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KOSOVO BRIEF GENDER PROFILE

AN UPDATED SUMMARY TO INFORM THE EU IN KOSOVO'S
COUNTRY LEVEL IMPLEMENTATION PLAN



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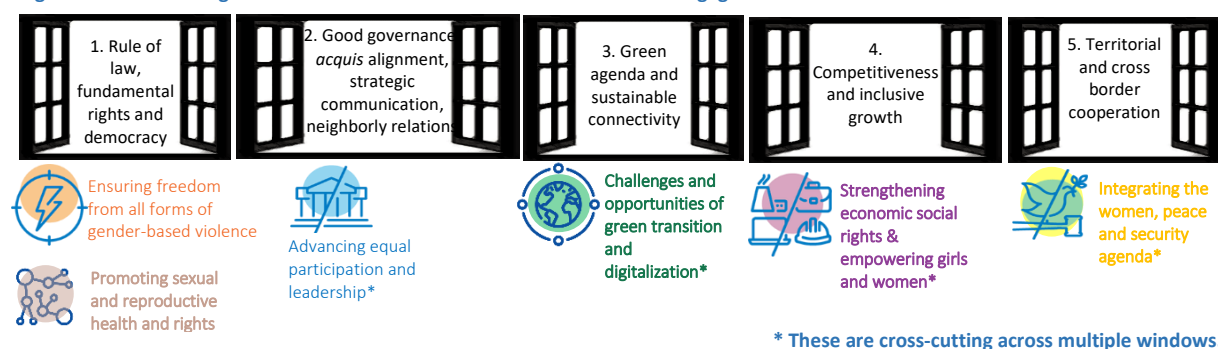


INTRODUCTION

The Gender Action Plan (GAP) III, “An Ambitious Agenda for Gender Equality and Women’s Empowerment in EU External Action” 2021-2025, was adopted on 25 November 2020, as a [Joint Communication to the European Parliament and the Council](#) and a [Joint Staff Working Document \(SWD\)](#). The SWD includes a two-part monitoring framework on 1) EU institutional and strategic objectives and indicators; and 2) objectives and indicators for thematic areas of engagement. Each EU delegation must prepare a Country-level Implementation Plan (CLIP) to guide GAP III implementation, based on gender analysis and consultations with key stakeholders. The CLIP must be aligned with the multi-annual indicative programme (MIP), which in Kosovo relates to the Instrument for Pre-Accession (IPA) III and its five funding windows (Figure 1).

The EU has a [Kosovo Gender Analysis](#) (2018), but some data has become outdated and it refers to [GAP II \(2016-2020\)](#) objectives and indicators. This summary **aims** to provide updated gender analysis to inform the EU in Kosovo’s drafting of its GAP III CLIP in alignment with the MIP, namely IPA III.¹ Thus, the gender analysis that follows includes sections focusing on each of the six “areas of engagement” in GAP III, aligning them with the five IPA III sectors or “windows” (see Figure 1). It focuses on the main gender inequalities that exist in Kosovo. Based on this analysis, potential GAP III objectives on which the EU could focus or already is focusing are suggested for the CLIP. The GAP III objectives preliminarily proposed below aligne with the [Kosovo Program for Gender Equality \(KPGE\) 2020-2024](#).

Figure 1. IPA III Funding Windows in Relation to GAP III Thematic Areas of Engagement



1. FREEDOM FROM ALL FORMS OF GENDER-BASED VIOLENCE

Freedom from gender-based violence is a fundamental right and a rule of law issue. In 2020, Kosovo amended its [Constitution to include the Istanbul Convention](#), and now the [Law on Protection from Domestic Violence](#), [Law on Social and Family Services](#), relevant [Strategy and Action Plan](#) and [Standard Operating Procedures \(SOPs\)](#) must all be updated for an appropriate state response to all forms of gender-based violence as foreseen by the Convention. A [law](#) and [SOPs](#) also exist for addressing sex trafficking. [The Criminal Code](#) criminalizes domestic violence, sex trafficking, rape, sexual assault, sexual harassment, violation of sexual integrity, and early marriage for persons under age 16. The state budget requires updating to ensure adequate funding.

