbona Kelmendi                   |
| 80 | Konvita  | Dolak, Vushtri   | Merita Selimi                      |
| 81 | Kosovar Center for Rehabilitation of Torture Victims           | Str. Hamëz Jashari, 16 b/2, 10000 Prishtina                    | Feride Rushiti<br>Sebahate Pacolli |
| 82 | Kosovo Advocacy Group - KAG                                    | Dardani 26/A, 10000 Prishtina                                  | Mimoza Gavrani                     |
| 83 | Kosovo Agriculture Development Initiative                      | Vilage Sfaraqak, Vushtrri                                      | Zenel Bunjaku                      |
| 84 | Kosovo Blind Women Committee                                   | Sunny Hill, Str. Gazmend Zajmi, Standard's Building, Prishtina | Bajramshahe Jetullahu              |
| 85 | Kosovo Center for Development and Multicultural Integration    | Str. Fehmi Agani, Nr. 17, Gjakova                              | Elvane Qorri                       |
| 86 | Kosovo Center for Gender Studies                               | Nëna Terezë, No. 18/1, Prishtina                               | Luljeta Demolli                    |



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| 87  | Kosovo Institute for Law and Order             | Str. Ilir Konushevci, Nr.102, Prishtina       | Florije Burjani     |
| 88  | Kosovo Institute of Media and Communication    | Str. B, Nr.210, 10000 Prishtina               | Kaltrina Ajeti      |
| 89  | Kosovo Midwives Association                    | Prishtina (Gynecologic-Obstetric Clinic UCCK) | Magbule Elezi       |
| 90  | Kosovo Women's Initiative                      | Gjakova                                       | Eranda Kumnova Baçi |
| 91  | Lawyers Association NORMA                      | Str. Afrim Vitija, Nr. 3/1, Prishtina         | Valbona Salihu      |
| 92  | LIRA   | Prishtina                                     | Valire Buza         |
| 93  | LUNA   | Prilluzhë, Vushtrri                           | Stanica Kovacevic   |
| 94  | Medica Gjakova Women's Association             | Str. Fadil Nimani, Nr. 34, Gjakova            | Mirlinda Sada       |
| 95  | Medica Kosova                                  | Str. Luigi Gurakuqi 39, Gjakova               | Veprore Shehu       |
| 96  | MEDIKA BL                                      | Kalabria, Prishtina                           | Bukurije Leti       |
| 97  | Miners' Wives                                  | Silage Suhodoll, Mitrovica                    | Emine Tahiri        |
| 98  | Mitrovica Women's Association for Human Rights | Str. Isa Boletini, Mitrovica                  | Vetone Veliu        |
| 99  | Moravski Biser                                 | Parteš  | Dragana Petrović    |
| 100 | Mother Woman Center                            | Str. Fehmi Agani, 52/9                        | Agnesa Demaj        |



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|-----|--|--|------------------------------|
| 101 | Nest   | Zahir Pajaziti, No. 9, Office No. 5, Prizren         | Gjyzel Shaljani              |
| 102 | Network of Roma, Ashkali and Egyptian Women's Organisations        | Str. UÇK, Banesa Nr. 1, Prishtina                    | Shpresa Agushi               |
| 103 | NGO Garden   | P. F. Keqekollë, Dabishevc                           | Sadije Dulahu                |
| 104 | Non-Governmental Organisation for Care of Repatriated Women 'Amza' | Str. Lidhja e Pejës, Fushë Kosova                    | Violeta Berisha              |
| 105 | Open Door  | Str. Tringë Smajli, No. 72, Prishtina                | Belgjzare Muharremi          |
| 106 | Opportunity  | Str. Vëllezërit Dragaj, Nr. 4, Mitrovica             | Hasime Tahiri Hasani         |
| 107 | Optimistic Women's Center  | Str. Fehmi Agani 15, Prishtina                       | Emine Mehmeti                |
| 108 | Organisation for Local Reforms- EULOC                              | Shtëpia e Kulturës "Gursel e Bajram Sylejmani", Viti | Melihate Osmani (authorised) |
| 109 | Orkidea NGO  | Prishtina  | Vera Rizvanolli              |
| 110 | Our Paradise   | Babush i Muhaxherëve, Lipian                         | Sylbije Sahiti               |



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| 111 | Partners Kosova Center for Conflict Management                                   | Dardania, SU 1/2, 3rd floor, No. 11, Prishtina               | Shukrije Gashi    |
| 112 | Precious Hands 'Dora'  | Lipjan   | Mihane Avdullahu  |
| 113 | Pro Med Kosova   | Gjilan   | Valentina Rexhepi |
| 114 | Protect Your Rights  | Str. Jashar Salihu, Pallari i Kulturës Jusuf Gërvalla, Decan | Shkelqim Shala    |
| 115 | Psychosocial Center 'Aureus'   | Ulpiana, DI Hyrja 8, Nr. 7, Prishtina                        | Myrvete Ahmetaj   |
| 116 | Psychotherapists in Action   | Str. Dardania, Nr. 1, Gjilan                                 | Sevdije Musliu    |
| 117 | QSGF-P   | Prizren  | Jubilea Kabashi   |
| 118 | Renaissance - Association of Women in Support of the Fight against Breast Cancer | Str. Luigj Gurakuqi 139/5, Prizren                           | Violeta Pirana    |
| 119 | RIKOTTA  | Str. Adem Gllavica, Nr. 48, Prishtina                        | Pranvera Bullaku  |
| 120 | RONA   | Str. Ilaz Agushi, Prishtina                                  | Serbeze Sylejmani |
| 121 | Ruka + Ruci  | Ugljare, Fushë Kosova  | Gordana Toskic    |
| 122 | S Women's Association GORA   | Str. Haxi Zekaj, Nr. 20, Prishtina                           | Sevdija Ramadani  |
| 123 | Safe House   | Str. Gjergj Fishta, Gjakova                                  | Erbolina Dinarama |



