



*Kosovo Women's Network*

*Serving, Protecting and Promoting the Rights of Women and Girls*

# **Annual Report 2021**



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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 a Strategy for 2019-2022 (on the KWN [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 in six programs: 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 aforementioned six programs and related 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 2021. The following sections contain information on the progress made towards each objective and the expected results, 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 objective of this program is to empower the existing feminist movement in Kosovo, and the Western Balkan region. KWN has made progress towards achieving this objective, as shown by the following indicators:

- KWN has implemented approximately 70% of its Strategy;
- Women and men have undertaken ten initiatives in 2021, 49 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**

From 12-14 November, KWN organized a Feminist Strategy Planning meeting in Durrës, Albania. In compliance with safeguard measures against COVID-19, more than 100 KWN member organisations



worked together on a feminist strategy. This strategy will be finalized soon and given to members for final review and approval as part of KWN's next organizational strategy.

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

KWN's experience suggests that supporting and maintaining solidarity among women's organizations is crucial to building a sustainable women's movement. In this regard, KWN made progress towards achieving its aims for 2021. KWN continued to maintain partnerships among women's rights organisations in the region through its participation in five regional, interethnic coalitions. Overall, KWN has supported at least 251 partnerships, coalitions and joint initiatives undertaken 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**

KWN continued to inform its members about initiatives, KWN activities, and funding opportunities. KWN held four membership meetings, in which 140 different members, partners, and supporters exchanged information and were informed about KWN and its members' ongoing activities. Since 2015, a total of 1,335 women and men have attended KWN meetings. During these meetings, 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 to draft the KWN Feminist Strategy in Durrës in October 2021.*



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

In 2021, KWN engaged 115 young women and men 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 18 inter-ethnic initiatives in 2021. The Network continued providing opportunities for inter-ethnic cooperation among organisations, which received grants through the Kosovo Women's Fund for furthering women's labour rights 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 WB and Republic of Moldova, seeking to institutionalize gender responsive budgeting; a network of organizations researching funding for gender equality and women's rights; and the Network against Gender-based Violence against Women and Girls in the WB, involving WCSOs from five countries in



improving rehabilitation and reintegration services for survivors of gender based violence. KWN remained a member of Association for Women's Rights in Development (AWID), an international feminist membership organization committed to achieving gender equality and sustainable development. In 2021, KWN became a proud member of the European Women's Lobby. KWN has also participated the Human Rights Committee, a group of CSOs annually monitoring and reporting on human rights in Kosovo from a civil society perspective.

### **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 CSOs from the region receiving grants. During 2021, KWN collaborated with 50 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 27 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 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 increased its Facebook likes from 18,018 in 2018 to 24,615 in 2021. On Twitter and Instagram, the number of followers increased from 780 to 1,432 and from 1,279 to 2,860, respectively. Kosovar Women's Voice newsletter reaches 840 people worldwide. In 2021, KWN and its members had at least 413 media appearances and sent 36 press releases, including:

1. [The Security and Gender Group urges Central Election Commission to Adhere to Requirements set out Under the LGE](#)
2. [KWN Urges Political Parties to Refrain from Using Threatening and Offensive Language](#)
3. [KWN Supports the Protest in Prizren: Justice for Every Woman Murdered!](#)
4. [KWN Appeals: Vote for More Women in Parliament](#)
5. [KWN Congratulates CEC on Successful Conduct of Elections](#)
6. [KWN: Elections Proved the Strength of Women – Efforts for Equality Continue](#)
7. [KWN, ADA, Sida Sign Contract for Advancing Women's Rights in Kosovo](#)
8. [KWN: State to Prevent Murders of Women](#)
9. [KWN Urges the New Government to Implement Law on Gender Equality When Appointing Its Cabinet](#)



10. [KWN Launches the Report: A Seat at The Table](#)
11. [KWN: Women Are Being Murdered and Violated, Justice Turns a Blind Eye](#)
12. [KWN Launches the Report: From Laws to Action](#)
13. [KWN Demands for Including Women and their Needs in Dialogue with Serbia](#)
14. [KWN Supports the Protest Against the Sexual Harassment of a Minor](#)
15. [KWN Welcomes Life Sentence for Pajazitaj, Demands Fighting Violence against Women Without Compromise](#)
16. [KWN Opposes the Dismissal of the President of CEC](#)
17. [KWN Condemns Shala's Sexist Language](#)
18. [KWN Sends an Open Letter to Political Parties: Calls for Equal Participations of Women in Local Elections](#)
19. [KWN Encourages Kosovo Police to Investigate Establishments Used for Forced Prostitution](#)
20. [KWN, Part of CSOs of the Region Drafting Protocol for Online Counselling for Women Experiencing Violence](#)
21. [KWN: Violence against Girls Continues, Institutions Remain Silent](#)
22. [Gender Equality on Local Elections Is Required by Law](#)
23. [KWN with Recommendations for Municipal Budget for 2022: Implement Gender Responsive Budgeting](#)
24. [KWN Demands Maximum Sentence for the Murder of an 18-Year-Old Girl](#)
25. [Kosovo Women's Fund Allocates €109,312 for 23 Organizations in Kosovo](#)