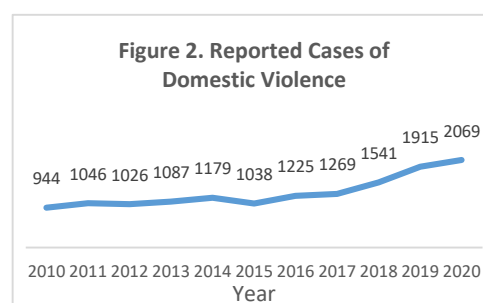
Violence remains widespread, primarily affecting women and girls due to socialized gender norms and power relations.² Survey data indicate that 54% of women in Kosovo have experienced some form of intimate partner violence since age 15: approximately 9% had experienced physical violence, 53%

¹ Prepared by Donjeta Morina and Nicole Farnsworth of the Kosovo Women’s Network (KWN) for the EU.

² Agency for Gender Equality, [Kosovo Program for Gender Equality](#), 2020.

psychological violence, and 4% sexual violence.³ Sexual harassment is widespread, with 29% of women reporting to having been sexually harassed since the age of 15.⁴

Police have received more reports of domestic violence in the last decade (Figure 2), which does not necessarily indicate increased incidence, but may suggest improved trust in police.⁵ Four women were murdered by their partners in 2018, and four women were murdered in 2019 as well.⁶ In 2019, police investigated 43 cases of human trafficking which involved 80 suspects; 22 people were arrested and eight convicted on human trafficking charges in 2019.⁷ In total, 26 victims of trafficking were identified in 2019, mostly (19) victims of sex trafficking.⁸ In 2020, police received 52 reported cases of rape, 43 of sexual assault, 25 of sexual harassment, and two of degradation of sexual integrity. Sexual violence, as well as other forms of gender-based violence, remain underreported due to victim-blaming, fear of stigmatization, and “reconciliation” between victims and perpetrators.⁹ While state marriage records exist, data on early marriages under age 16 is unavailable. Early marriage among 16-17-year-old girls seems widespread, frequently married to older men.¹⁰ Evidence suggests that the practice is more prevalent in rural areas and among Roma, Ashkali, and Egyptian communities.¹¹



While it improved, the institutional response to gender-based violence remains weak, due to underreporting; delayed justice; insufficient state human resources for assistance and case management; a misguided propensity to “reconcile” victims and perpetrators; dysfunctional interinstitutional case tracking systems; and socialised norms like victim-blaming. Kosovo lacks sexual referral centres, rape crisis centres, and enough financially sustainable shelters.¹² Insufficient budget, human resources, and operational procedures exist for adequate rehabilitation and reintegration.

Table 1. Marriages among 16-17-year-olds, by gender

Year	Age	Husband	Wife
2017	16	0	15
	17	0	45
2018	16	0	3
	17	0	46
2019	16	0	6
	17	0	31

POTENTIAL GAP III THEMATIC AREA 1 OBJECTIVES FOR KOSOVO

- 1. Women, men, girls and boys, in all their diversity, are better protected from all forms of gender-based violence in the public and private spheres, in the work place and online through legislation and effective enforcement, through Rule of Law, UN Women, and civil society facility (CSF) programming. (Relates to KPGE Specific Objective 3.1.)
- 2. Women, men, girls and boys, in all their diversity, are agents of change regarding discriminatory social norms, gender stereotypes, and gender-drivers of conflict through civil society support. (Relates to KPGE Specific Objective 3.1.)
- 3. Women, men, girls and boys, in all their diversity, who experience gender-based violence have increased access to essential services, through EU-supported legal amendments and Rule of Law actions. (Relates to KPGE Specific Objective 3.1.)
- 5. Women, men, girls and boys in all their diversity trafficked for all forms of exploitation and abuse have improved access to adequate and quality services for socio-economic integration and psycho-social support (Relates to KPGE Specific Objective 3.1.)

³ OSCE, [Survey on Well-Being and Safety of Women in Kosovo](#), 2019.

⁴ Ibid.

⁵ KWN, *From Laws to Action*.

⁶ Agency for Gender Equality, [Kosovo Program for Gender Equality](#), 2020.

⁷ United States Department of State, [2020 Trafficking in Persons Report, Kosovo](#).