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| 124 | SHIPPL NGO   | Str. Mbretëresha Teutë, Pn, Peja              | Ardiana Gorani       |
| 125 | Social Club Live   | Prishtina                                     | Vjosa Shehu          |
| 126 | Speranza   | Cultural Center 'Rexhep Mitrovica', Mitrovica | Ajhan Prekazi        |
| 127 | Svet Andjela   | North Mitrovica                               | Vasiljka Vojinovic   |
| 128 | The Democratic Women's Forum                                 | Str. Mbretëresha Teutë, No. 103, Peja         | Myzafere Ibishaga    |
| 129 | The Organisation of People with Muscular Dystrophy of Kosovo | Str. Zahir Pajaziti, Pn, Prizren              | Antigona Shestani    |
| 130 | Together in Progress   | Str. Tringë Smajli, Prishtina                 | Arbëresha Maloku     |
| 131 | Top Radio  | Str. Sadik Pozhegu, Gjakova                   | Violeta Dema         |
| 132 | Transform  | Str. Astrit Suli, Nr.4, 10000, Prishtina      | Elvira Haxhiaga      |
| 133 | Udruženje Žena - Povratnica "Naš Dom"                        | s. prekovce bb, 16000 Novo Brdo               | Aleksandra Stanković |
| 134 | Undruženje Poslovnih Žena WBA                                | North Mitrovica                               | Olivera Milosevic    |
| 135 | United Women's Association                                   | Str. Rifat Berisha, Nr.23, Prishtina          | Vlora Hoti           |



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| 136 | Valbona                                  | Str. 99 Prilli, Nr. 501, Fshati Sllovi, Lipjan | Valbona Sopa         |
| 137 | Venera                                   | Str. Shpëtim Bojku, Nr. 1, Peja                | Miradije Gashi       |
| 138 | VIBE                                     | Str. Eduard Lir, 77/8-6, 10000 Prishtina       | Malda Susuri         |
| 139 | Violeta                                  | Barileva, Prishtina                            | Bedrije Shala Pireva |
| 140 | Vita - Jeta                              | Str. Lidhja e Prizrenit, Nr. 132, Prishtina    | Mimoza Ajeti         |
| 141 | Vizionida                                | Str. Tirana, P.n, Shtime                       | Fatlume Rexhepi      |
| 142 | We Are Part of the World                 | Str. Lidhja e Pejës Pn, Peja                   | Gjylfidane Morina    |
| 143 | Woman Farmers                            | Rahovec  | Habibe Haxhimustafa  |
| 144 | Women Farmers Association Krusha e Vogël | Krusha e Vogël, Bregdrini, Prizren             | Dile Prekpalaj       |
| 145 | Women's Alliance for Integration         | Str. Ilir Ramadani, Nr. 3, Medvec, Lipjan      | Adelina Qorraç-Emini |
| 146 | Women's Association                      | Gjakova  | Qefsere Kumnova      |
| 147 | Women's Association "Aureola"            | Avalla Compund, B/I, Nr.4, Prishtina           | Sanije Grajçevci     |
| 148 | Women's Initiative Association           | Str. Dëshmorët, Pn, Dragash                    | Xhejrane Lokaj       |
| 149 | Women's Line                             | Prishtina                                      | Lirijona Suka        |



|     |                                    |                                  |                       |
|-----|------------------------------------|----------------------------------|-----------------------|
| 150 | Women's Rural Development Center   | Bostan, Novoberda                | Shefkije Mehmeti      |
| 151 | Women's Tradition in Kosovo        | Gjilan                           | Lirije Orana          |
| 152 | Women's Wellness Center            | Str. Xhevat Begolli, Nr. 9, Peja | Ardita Ramizi Bala    |
| 153 | Women's Will                       | Str. 2 Maji, Studime, Vushtrri   | Lirije Haziri         |
| 154 | YMCA Movement                      | Prishtina                        | Dorina Lluka Davies   |
| 155 | Youth Center - Lipjan (YCL)        | Str. Avdi Kelmendi, Lipjan       | Valmire Marevci       |
| 156 | Ženski Inkluzivni Center           | Novoberda                        | Vesna Stajic          |
| 157 | Žensko Pravo                       | Mitrovica e Veriut               | Tijana Simic LaValley |
| 158 | Zërina "Nexhmije Pagarusha" - Kori | Prishtina                        | Nazlije Sadiku        |



## Annex 1a. Kosovo Women's Fund Grants to KWN Members

Through the Kosovo Women's Fund 13<sup>th</sup> grant round, KWN supported the following initiatives undertaken by member organisations towards implementing the KWN Strategy.

| Organisation                    | Project Title         | Amount | About the Initiative   | Results   |
|---------------------------------|-----------------------|--------|--|---|
| Down Syndrome Kosovo            | Kitchen X21           | €3,980 | 20 trainings were held with mothers of children with Down Syndrome, directly engaging them in food preparation. 23 women and young entrepreneurs were empowered by learning food preparation skills, negotiation skills and product marketing. | Advocated in the municipalities of South Mitrovica, Vushtrri, and Skenderaj for allocating special local funds to empower women who want to set up businesses (start-ups). Made an oral agreement with local medium-sized businesses, such as: Missini Sweet, Ma Bele, Balkan Sweetshop, and Rinira Sweetshop for the sale of food. |
| Independent Women's Association | DON'T be silent, Talk | €3,140 | Informed 176 women and 45 men about services for persons who suffered domestic, sexual,  | A Coordinating Mechanism was established to handle ongoing cases, including   |