26. [Kosovo Women's Fund Allocates Additional €49,673 for 11 Organizations in Kosovo](#)
27. [KWN Opposes Reduction of Sentence for Nuhi Mavrovqani, Calls on Justice Institutions not to Remain Silent](#)
28. [KWN Starts Campaign "Vote for more women in local KWN elections"](#)
29. [KWN Demands Urgent Response by Justice Institutions to the Rape of 12-Year-Old Girl in Kamenica](#)
30. [Justice Institutions Continue to Encourage the Abusers of Young Women](#)
31. [KWN Calls: Vote for More Women in Local Elections](#)
32. [KWN and UN Women Send the Recommendations for 2022 Budget Appropriations: Gender Responsive Budgeting Is Required](#)
33. [Kosova Women's Fund Supports Eight Organisations with Nearly €80,000](#)
34. [KWN: There Is No Justice For Women While There Is No Punishment For Murderers](#)
35. [KWN Launches Gender Responsive Family Policies Awareness Campaign](#)
36. [Surrounded by Friends, KWN Holds 19th Members Annual Meeting](#)



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

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

In 2021, the Kosovo Women's Fund (KWF) allocated 42 grants to 36 organisations in Kosovo amounting €238,734. The grants are supported by the European Union (EU) Office in Kosovo (€90,732), Austrian Development Agency (ADA) co-funded by the Swedish International Development Cooperation Agency (Sida) through the Embassy of Sweden in Prishtina (€49,683) and the United Nations Population Fund in Kosovo (UNFPA) (€18,579). Also, during 2021, KWF provided for the first-time core support to eight KWN member organisations committed to furthering



*KWN organised an Orientation Session with 34 KWF beneficiaries in September 2021.*



women's rights and gender equality in Kosovo, funded by Sigrid Rausing Trust (€79,740).

KWN-supported initiatives in 2021 have included:

1. Partners Kosova with the initiative: "Women make the change" (€5,000 funded by EU)
2. Down Syndrome Kosova with the initiative: "Involving persons with disabilities in decision-making" (€5,000 funded by EU)
3. Women's Association "*Me Dorë në Zemër*" with the initiative: "Empowering the role of women in public processes, as a guarantee for good governance" (€4,967 funded by EU)
4. Nas Dom with the initiative: "Feminism for beginners" (€4,998 funded by EU)
5. Women's Association Aureola with the initiative: "Increasing women's participation in decision-making" (€4,999 funded by EU)
6. Art Without Limits with the initiative: "Empowering persons with disabilities through art" (€4,984 funded by EU)
7. Youth Association for Human Rights with the initiative: "Achieving gender equality in decision-making" (€4,923 funded by EU)
8. In Time with the initiative: "Improving women's participation in politics and decision-making processes towards women's economic empowerment" (€4,866 funded by EU)
9. Minority Community Center with the initiative: "I have the right to be informed!" (€5,000 funded by EU)



10. Moravski Biser with the initiative: “Involvement of women from rural areas in public and political life” (€4,767 funded by EU)
11. Glas Zena Partes with the initiative: “Involvement of women in decision-making processes at local level in the municipality of Partes” (€3,640 funded by EU)
12. The Kosovo Midwifery Association with the initiative: “Improving reproductive healthcare of women and girls” (€4,987 funded by EU)
13. Shqiponjat e Dardanës with the initiative: “Supporting women candidates for municipal assembly and raising awareness of rural women and girls about the role of their vote” (€4,895 funded by EU)
14. Vizionida with the initiative: “Promotion of women in politics and decision making in the Municipality of Shtime” (€3,795 funded by EU)
15. Jeto Vepro dhe Krijo with the initiative: “Promoting and supporting women and girls to participate in decision-making” (€4,993 funded by EU)
16. Independent Initiative for Blind People with the initiative: “Access of people with disabilities to public services” (€4,992 funded by EU)
17. Okarina e Runikut with the initiative: “Women’s Empowerment in Politics and Decision Making” (€4,951 funded by EU)
18. Era Fruit with the initiative: “Empowerment through higher representation of women in local politics” (€4,997 funded by EU)