⁸ Ibid

⁹ KWN, *From Laws to Action* and KIPRED, [Accessing Justice for Victims of Gender Based Violence in Kosovo: Ending Impunity for Perpetrators](#), 2019.

¹⁰ Data generated in Kosovo Agency of Statistics (KAS), “ASK Data” platform, analysed by KWN.

¹¹ Agency for Gender Equality, [Kosovo Program for Gender Equality](#), 2020.

¹² KWN, *From Laws to Action*.

- 7. Women's rights organisations, social movements and other civil society organisations are influential in ending gender-based violence, as supported through political dialogue and CSF.
- 8. Quality, disaggregated and globally comparable data on different forms of gender-based violence and harmful practices are increasingly collected and used to inform laws, policies and programmes, as supported by the Rule of Law Action. (Relates to KPGE Specific Objective 3.1.)



2. PROMOTING SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS

While IPA III does not explicitly focus on health, the EU's financial support committed to COVID-19 relief relates. Arguably, as per the rights-based approach emphasized within GAP III, the right to sexual and reproductive health can relate to fundamental rights and rule of law. The [Law on Reproductive Health](#) regulates activities including family planning, access to information, sexually transmitted diseases, safe motherhood, and assisted reproduction. [The Law on Termination of Pregnancy](#) regulates abortion rights, allowing induced abortions until the tenth week of pregnancy without a signed approval or waiting period. Several factors contribute to a fragile reproductive healthcare system, including an unprofessional approach of health workers, lack of human resources, insufficient infrastructure, cultural practices and norms, and lack of awareness.¹³ While 95% of women ages 15-49 know at least one contraceptive method,¹⁴ knowledge does not necessarily correlate with usage. Withdrawal remains the most common method used by women ages 15-49 in a union or married (the main method reported by 49%), though 67% have used modern contraceptives.¹⁵ The percentage is slightly lower among Roma, Ashkali, and Egyptian women (62%). Only 13% reported their family planning needs were satisfied through contraceptive methods. Overall, women and men in Kosovo are uninformed about HIV; only 10% of young men and 10.5% of young women can identify how HIV is transmitted and that healthy-looking people can be HIV positive.¹⁶ A need for free, wide scale screenings for Human Papillomavirus (HPV) has been identified, but it has not been addressed by the [Health Sector Strategy](#).¹⁷

Research indicates that private clinics perform illegal abortions after the tenth week of pregnancy, many of which work without a license.¹⁸ Sex-selective abortions continue, as evidenced by the sex ratio at birth (100 females for 111.2 males), whereas the world average is 100 females for 105 males.¹⁹ Generally, women and men face several limitations in accessing quality healthcare due to the lack of health insurance, stigma particularly related to psychological treatment, unavailable treatments, and closure of maternity wards in rural areas. Rural, Roma, Ashkali, Egyptian, and Gorani women face added challenges.²⁰ COVID-19 exacerbated access issues amid isolation measures.

POTENTIAL GAP III THEMATIC AREA 2 OBJECTIVES FOR KOSOVO

- 1. Enabled legal, political and societal environment allowing women and girls to access quality sexual and reproductive health (SRHR) care and services and protecting their sexual and reproductive rights, through education and political dialogue. (Relates to KPGE Specific Objective 2.3.)
- 2. Improved access for every individual to sexual and reproductive healthcare and services, including family planning services, information and education on sexual and reproductive rights. (Relates to KPGE Specific Objective 2.3.)

¹³ Agency for Gender Equality, [Kosovo Program for Gender Equality](#), 2020.

¹⁴ KAS, [Demographic Social and Reproductive Health Survey in Kosovo](#), 2009.

¹⁵ KAS, [Multiple Indicator Cluster Survey 2019/2020](#), 2020.

¹⁶ Ibid.

¹⁷ Agency for Gender Equality, [Kosovo Program for Gender Equality](#), 2020.

¹⁸ Banjska, Iliriana, [Abortions in Kosovo](#), 2019.

¹⁹ Ibid

²⁰ KWN, [Access to Healthcare in Kosovo](#), 2016.