| Organisation   | Project Title   | Amount | About the Initiative  | Results   |
|----------------|---|--------|---|---|
| Hareja         |   |        | and other forms of violence; how to support them; and how to promote women's rights at the municipal level. 6 meetings were held with relevant institutions: police, Centre for Social Work, Main Family Medicine Centre, shelter in Gjakova, psychologists and social workers from the Hareja association to inform them how to approach persons who have suffered violence. | psychologists, social workers, doctors, nurses, and police officers. The initiative furthered their capacities in how to approach women who have suffered domestic and sexual violence. They made an oral agreement with the Safe House in Gjakova for referral and treatment of persons suffering domestic violence. |
| Moravski Biser | Harmonization of traditional inheritance norms with the legal framework | €3,387 | Raised awareness of 93 women and 41 men from rural areas of Partes, Klllokot, Ranilug, Kamenica, and Gjilan municipalities about women's rights to property and inheritance. Signed Memorandum of Understanding between the Municipality of   | Through research and court monitoring, data on property ownership by women in Partes, Klllokot, Ranilug, Kamenica, and Gjilan municipalities were collected. Further, 5 women initiated the property registration process.  |



| Organisation                        | Project Title  | Amount | About the Initiative   | Results   |
|-------------------------------------|--|--------|--|---|
|                                     |  |        | Ranilug and NGO Moravski Biser, encouraging future cooperation.  |   |
| Organisation for Local Reform Euloc | Promotion of fair gender budgeting by municipal government in Viti | €4,990 | Improved the capacity of 71 participants (35 women and 36 men), including officials from eight municipal directorates, municipal committees, and CSOs, to better implement the Law on Gender Equality and to find practical ways of gender-responsive budgeting in various municipal projects. | Memorandum of Understanding signed between Euloc and the Municipality of Viti. The Mayor of Viti accepted the research findings and recommendations, which will be used to guide next steps in implementing gender responsive budgeting and increasing participation of women in decision-making processes. |
| NGO Svet Andjela                    | Women in focus   | €4,000 | Via 9 workshops, 169 women and girls from minority ethnic groups in Mitrovica, Zubin Potok, and Zvecan municipalities strengthened their capacities to   | During workshops, 4 advocacy strategies were drafted: one per each municipality. Selected women representatives of each group   |



| Organisation  | Project Title   | Amount | About the Initiative  | Results   |
|---|---|--------|---|---|
|   |   |        | participate in decision-making processes. Topics discussed included the Law on Gender Equality, the Ombudsperson, the Anti-Discrimination Law, and the Istanbul Convention.   | raised key issues with officials in their communities.  |
| Women Business Association                                | Gender equality index in local government in North Mitrovica        | €4,997 | Raised capacities of 20 local government officials on coordination mechanisms and ways to apply the Gender Equality Index in the Municipality of Mitrovica. Established a working group to continue applying the Index. | Mitrovica municipal officials empowered to apply the Gender Equality Index independently.   |
| Network of Roma, Ashkali and Egyptian Women Organisations | Promoting employment by advancing soft skills for Roma, Ashkali and | €3,000 | 26 Roma, Egyptian and Albanian women and girls acquired soft skills in applying for jobs and developed their communication skills.  | 3 women now intern in the textile company Albi MC in Gjakova Municipality and the employer is seriously considering their continued, future employment. |



| Organisation                  | Project Title   | Amount | About the Initiative   | Results  |
|-------------------------------|---|--------|--|--|
|                               | Egyptian women in Gjakova   |        |  |  |
| Active Women of Gjakova       | Development of a sustainable inter-institutional system for addressing gender-based violence and domestic violence in the Municipality of Gjakova | €3,496 | Ten door-to-door meetings held to raise awareness of women about reporting domestic violence. 27 information sessions held with primary and secondary school pupils (447) on domestic violence and the role of the Coordination Mechanism. | Offered assistance to two women who reported domestic violence, together with Police and Centre for Social Work. Held 4 meetings with the Coordination Mechanism, aiming to revitalise this mechanism in Gjakova and to turn it into an efficient, accountable and inclusive way to address the long-term rehabilitation of cases. |
| Association for Education and | Increasing the efficiency of social services through  | €3,420 | 50 women and men, representatives of relevant institutions and CSOs built their capacities related to the Istanbul   | Advocated for implementation of the National Strategy on Protection from Domestic  |



| Organisation                    | Project Title   | Amount | About the Initiative  | Results   |
|---------------------------------|---|--------|---|---|
| Family Care                     | the provisions of the Istanbul Convention   |        | Convention.   | Violence and women's access to property through the submission of a brief report and recommendations to the Office for Gender Equality.   |
| Kosovo Women's Initiative (KWI) | Improved access of women farmers and entrepreneurs of Gjakova Municipality to municipal subsidies | €3,760 | KWI through this initiative addressed the need for advocacy to local authorities as a target group, to change the content of the call for applications to subsidize farmers and small and medium-sized businesses. Three roundtables were organized with the main decision-makers in the Municipality of Gjakova, such as the Mayor and the Board of Directors, so that next year | 190 women and girls were prepared to fill the grant application file at local and central institutions. 20 businesses are registered as formal businesses from informal businesses. |



| Organisation      | Project Title   | Amount | About the Initiative   | Results   |
|-------------------|---|--------|--|---|
|                   |   |        | the call for applications can be changed and more proportional allocation of grants can be introduced for both genders.  |   |
| Art Without Limit | International Film Festival for Persons with Disabilities | €3,750 | Raised the voice of young women and girls, especially those with disabilities, for decision-making and freedom of expression. During this initiative, the “Disability International Film Festival” was held featuring films showing clearly how a woman can be capable to take care of herself and how they can contribute to society, as well as films that addressed gender equality, domestic violence, | About 500 films who have applied from 120 countries of the World, local and international, 40 films have been selected for the screening during the 3-day festival. 850 women and girls with disabilities became aware of different topics such as: "We can together", "Stop domestic violence", "Women's rights, especially those with special needs". |



| Organisation  | Project Title   | Amount | About the Initiative  | Results  |
|---------------|---|--------|---|--|
|               |   |        | and quality education. First edition of the Art Without Limit International Film Festival was the only festival in the Balkans that is focused on the theme of people with special needs.   |  |
| Rikotta & ATO | Economic empowerment and capacity building of women in Prevala and surrounding villages | €5,810 | Six information meetings were held with women and girls in order to create opportunities for cooperation between local institutions, women and girls to implement future projects. 12 advocacy trainings were held with women and girls, to inform them more about the structure of the respective institution and advocacy in general. | 85 women and girls were informed in more detail about the possibilities of employee involvement. 10 women through the Employment Agency of the Republic of Kosovo were employed. 85 women and girls have been trained on various topics such as: What is advocacy, as well as ways to advocate to relevant institutions. |