3. PROMOTING ECONOMIC, SOCIAL RIGHTS, EMPOWERING GIRLS, WOMEN

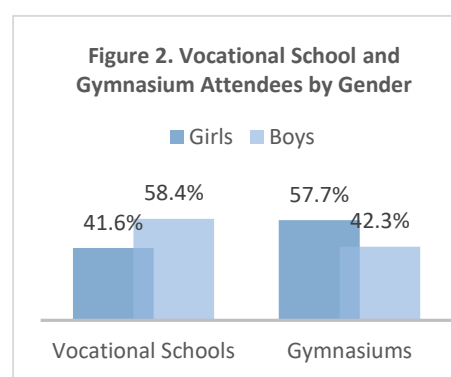
STUDENTS IN PRE-PRIMARY, PRIMARY, AND SECONDARY EDUCATION

[The Constitution of Kosovo](#) guarantees the right to free public education for everyone. Several laws and policies regulate access to inclusive and non-discriminatory education, including the [Law on Pre-School Education](#), the [Law on Education in the Municipalities](#) of the Republic of Kosovo, the [Law on Pre-University Education](#), and the [Law on Higher Education](#).

Despite improvements, girls remain underrepresented in pre-school education (47%) and Pre-Primary education (48%).²² Reasons include unavailability of affordable preschool institutions, stereotypical gender roles, and insufficient understanding of the importance of preschool education.²³ When faced with limited resources, families may choose to send their sons rather than daughters due to prevailing gender norms.²⁴ Overall, pre-school attendance is low. Kosovo is far from meeting the EU “Education and training 2020” standards, whereby at least 95% of children ages four to compulsory education should attend early childhood education.²⁵ Only four Roma children attended preschool education in 2018/2019, and no Ashkali or Egyptian children.²⁶ While girls and boys are proportionally represented in primary, lower, and upper secondary schools, they study substantially different subjects.

Level	Boys	Girls	Total
Pre-school (0<5)	53%	47%	4,164
Pre-primary (5-6)	52%	48%	21,660
Primary, Lower Secondary	48.5%	51.5%	22,9338
Higher Secondary	49%	51%	74,427

Girls are underrepresented in vocational schools (42%) and boys are underrepresented in gymnasiums 42%.²⁷ Traditional gender roles and stereotypes on which professions are more suitable for women and men contribute to educational choices.²⁸ Upper secondary school dropout is low,²⁹ and boys comprised 79% of dropouts in the 2018/2019 academic year. No in-depth gender analysis exists, but education practitioners and experts state that boys dropout to seek employment amid pressure to provide for their families. Girls and boys from Roma, Ashkali, and Egyptian backgrounds are proportionally represented in primary and lower secondary education, but the percentage of girls attending upper secondary school falls drastically for all three ethnicities. Girls with special needs are underrepresented in all levels of pre-university education, especially in preschool (34% of children with disabilities attending) and primary and lower secondary school (39%), and slightly in upper secondary school as well (48%). While gender analysis on access to education for children with special needs is lacking, preliminary research shows that insufficient resources and gender norms may mean that parents prioritize education for their sons rather than their daughters. Girls and boys face challenges attending all levels of education, including lack of proper materials for learning difficulties, unavailability of physical infrastructure, lack of personal assistants, overcrowded classrooms, etc.³⁰



Men teachers are heavily underrepresented in pre-school education. In the 2019/2020 academic year, only one of 553 preschool teachers (0.2%) was a man.³² Men are also underrepresented among pre-primary, primary, and lower secondary school teachers, while women are underrepresented among

School Level	Men	Women	Total
Pre-School	0.2%	99.8%	553
Pre-Primary, Primary, and Lower Secondary	40.6%	59.4%	17,426
Higher Secondary	56.9%	43.1%	5,255

²¹ KAS, “[Education Statistics in Kosovo 2019/2020](#)”.

²² Data compared to the latest Kosovo census, according to which 50.3% of the population are male and 49.6% female.

²³ KWN, [Who Cares?](#), 2016.

²⁴ Council of Europe, [Intersectional Gender Analysis of Pre-University Education](#), 2020.

²⁵ [Council Conclusions on a strategic framework for European Cooperation in Education and Training](#), 2019.

²⁶ Council of Europe, [Intersectional Gender Analysis of Pre-University Education](#), 2020.

²⁷ KAS, “[Education Statistics in Kosovo 2019/2020](#)”.

²⁸ Council of Europe, [Intersectional Gender Analysis of Pre-University Education](#), 2020; and Helvetas, [Gender Stereotypes and Educational Choices in Kosovo](#), 2019.

²⁹ Ibid. 1,382 cases in 2017/19 and 1,574 cases in 2018/2019. Same source for remainder of paragraph.

³⁰ Farnsworth et al. for USAID, [Gender, LGBTI, and Persons with Disabilities Assessment](#), 2018.

³¹ KAS, “[Education Statistics in Kosovo 2019/2020](#)”, 2020.

³² Ibid.

higher secondary school teachers (43%). Most textbooks are written by men with minimal consultation with gender equality experts.³³

Men are underrepresented in public universities at bachelor (40% in 2019/2020) and master levels. Women are only underrepresented in the Kosovo Academy for Public Safety. Of the 2,117 students at the master level, 64% are women. More women also graduate from bachelor (65% in 2018/2019) and master (52%) studies.³⁴ In Kosovo, 96.9% of women 15-49 are literate compared to 98.5% of men.³⁵ More specifically, 63.8% of Roma, Ashkali, and Egyptian women ages 15-49 are literate, compared to 81.4% of men.³⁶

EMPLOYMENT

The Kosovo [Labour Law](#) prohibits all forms of discrimination in employment, recruitment, training, promotion, disciplinary measures, and employment conditions. The [Law on Safety and Health at Work](#) obliges employers to ensure equal treatment of all employees in safety and health measures, particularly pregnant women, breastfeeding women, and persons with disabilities.

Only 40% of working age persons participate in the labour force (i.e., are working or actively seeking employment), 22% of women and 59% of men.³⁸ Unemployment remains high (25%), particularly among women (33%). Nearly 79% of women are inactive in the labour market, compared to 41% of men. Women tend to be inactive due to care responsibilities at home, for children and the elderly, only 1% of men faced this issue.³⁹

On average, women spend 300% more time on unpaid care activities than men.⁴⁰ Unsafe, unreliable, and/or unavailable public transport also inhibits women in rural areas from securing employment.⁴¹ Gender-based discrimination in hiring, particularly related to [maternity leave provisions](#) where businesses pay, and socialised occupational gender stereotypes also contribute to women's low employment rates.⁴² The informal economy remains widespread, but precise gender-disaggregated data is unavailable.

Indicator	% of	Men	Women	All
Labour force participation		58.9%	21.5%	40.0%
Inactivity rate		41.1%	78.5%	60.0%
Unemployment		21.0%	33.1%	24.6%
Youth unemployment		37.4%	38.1%	37.7%
Youth NEET ³⁷		19.1%	12.5%	17.5%

ENTREPRENEURSHIP

Women are underrepresented in corporate boards, comprising 10% of board members.⁴³ Of 2,034 enterprises active in Kosovo in 2020, 20% were owned by women, 78% by men, and 2% jointly.⁴⁴

Type	Beneficiaries	Owned by women	Owned by men	Amount women received	Amount men received	Total
Micro	18	1 (6%)	17 (94%)	20,000 (6%)	338,350 (94%)	358,350
SMEs	10	2 (20%)	8 (80%)	60,000 (18%)	280,000 (82%)	340,000
Total	28	3 (11%)	25 (89%)	80,000 (11%)	618,350 (89%)	698,350

Several factors contribute to this, including lack of financial and entrepreneurial skills among women, limited access to finance and property, and a stereotypical perception that

³³ Agency for Gender Equality, [Kosovo Program for Gender Equality](#), 2020.

³⁴ KAS, ["Education Statistics in Kosovo 2019/2020"](#), 2020.

³⁵ KAS, [Multiple Indicator Cluster Survey 2019/2020](#), 2020.

³⁶ Ibid

³⁷ Not Employed, in Education, or Training

³⁸ KAS, [Kosovo Labour Market Survey Q3 2020](#), 2021.

³⁹ KWN, [Kosovo Gender Analysis](#).

⁴⁰ Millennium Challenge Corporation, [Kosovo Labour Force and Time Use Study Research Report](#), 2018.

⁴¹ Agency for Gender Equality, [Kosovo Program for Gender Equality](#), 2020.