| Organisation | Project Title  | Amount | About the Initiative  | Results  |
|--------------|--|--------|---|--|
|              |  |        | Rikotta & ATO organized 4 meeting with Directorate of Economy, Agriculture, Forestry and Rural Development and Employment Agency of the Republic of Kosovo in order to obtain information about the procedure on how to report to the Employment Agency, as well as about the registration procedures for employment. | Memorandum of Understanding was signed with Directorate of Economy, Agriculture, Forestry and Rural Development, defining criteria that favour the support of rural women and girls in the agricultural sector as an affirmative measure to empower them economically. |
| NGO Garden   | Advocacy for economic empowerment of women farmers in the villages | €3,080 | Empowered 71 women and young women, including 16 men economically by advocating and informing farmers about state subsidies and economic development.   | Established a Memorandum of Cooperation between the Directorate of Agriculture of the Municipality of Prishtina and businesses NSHT "Valeriana" and "99 lule" in   |



| Organisation                | Project Title   | Amount | About the Initiative  | Results  |
|-----------------------------|---|--------|---|--|
|                             | of the Gollak Highlands   |        | NGO Garden cooperated with the Ministry of Agriculture, the Municipality of Prishtina, the Directorate for Rural Development, and the Office for Gender Equality.                                     | the villages of Malësia e Gollakut to help women to start businesses and sell agricultural products. The Strategy for Women Entrepreneurship Development was drafted. 10 women have taken the courage to start individual projects and develop their own products. |
| Kosovo Advocacy Group (KAG) | Participation of Roma, Ashkali and Egyptian women in policymaking | €4,985 | KAG aimed to identify challenges and to provide concrete activities that will empower Roma, Ashkali and Egyptian women and girls with knowledge, and rapid advancement in leadership through adequate | The contract has been terminated.  |



| Organisation | Project Title | Amount | About the Initiative   | Results |
|--------------|---------------|--------|--|---------|
|              |               |        | <p>mechanisms. During the implementation of this 107 initiative, the KAG will cooperate with the National Democratic Institution, Office of the Prime Minister of the Republic of Kosovo, Roman, Ashkali and Egyptian Women's Network, Youth Centres, RTK 1, and 2, various representatives of civil society, politics, and media as guest speakers in activities, and the University of Prishtina. Targeted municipalities include Istog, Prizren, Gjakova, Fushe Kosova, Ferizaj, and Mitrovica.</p> |         |



| Organisation               | Project Title                         | Amount | About the Initiative   | Results  |
|----------------------------|---------------------------------------|--------|--|--|
| United Women's Association | Fair advocacy for employment of women | €3,020 | UWA aimed to form a group of 20 women who are inactive in the labour market in the Municipality of Malisheva. Through specific training on employment capabilities, they empowered and raised awareness among them, supporting them to become active in the labour market. | Around 18 women and girls were trained in drafting CVs, cover letters and understanding the internship process, therefore 18 women were registered at the Employment Office. UWA advocated to the Employment Office to be part of programs such as active labour market measures. During the implementation of this initiative, UWA advocated also at Office for Gender Equality to improve the position of women in |



| Organisation   | Project Title  | Amount | About the Initiative  | Results   |
|--|--|--------|---|---|
|  |  |        |   | society and empowering them economically.   |
| Udruženje Žena - Povratnica “Naš Dom” & Women’s Rural Development Centre | Women’s Entrepreneurship Development, Environment Friendly Development Partnership | €7,614 | Together they aimed to advance the education, economic empowerment, and independence of women who have experienced or are at risk of violence through the creation of a rounded model of inclusive support for women, victims, and potential victims. | Drafted Action plans for creating a suitable environment that encourages women entrepreneurs. This initiative also achieved to establish an informal information exchange network between employers and women’s associations. |

During the 14<sup>th</sup> grant round, an additional 19 grants were awarded to 20 KWN member organisations, one in partnership, totalling €59,266.

| Organisation | Project Title | Amount | About the Initiative                                 | Results                                   |
|--------------|---------------|--------|--|---|
| EcoKos Women |               | €3,649 | 102 women and girls and 1 man learned about advocacy | Project findings and recommendations were |



| Organisation              | Project Title  | Amount | About the Initiative  | Results   |
|---------------------------|--|--------|---|---|
|                           | Advocacy for easier access of women to grants in the municipality of Prishtina |        | techniques and methods. Six information sessions were held, encouraging women and young girls to advocate to decision-makers to increase the number of women farmers benefiting from subsidies and grants.  | addressed to the Directorate of Agriculture in the Municipality of Prishtina. Three young women registered as job seekers at the Employment Office. |
| Women Association Aureola | Advancing inheritance law  | €2,300 | Through this initiative Aureola organized information sessions to increase awareness of women and girls about Law on Inheritance no. 2004/26. Thus, Aureola presented a proposal for amending the Law on Inheritance to key decision-makers and political party parliamentary groups. | 18 women and young girls from different municipalities in Kosovo were informed about the rights that the Law on Inheritance Guarantees.             |
|                           |  |        | Three informative sessions about health care were held with women, men and youth of   | Increased awareness among women, men and youth about the prevention, symptoms and development   |