⁴² Ibid and KWN, [Gender-based Discrimination and Labour in Kosovo](#), 2018.

⁴³ Kosovo Gender Studies Centre, [Gender Quota in Corporate Boards in Kosovo](#), 2019.

⁴⁴ KAS, [Statistical Repertoire of Economic Enterprises in Kosovo Q2](#), 2020.

women lack the skills to manage businesses.⁴⁵ Even considering this, Kosovo Investment and Enterprise Support Agency (KIESA) subsidies befitted men disproportionately more than women (Table 4).⁴⁶ In the first round of grants (for machinery) in 2020, women obtained only three (13%) of 24 grants and 16% of funding. KIESA launched a specific grant for women-owned enterprises to address the disproportionate effects of COVID-19 on women.⁴⁷ Women received all 25 grants in the second round, amounting to €320,079.

POTENTIAL GAP III THEMATIC AREA 3 OBJECTIVES FOR KOSOVO

- 1. Increased access for women, in all their diversity, to decent work, including women's transition to the formal economy and coverage by non-discriminatory and inclusive social protection systems, through support to employment, social assistance, communities, and others. (Aligned with KPGE Specific Objective 1.1).
- 2. Improved policy, legal framework and access to care services enabling equal division of domestic and care work between women and men, through political dialogue and education funds. (Aligned with KPGE Specific Objective 1.2).
- 3. Increased access for women in all their diversity to financial services and products, and productive resources, through competitiveness and communities-related funding. (Aligned with KPGE Specific Objective 1.2).
- 4. Women in all their diversity have improved access to entrepreneurship opportunities, including social entrepreneurship, alternative livelihoods and strengthened participation in the green and circular economy, through competitiveness programming. (Aligned with KPGE Specific Objective 1.2).
- 5. Improved access for women in all their diversity to managerial and leadership roles in social and economic sectors and fora, through competitiveness programming. (Aligned with KPGE Specific Objective 1.2).
- 6. Reduction in gender disparities in enrolment, progression and retention at all levels of education and lifelong learning for women, men, girls and boys, through education programs. (Aligned with KPGE Specific Objective 2.1).
- 7. Improved regulatory framework for ensuring equal access to universal and public quality preventive, curative and rehabilitative physical and mental health care services for women, men, girls and boys, in all their diversity, including in crisis situations, through political dialogue. (Aligned with KPGE Specific Objective 2.1).
- 8. Improved access to safe water and sanitation facilities, disaggregated at least by sex. (Aligned with KPGE Specific Objective 2.1).
- 9. Public health systems have sufficient and sustained financing to address the health needs of women and girls in all their diversity. (Aligned with KPGE Specific Objective 2.1).

⁴⁵ Agency for Gender Equality, [Kosovo Program for Gender Equality](#), 2020.

⁴⁶ Data from KIESA, April 2021.

⁴⁷ Isufi, Antigona, "[Code for Support to Women's Businesses in Kosovo Adopted](#)" [in Albanian], *Kallxo*, 30 July 2020.



4. PROMOTING EQUAL PARTICIPATION AND LEADERSHIP

Women's equal participation in decision-making is a fundamental right, protected by the [Law on Gender Equality](#); it also relates to democracy, good governance, neighbourly relations, cross-border cooperation, and all IPA III funding windows. In all central and municipal elections since 2013, women have comprised less than 40% of voters (Figure 3). Women remain underrepresented in Municipal Election Commissions, the Voting Center Commission, and Central Election Commission.⁴⁸ Increasingly more women are being elected to parliament without the gender quota (Figure 4). However,

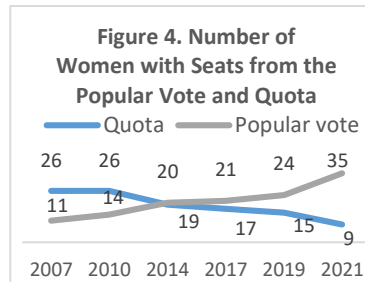
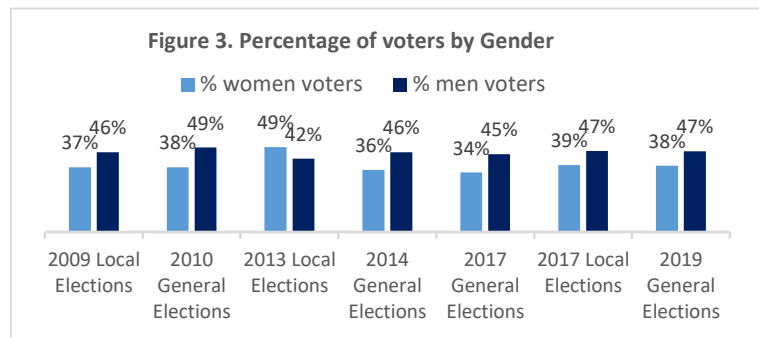