| Organisation  | Project Title  | Amount | About the Initiative   | Results  |
|---|--|--------|--|--|
| Association of Retired Women "Vita-Jeta"            | Diabetes in the Elderly  | €2,030 | Albanian, Bosnian and Turkish ethnicity from the Municipality of Prishtina, including villages: Barlieve, Busi, Bernica and Shkabaj. During the meetings, free medical tests for diabetes were offered.  | of diabetes, whereas 91 participants received free services from Vita Jeta, by measuring participant's glycaemia and cholesterol. As diabetes is inherited, women were invited to bring their daughters and granddaughters to the information session, in order to raise awareness among young women on this matter. |
| Association of Women Beekeepers "Okarina e Runikut" | Promoting Employment for Beneficiaries of Social Assistance Scheme in the Drenica Region | €3,110 | 84 beneficiaries, respectively 6 men and 78 women and girls are now aware of their employment rights. More than 25 women and young women have received the vocational training. Research was conducted with 150 respondents about the economic empowerment of women. | Advocated for municipal regulations for women's employment in the Directorate of Economic Development. This and other activities increased the access and influence of women and girls in decision-making processes.   |



| Organisation                      | Project Title   | Amount | About the Initiative   | Results  |
|-----------------------------------|---|--------|--|--|
|                                   |   |        | Findings were addressed to the Office for Gender Equality and women assembly members.  |  |
| Blind Women's Committee of Kosovo | Respecting the rights of blind and visually impaired women, guaranteed by law | €2,832 | BWCK addressed unemployment among blind and visually impaired people, especially blind women and young women; their non-integration into society; non-compliance with the Law on the Blind. They held meetings with the Employment Agency of Kosovo, The Committee on Human Rights, Gender Equality, Missing Persons and Petitions, Kosovo Customs, the Acting President dr. Vjosa Osmani and Deputy Prime Minister of Kosovo to further discuss issues facing blind and visually impaired people, particularly blind women. | 21 women and girls, members of BWCK gave recommendations on how to improve the position and situation of blind people and in particular blind women and girls towards the socio-economic aspect. |



| Organisation                | Project Title   | Amount | About the Initiative  | Results  |
|-----------------------------|---|--------|---|--|
| Kosovo Midwives Association | Promoting maternal and child health through strengthening the role of midwifery | €3,242 | Raised awareness of 18 women and young women regarding the services provided by midwives and their rights to healthcare.  | Together with the working group, KMA drafted a concept document on the role of midwives in the health service and the health of the population. The draft document was sent to the Parliamentary Committee on Health.  |
| Psychotherapists in Action  | Health and treatment of silent diseases in third age women                      | €3,537 | Through this initiative 7 informative sessions were held with marginalized groups, including women, young girls and people with special needs who cannot access primary care. Raised awareness among 244 women and girls on health care and diseases that affect old ages, while promoting a healthy lifestyle and how to prevent these diseases. | 244 women who attended these information sessions were assisted with blood pressure control, diabetes, respiratory disease. While young girls have improved their understanding on the importance of healthcare and how to prevent the most common diseases. |



| Organisation                                | Project Title  | Amount | About the Initiative  | Results   |
|---|--|--------|---|---|
| Centre for Protection of Women and Children | Empowering women victims of gender-based violence through reintegration programs | €3,355 | This initiative addressed the lack of reintegration programs for women, girls and children who have suffered domestic violence, including the issues which limit their opportunities for sustainable, long-term security and support. 8 women and girls advocated to the relevant institutions to take into consideration their issues, based on the current Strategy for Protection from Domestic Violence as well as on the research. | CPWC launched a research report “What after the shelter? Reintegration of women and girls victims / survivors of violence” and addressed it to the relevant institutions. |
| Association of Women                        | Empowerment of Women in the Labour Market  | €3,105 | “Informal businesses and their challenges”, “Discrimination in job vacancies” and “Institutional treatment of discrimination in job vacancies” were the topics discussed during 3 meetings  | 45 cases of discrimination against women and young women in labour were identified. 20 women and girls have been trained for job interviews and on how to file            |



| Organisation                           | Project Title                   | Amount | About the Initiative  | Results   |
|--|---------------------------------|--------|---|---|
|  |                                 |        | organized by AW. Few focus groups were held, where discussed the difficulties that start-up businesses face in the market. Amongst other obstacles mentioned during the discussion, the lack of institutional support from local government seemed to be a very critical one, especially in the initial phase when businesses need it the most. | complaints regarding the gender bases discrimination in labour.   |
| Independent Initiative of Blind People | I want to lead a dignified life | €2,955 | Through this initiative, IIBP addressed low employment among blind people, the need for equal treatment in recruitment and the protection of blind people from discrimination. Three workshops were held with the aim to further capacities of bling people in using technology   | 10 young women and men were trained to use the Microsoft Office suite. 12 young women and men have been trained to use the employment file. Signed a Memorandum of Understanding with the |



| Organisation  | Project Title     | Amount | About the Initiative  | Results  |
|---|-------------------|--------|---|--|
|   |                   |        | and to inform them about internship opportunities. Beside this, 10 public–private enterprises were identified, which enterprises could offer employment opportunities for the blind.  | Municipal Enterprise NTP Urban Traffic and 2 beneficiaries were engaged for a paid internship by this enterprise.  |
| Centre for Protection of Women and Children Raba Voca | Break the Silence | €3,351 | Organized an advocacy campaign “Break the Silence” on raising awareness of women and girls about their rights and raised its voice against gender based violence in Kosovo, through art and a symbolic tree against violence, placed in Mitrovica. 3 information sessions were held in the three different municipalities Vushtrri, Skenderaj and Mitrovica, where the citizens were also informed about the importance of reporting violence | 190 young women, men, girls and boys of different ethnicities such as: Albanian, Bosnian, Serb, Turk, Ashkali and Roma from different villages of Vushtrri, Skenderaj and Mitrovica gathered to raise awareness of institutions and the community on women’s rights and the importance of combating gender-based violence. |



| Organisation                                   | Project Title  | Amount | About the Initiative   | Results   |
|--|--|--------|--|---|
|  |  |        | in order to strengthen women's rights.   |   |
| Association of the Blind and Visually Impaired | Supporting the Blind and Visually Impaired for leading an independent life | €2,982 | 12 blind visually impaired men and young women attended 20 basic Braille training sessions. Moreover, they also got prepared for the labour market.  | 12 young women and men were certified in Braille alphabet.<br>12 blind women and men were signed to the list of job seekers at the Employment Agency of the Republic of Kosovo. |
| Women Farmers' Association "Krusha e Vogel"    | Supporting women farmers with subsidies                                    | €3,195 | Krusha e Vogel organized two training sessions on: How to brand products, how to identify the initial target markets, how to select distribution channels, how to harness the power of publicity and how to help women empower their business. | 12 women farmers were supported with subsidies, while 30 women and girls were informed about action steps for faster and better achieving business success.                     |
| NGO Drugëza                                    | Advancing women's rights to  | €2,136 | 98 youth, mainly high school students in the Municipality of Skenderaj, learned about  | Recommendations for furthering women's property rights were addressed to the  |



| Organisation     | Project Title  | Amount | About the Initiative   | Results  |
|------------------|--|--------|--|--|
|                  | property and their economic empowerment                            |        | women's property rights and other rights through lectures. 300 women and men through brochures were informed about the legal framework on property rights.   | Municipality of Skenderaj, the Office for Gender Equality and the Directorate for Labour and Social Welfare..  |
| NGO Divine Women | Raising the awareness of girls and women about reproductive health | €2,995 | 17 meetings were held in the villages of: Velekince, Zheger, Doberqan, Bresalc, Nasale, Llashtice, Gadishe and Livoç, to discuss women's right to health and the importance of regular medical check-ups and counselling.<br>Recommendations arising from field visits were addressed to local institutions such as: Directorate of Health and Gjilan Regional Hospital. | 222 women and girls and 19 men and boys got more aware of the various concerns such as unwanted pregnancies, STDs, infections, menstrual irregularities and other issues related to the health of young women and girls, through different workshops, while indirectly 7,183 beneficiaries through social media campaigns. |



| Organisation        | Project Title  | Amount | About the Initiative   | Results  |
|---------------------|--|--------|--|--|
| Youth Center Lipjan | Supporting girls and women for active participation in the economy         | €2,940 | 11 youth entrepreneurs participated in drafting a public policy document which identifies opportunities for supporting start-up business.  | A public policy document was drafted, which identifies opportunities for supporting new businesses. This document was forwarded to the Directorate for Economic Development. |
| Handikos Mitrovica  | Improving employment skills among youth, girls and women with disabilities | €2,785 | Capacities of 16 young people with disabilities were strengthened in writing CVs and cover letters, as well as conducting presentations, maintaining interpersonal and communication skills. 23 persons with disabilities advocated to the Employment Office about compliance with the Law on Employment of Persons with Disabilities. | Beneficiaries have developed soft skills, become more interested in job vacancies and have expressed willingness to apply for positions that suit them.                      |
|                     | Mobilizing women   | €6,295 | 40 young women participated in educational sessions combined   | Built cooperation between women from local   |



| Organisation                    | Project Title   | Amount | About the Initiative   | Results   |
|---------------------------------|---|--------|--|---|
| Medica Kosova & Cradle of Smile | assembly members to address the needs of women traumatized by war |        | with psychosocial counselling and got prepared to advocate for their needs to women assembly members. Further educational sessions combined with psychosocial support has empowered 60% of the women participants to overcome stigma and boost self-confidence when meeting with women MPs. Over 1000 citizens were informed about the role of women in local institutions, the protection and promotion of women's rights and cooperation between women MP's and organizations. | institutions, particularly the Municipal Assembly, and women in villages. Women are more prepared to raise their voices and share their needs in the municipal assembly of Gjakova. |
| Organization of People with     | Integration of women and girls with disabilities in society       | €2,470 | Handikos Prishtina organized 6 handicraft workshops for training participants in handicrafts, which may affect young women's opportunities for economic  | Raised awareness of 13 young women on their rights and the importance of health care. Empowered economically 10 youth   |



| Organisation                           | Project Title | Amount | About the Initiative  | Results   |
|--|---------------|--------|---|---|
| Disabilities,<br>Handikos<br>Prishtina |               |        | independence. Handikos Prishtina also held socio-psychological and health lectures. | women by finding the opportunities to sell their handicrafts. |



## Annex 1b. Kosovo Women's Fund grants allocated to CSOs in the Western Balkans

In 2020, an additional 14 grants were awarded to CSOs in the region, totalling €215,319.

| Organisation / Country, City   | Project Title   | Amount  | About the Initiative   |
|--|---|---------|--|
| Albanian Women Empowerment Network, Tirana, Albania                  | Improving Women's Rights at Work through Improving Access to Justice  | €21,240 | The project aims to advance women's labour rights by offering legal aid and court monitoring, by: 1. Monitoring court cases related to discrimination, documenting results, and utilizing findings to inform advocacy to institutions to improve their response; and 2. Empowering and supporting diverse women to report gender-based discrimination related to labour.   |
| Community Development Centre "Today for the Future", Tirana, Albania | Advocating for Improving Institutional Response to Gender-based Discrimination in the Municipality of Lezha | €10,450 | The project aims to improve the coordination and institutional response to gender-based discrimination at work focusing on improving institutional harmonization and strengthening the capacity of responsible institutions, through: 1. Establishment of the Ad-hoc Committee for Protection against Discrimination at Work in Lezha; 2. Capacity building of members to address, report, coordinate and manage cases of discrimination at work; 3. Creating measures and deriving recommendations from the practice of discrimination at work; 4. Organize a |