Table 6. Ministers by Gender

Year	Women	Men	Total
2011-2014	12%	88%	17
2014-2017	11%	89%	19
2017-2019	10%	90%	21
2020 (Kurti)	33%	67%	15
2020 (Hoti)	19%	81%	16
2021	33%	67%	15

despite improvements, women remain underrepresented in leadership positions. No woman has ever been Prime Minister, and women have been under-represented as ministers (Table 6) and deputy ministers (only 20% since 2008). Aside from the lead, women have been largely left out of the dialogue with Serbia, as experts and in public consultations. Women comprise 44% of civil servants at the central level and 33% at the municipal level. Women tend to be underrepresented in decision-making levels. Although it is [a legal obligation](#), Kosovo has yet to fully institutionalize gender responsive budgeting.⁴⁹ Data on women and men's participation in public consultations is unavailable. While evidence shows they are key instigators of social change, women's rights civil society organisations (CSOs) face challenges accessing sustained funding; 86% report lacking resources and 16% have never had funding.⁵⁰ Though they provide crucial state services, shelters have had to close periodically due to funding gaps. Women human rights defenders periodically face smear campaigns and threats.

POTENTIAL GAP III THEMATIC AREA 4 OBJECTIVES FOR KOSOVO

- 1. Enabling conditions created for equal participation of women, men, girls and boys, in all their diversity, in decision-making, through political dialogue and CSF. (Aligned with KPGE Objective 3.2.)
- 2. Women and girls, in all their diversity, have improved access to justice to safeguard their civil and political rights, through rule of law and CSF programs. (Aligned with KPGE Objective 3.2.)
- 3. Women's organisations, other CSOs and women human rights defenders working for gender equality and women's and girls' empowerment and rights work more freely and are better protected by law, via political dialogue and CSF. (Aligned with KPGE Objective 3.2.)
- 4. Equitable social norms, attitudes and behaviours promoting equal participation and leadership fostered at community and individual levels through civic education, media, education and culture at all levels, via political dialogue, outreach, education programs, and CSF. (Aligned with KPGE Objective 3.2.)

⁴⁸ Agency for Gender Equality, [Kosovo Program for Gender Equality](#), 2020.

⁴⁹ For more see KWN, "[Monitoring the Implementation of SDG Indicator 5.c.1 in Kosovo](#)", 2020.

⁵⁰ KWN, [Where's the Money for Women's Rights? Funding Trends in the Western Balkans](#), Kvinna till Kvinna Foundation, 2020.



5. INTEGRATING THE WOMEN, PEACE AND SECURITY AGENDA

During the war, women supported conflict resolution; provided education, humanitarian aid, and healthcare; documented human rights violations; and held demonstrations seeking peace.⁵¹ After the war, women engaged in peacebuilding through politics, interethnic peacebuilding, networking, and address of violence. Despite their contributions, women were left out of negotiations with Serbia, so they organized parallel talks and activities to make their voices heard. The Kosovo-Serbia Dialogue was led by a woman 2011-2017, but women's priorities like missing persons, justice for survivors of sexual violence, return of social security savings, and reparations were not addressed. International peace-brokers have regularly failed to meet women and hear their concerns. Although improved, women also have remained underrepresented in foreign missions, comprising 26% of 1,071 officials in foreign missions from 2008 to 2019. While a [law](#) provides some benefits for survivors of sexual violence perpetrated during the war since 2014, there have been no official reparations and impunity has prevailed. Relief and recovery efforts initially did not always address diverse women's needs. While the gender mainstreaming of such programming has improved over time, gender-disaggregated data on actual beneficiaries remains limited.