| Organisation / Country, City                              | Project Title  | Amount  | About the Initiative   |
|---|--|---------|--|
|   |  |         | roundtable at local and central level to share experiences and recommendations for improving the institutional response to gender-based discrimination at work.  |
| The Counselling line for Women and Girls, Tirana, Albania | Empowering Women and Girls to Report Gender-based Discrimination                       | €11,229 | The project aims to strengthen the role of women and girls in the labour market and in combating gender-based discrimination in Albania, through: 1. Organizing outreach meetings with women and girls in rural areas of Tirana on gender-based discrimination in the workplace; 2. Organizing informative meetings on gender-based discrimination with Roma women and girls in urban areas of Tirana; 3. Organizing workshops with young people on gender discrimination; 4. Organize an awareness campaign on gender discrimination at work, through the engagement of traditional and online media. |
| United Women Network Foundation, Banja Luka, BiH          | Improving Women's Position in Employment and Preventing Gender-based Discrimination in | €22,201 | The project aims to improve the position of women during employment and prevent gender-based discrimination in labour through: 1. Training for CSO representatives that provide free legal aid to women; 2. Providing free legal aid services to women who have been discriminated against and/or whose labour rights have been violated; 3.   |



| Organisation / Country, City                    | Project Title                    | Amount  | About the Initiative  |
|---|----------------------------------|---------|---|
|   | Bosnia and Herzegovina           |         | Monitoring and analysis of court proceedings in the field of labour relations; 4. CSO public advocacy for the advancement of women's position in labour relations.  |
| The Foundation Academy for Women, Sarajevo, BiH | This Is Discrimination Too       | €10,000 | The project aims to raise awareness of citizens, institutions and other actors about gender-based discrimination in labour and the opportunities to address it, through: 1. Running an online awareness campaign on discrimination against women; 2. Meetings with women, raising awareness on the need for solidarity amongst women, trade employees; 3. Meetings with Bingo, Mercator and Konzum trade chains management to raise awareness on discrimination against women; 4. Presentation of research and advocacy with the Institution of Human Rights Ombudsman and in BiH Parliament. |
| Kosovo Law Institute, Prishtina, Kosovo         | Improving Women's Rights at Work | €22,950 | The project aims to improve women's labour rights through providing free legal aid and court monitoring of cases so that discriminatory behaviour is prevented and justice improved, through: 1. Conduct research and court monitoring; 2. Provide legal aid and free services for women who want to report discrimination related to their   |



| Organisation / Country, City                     | Project Title  | Amount  | About the Initiative  |
|--|--|---------|---|
|  |  |         | labour rights; 3. Establish coordination with the Ombudsperson Institution; 4. Produce two short video stories from the monitoring of court hearings; 5. Publish final report on the performance of police, prosecution offices courts, labour inspectorate and independent oversight board for civil service in Kosovo in treating women's labour rights; 6. Raise awareness among citizens on the findings of monitoring reports.   |
| Kosovar Gender Studies Centre, Prishtina, Kosovo | Prevention of all forms of discrimination in the workplace | €11,453 | The project aims to improve women's labour rights and empower women to claim their rights by providing them with greater information on anti-discrimination legislation, by: 1. Producing a position paper that will be used as a basis of policy intervention and advocacy; 2. Advocacy meetings; 3. An awareness campaign carried out to inform Kosovo society on the concepts of discrimination, forms of sexual harassment, and the mechanisms and procedures on handling it when it occurs in the workplace. |
| The Trade Union of Media of                      | Equality through Justice: Work-related                     | €21,500 | The project aims to reduce gender-based discrimination against women in relation to work in Montenegro by: 1. Monitoring cases of gender-based discrimination against   |



| Organisation / Country, City                                  | Project Title                 | Amount | About the Initiative   |
|---|-------------------------------|--------|--|
| Montenegro, Podgorica, Montenegro                             | Discrimination Cases          |        | women in relation to work before the Basic Courts in Podgorica, Bijelo Polje and Kotor; 2. Establishment of free legal aid mechanism for women victims of gender based discrimination in relation to work in Montenegro; 3. Development of studies/publications on cases of gender-based discrimination against women in relation to work in Montenegro; 4. Presentation of project results and implementation of a campaign; 5. Increasing organizational capacity and website redesign.  |
| Association of Youth with Disabilities, Podgorica, Montenegro | Empowered, Employed, Involved | €9,997 | The project aims to improve the position of women with disabilities in the area of work and employment in Montenegro through: 1. Creating brochures on work and employment related rights of women with disabilities; 2. Provision of free legal aid to women with disabilities; 3 Workshops with women with disabilities on the right to work and employment; 4. Info-day with employers on employment of women with disabilities; 5. Media campaign for raising awareness on the rights of women with disabilities for employment. |



| Organisation / Country, City  | Project Title   | Amount  | About the Initiative  |
|---|---|---------|---|
| Helsinki Committee for Human Rights of the Republic of Macedonia, Skopje, North Macedonia | Women Workers Join  | €21,299 | The project aims to reduce gender and intersectional discrimination against women in the workplace by: 1. Providing legal assistance in cases of discrimination against women in the workplace; 2. Monitoring discrimination procedures related to women at work; 3. Informing women about recognising and reporting discrimination against women at work, as well as raising awareness and informing the public about the situation of discrimination against women at work, including producing quarterly infographics.   |
| Citizens Association of Textile, Shoe and Leather Workers, Stip & Skopje, North Macedonia | Promoting the Rights of Textile Workers from the Eastern Region | €10,973 | The project aims to increase and improve knowledge about gender-based discrimination among workers and institutionalize training on gender-based discrimination in the Local Mechanisms in the Municipality of Stip, by: 1. Developing a brochure to make it easier for textile workers to identify and report discrimination and unequal treatment at their workplace; 2. Engaging a lawyer to advise and create complaints to competent institutions and committees; 3. Holding an educational session with textile workers and representatives of the Ombudsman on the |



| Organisation / Country, City                        | Project Title  | Amount  | About the Initiative   |
|---|--|---------|--|
|   |  |         | topic of discrimination in the workplace, outside Stip; 4. Creating and printing a newsletter on protection against gender-based discrimination and violations of the rights of women workers; 5. Promoting results with recommendations.  |
| The Victimology Society of Serbia, Belgrade, Serbia | Know Gender Discrimination, Identify Violations of Labour and Employment Law! React! | €22,342 | The project aims to increase the influence of CSOs in holding the relevant institutions accountable for the implementation of anti-discrimination laws regarding women's rights to work and to empower women to claim their rights, by: 1. Creating and printing a guide: How, where and to whom women can address rights violations? 2. Distributing and presenting the guide in six cities in Serbia via regional meetings with relevant representatives; 3. Supporting women whose work and employment rights have been violated including gender discrimination; 4. Monitoring court proceedings related to gender discrimination and violations of rights in relation to work and employment; 5. Analysis of summaries from regional meetings and address of problems identified. |