POTENTIAL GAP III THEMATIC AREA 5 OBJECTIVES FOR KOSOVO

As Kosovo is a post-conflict country, all objectives are relevant: 1) Participation, 2) Gender Mainstreaming, 3) Lead by Example, 4) Prevention, 5) Protection, 6) Relief and Recovery. This will be aligned with KPGE Specific Objective 3.3: "Increasing women's participation in the negotiation, peace and reconciliation processes, in diplomatic missions and missions abroad", among others.



6. GREEN TRANSITION AND DIGITALIZATION

ENVIRONMENT

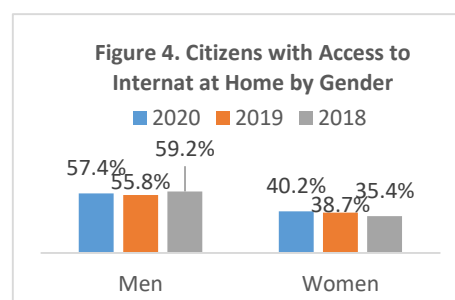
Limited in-depth gender analysis exists related to climate change and environment. Kosovo lacks a monitoring, reporting, and verification system that includes obligations to report on gender, as per GAP III. The Ministry of Environment and Spatial Planning (MESP) conducted prior gender analyses, but these do not seem to have been updated.⁵² Women in MESP remain underrepresented, particularly in decision-making positions.⁵³

Table 7. Gender Disaggregated data on MESP employees

Year	Total	Women	Men	Women in Decision-making	Men in Decision-making
2018	251	37.8%	62.2%	34.8%	65.2%
2019	248	37.1%	62.9%	36%	64%
2020	249	40.5%	59.4	34%	66%

DIGITALISATION

The number of households with access to internet has increased from 93% in 2019 to 96% in 2020.⁵⁴ Men have consistently had better internet access. In 2020, 57% of men reported using internet at home, compared to 40% of women.⁵⁵ Women seem underrepresented in the Internet Communication Technology sector (ICT); only 22% of sector employees were women in 2014, and newer data is



⁵¹ KWN, *A Seat at the Table*, forthcoming 2021. Entire paragraph based on this report.

⁵² MESP, Institutional Gender Analysis, 2017. KWN, [Budgeting for a Better Environment](#), 2016 and another in 2017. MESP will send updated data on public consultations, institutional representation, and training attendance.

⁵³ Data obtained from MESP, April 2021.

⁵⁴ KAS, [Survey on Use of Information and Communication Technology](#), 2020.

⁵⁵ Ibid.

unavailable.⁵⁶ Fewer young women than men graduate from ICT-related majors at the University of Pristina.⁵⁷

POTENTIAL GAP III THEMATIC AREA 6 OBJECTIVES FOR KOSOVO

- 1. Increased participation of women and girls in all their diversity in decision-making processes on environment and climate change issues, via all environment-related programming and political dialogue.
- 2. Strategies and agreements on climate mitigation, adaptation, disaster risk reduction and sustainable management of natural resources and biodiversity are more gender-responsive, via environment programming and political dialogue.
- 3. Women, men, girls, and boys, in all their diversity, addressing climate change in their daily lives and preserving the natural environment are recognised and valued, through environment programming and civil society support, including regional programs.
- 4. Women and men in all their diversity, increasingly participate in and have improved access to jobs, entrepreneurship opportunities and alternative livelihoods in the green economy and the circular economy, via environment and competitiveness programming.
- 5. Women, men, girls, and boys, in all their diversity, participate equally in policy- and decision-making for the digital world, on local, national, regional and international levels, and are represented in these policies and decisions, via digital transition and education programming.
- 6. Women, men, girls, and boys in all their diversity have equal access to affordable and secure broadband, technology, and digital tools.
- 7. Women, men, girls, and boys are equally provided with and using equally public digital literacy.
- 8. Women, men, girls, and boys in all their diversity participate fully and equally in the digital economy, via circular economy programming.

⁵⁶ STIKK, "[Women in Technology](#)", Position Paper, 2014.

⁵⁷ Millennium Foundation Kosovo, "[Graduates Data](#)", 2019, accessed April 2021. See second graph.