| Organisation / Country, City   | Project Title   | Amount | About the Initiative  |
|--|---|--------|---|
| The A II – Initiative for Economic and Social Rights, Belgrade, Serbia | Improving Institutional Practices in Preventing Discrimination against Women in the Labour Market in Serbia | €9,930 | The project aims to improve protection against discrimination for women who face multiple discrimination in Serbia, by improving the legal, strategic or practical framework applicable in this field, by: 1. Examining the use of jurisdiction in relation to the application of anti-discrimination provisions of the Labour Law; 2. Creating an advocacy plan based on problems identified by women who are discriminated against at work; 3. Monitoring the position and progress of the employment status of selected residents of informal settlements who are formally unemployed and/or actively seeking employment through the National Employment Service; 4. Establishing relationships with relevant institutions to improve regulations, practices and public policies on the protection of women against discrimination at work or in relation to work; 5. Conducting a campaign to inform and obtain support from citizens for relevant changes to the legal, strategic or practical framework related to the protection of women against discrimination at work or in relation to work. |



| Organisation / Country, City   | Project Title                            | Amount | About the Initiative   |
|--|--|--------|--|
| ROZA<br>Association for Women's Labour Rights,<br>Zrenjanin,<br>Serbia | What Is Awaiting Me in the Labour Market | €9,754 | The project aims to improve the knowledge of the population about discrimination in the labour market and labour rights by: 1. Organizing educational workshops to raise women's awareness about gender-based discrimination related to work; 2. Organizing workshops to raise girls' awareness about gender-based discrimination related to work; 3. Organizing roundtables in cooperation with women and youth related to their labour rights; 4. Organizing a campaign to raise public awareness. |



## Annex 2. Advocacy Achievements by the Kosovo Lobby for Gender Equality in 2020

| # | Group     | Advocacy Initiatives   | Results Achieved | Public Policies Changed | # of Advocacy Initiatives |
|---|-----------|--|------------------|-------------------------|---------------------------|
| 1 | Shtime    | 1) Awareness campaign for breast cancer month<br>2) Awareness campaign on women's property rights<br>3) Advocated to increase number of women grant recipients         | 2                | 1                       | 3                         |
| 2 | Malisheva | 1) Advocated for health services for women<br>2) Advocated for mental health in schools<br>3) Awareness campaign on negative phenomena among youth                     | 0                | 2                       | 3                         |
| 3 | Dragash   | 1) Advocated for women's employment  | 0                | 0                       | 1                         |
| 4 | Viti      | 1) Advocated for women's involvement in decision-making positions<br>2) Advocated for women's economic empowerment<br>3) Increased awareness about subsidies for women | 2                | 2                       | 4                         |



|    |           |  |   |   |   |
|----|-----------|--|---|---|---|
|    |           | 4) Advocated for women's involvement in local councils   |   |   |   |
| 5  | Lipjan    | 1) Advocated for women's employment  | 1 | 0 | 1 |
| 6  | Drenas    | 1) Raised awareness about health issues<br>2) Advocated for women's involvement in business<br>3) Advocated for addressing gender-based violence that occurred during the pandemic<br>4) Raised awareness about negative phenomena among youth | 2 | 0 | 4 |
| 7  | Prishtina | 1) Advocated for women's involvement in decision-making processes<br>2) Advocated for girls' involvement in education<br>3) Raised awareness about women's trafficking   | 1 | 2 | 3 |
| 8  | Gjakova   | 1) Raised awareness about domestic violence perpetrated during the pandemic<br>2) Advocated for mental health care during the pandemic   | 1 | 0 | 2 |
| 9  | Mitrovica | 1) Raised awareness about breast cancer<br>2) Advocated for shelter for women and kids<br>3) Advocated for shelter for people with disabilities<br>4) Advocated for support of women's sports club   | 2 | 0 | 4 |
| 10 | Istog     | 1) Advocated for women's employment  | 0 | 0 | 1 |

|    |              |   |   |   |   |
|----|--------------|---|---|---|---|
| 11 | Fushe Kosovo | 1) Raised awareness about breast cancer   | 1 | 1 | 1 |
| 12 | Novoberda    | 1) Advocated for awareness about domestic violence during the pandemic  | 0 | 0 | 1 |
| 13 | Mamusha      | 1) Raised awareness about domestic violence<br>2) Advocated for women's employment<br>3) Introduced women to the stages of business formation | 1 | 0 | 3 |
| 14 | Klllokot     | 1) Advocated for women's inheritance and property rights<br>2) Raised awareness about health issues during the pandemic                       | 1 | 0 | 2 |
| 15 | Suhareka     | 1) Advocated for women's inheritance and property rights<br>2) Raised awareness about the importance of building children's day care centres  | 0 | 2 | 2 |
| 16 | Kamenica     | 1) Raised awareness about breast cancer   | 2 | 0 | 3 |



|       |        |   |    |    |    |
|-------|--------|---|----|----|----|
|       |        | 2) Advocated for a mobile mammography clinic to be available for 20 days to provide health checks for women in the municipality<br>3) Advocated for building a facility for Gynaecology |    |    |    |
| 17    | Klina  | 1) Advocated for the inclusion of more women in local community councils  | 1  | 0  | 1  |
| 18    | Gjilan | 1) Raised awareness about domestic violence during the pandemic<br>2) Advocated for women's employment<br>3) Advocated for women's health   | 2  | 0  | 3  |
| 19    | Peja   | 1) Advocated for the coordination mechanism for the prevention of gender-based violence   | 1  | 1  | 1  |
| Total |        |   | 20 | 11 | 43 |





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