19. Svet Andjela with the initiative: “Increasing women’s participation in the electoral process” (€3,975 funded by EU)
20. Gruaja Hyjnore with the initiative: “Sexual education as a subject in primary and secondary schools” (€4,974 funded by ADA, co-funded by Sida)
21. Humanus Vita with the initiative: “Raising awareness among youth about sexual harassment and assaults and the importance of early reporting” (€4,754 funded by ADA, co-funded by Sida)
22. Center for the Promotion of Women’s Rights with the initiative: “Psychosocial services for women who experienced sexual violence during the war in Kosovo” (€4,006 funded by ADA, co-funded by Sida)
23. Handikos Mitrovica with the initiative: “Reproductive health and sex education for women and girls with disabilities in the municipality of Mitrovica” (€4,432 funded by ADA, co-funded by Sida)
24. Women’s Association Jeta with the initiative: “Empowering women and youth to prevent gender-based violence in line with the Istanbul Convention” (€4,856 funded by ADA, co-funded by Sida)
25. Women’s Association Ura Sociale with the initiative: “Raising awareness for prevention of sexual harassment” (€4,317 funded by ADA, co-funded by Sida)
26. Institute for Applied Psychology with the initiative: “Supporting teenage girls to overcome social and emotional problems” (€4,188 funded by ADA, co-funded by Sida)



27. Norma Lawyers Association with the initiative: “Learn and act, for a life free of gender-based violence” (€4,970 funded by ADA, co-funded by Sida)
28. Women’s Center ATO with the initiative: “Reproductive health education” (€4,552 funded by ADA, co-funded by Sida)
29. Women’s Association Women Farmers with the initiative: “Sexual education for youth” (€3,705 funded by ADA, co-funded by Sida)
30. Zensko Pravo with the initiative: “Prevention of violence against women in northern Kosovo” (€4,927 funded by ADA, co-funded by Sida)
31. Business Women Mitrovica with the initiative: “Promoting employment through family-friendly workplace” (€4,537 funded by UNFPA)
32. Women’s Association Drugëza with the initiative: “Empowering women in business, a good practice of promoting gender equality” (€4,530 funded by UNFPA)
33. Organization for Local Reforms – EULOC with the initiative: “Promoting family friendly policies and workplaces in the Municipality of Vitia” (€4,512 funded by UNFPA)
34. Lipjan Youth Centre with the initiative: “Promoting family friendly policies at the local level” (€4,999 funded by UNFPA)
35. Committee of Blind Women of Kosovo– Core support (€10,000 funded by Sigrid Rausing Trust)
36. In Time – Core support (€10,000 funded by Sigrid Rausing Trust)
37. Lawyers Association Norma – Core support (€9,998 funded by Sigrid Rausing Trust)



38. Moravski Biser – Core support (€9,762 funded by Sigrid Rausing Trust)
39. NGO “Drugëza” – Core support (€9,993 funded by Sigrid Rausing Trust)
40. NGO “Gruaja Hyjnore” – Core Support (€9,998 funded by Sigrid Rausing Trust)
41. NGO “Me dorë në zemër” – Core Support (€9,999 funded by Sigrid Rausing Trust)
42. Women’s Alliance for Integration – Core support (€9,990.00 funded by Sigrid Rausing Trust)

Since Autumn 2012, KWF recipients undertook at least 515 advocacy initiatives with support from KWF, and more than 24,387 persons have benefited from KWN members’ initiatives. In 2021, KWN staff members provided around 2,552 mentoring sessions via e-mail, telephone and a few individual meetings with 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 I. contains a list of all grants awarded by KWF to KWN members in 2021 and their expected results.



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

In 2020, KWN and its partners in the Coalition of Women's Rights Organisations against Discrimination in the WB awarded 14 grants to CSOs in the region through KWF. Of these, six grants (one per each WB country) supported CSOs focused on providing legal aid and monitoring courts. Two grants (one in both Serbia and Albania) funded CSOs' advocacy for legal and policy changes and/or improved institutional response. 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 successfully implemented their actions in 2021, including adjusting their initiatives to address issues related to COVID-19:

#### **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 I I - 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”.



### ***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 two workshop for staff members one on "Judicial remedies before EU Institutions and International Law bodies" and the other on "Disability rights and Gender in Kosovo".



## Improve the funding climate for women's rights organisations

Although some advocacy initiatives can be undertaken on a voluntary basis, women's rights organisations (WCOSOs) 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 2021, KWN met several funders and sent policy briefs to make funders more aware of WCOSOs' financing needs. Following advocacy, KWN contributed to securing additional resources for WCOSOs in Kosovo and the region, as shown by the substantial increase in funds provided through the Kosovo Women's Fund this year.

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

KWN finalized its Philanthropy Strategy, which identifies 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. KWN started some initial efforts towards implementing this Strategy. This included introducing "KWN Merch", merchandise with feminist



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



messaging, available in person or online. Donations received for these items contribute to the KWN Sustainability 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 €33,448 in 2021.

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

In 2020, KWN published landmark research, [\*Where's the Money for Women's Rights?\*](#), which examined 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. In 2021, KWN, together with the Kvinna till Kvinna Foundation and partner WCSOs in the WB, organised several additional follow-up meetings with funders towards realizing the recommendations on WCSOs' funding needs. With the Autonomous Women's Centre and partners in the Network against Gender-based Violence against Women and Girls in the Western Balkans, KWN prepared a brief summarising this research to be published by the European Women's Lobby. KWN used the 2021 UN Generation Equality Forum (GEF) as a platform to advocate for better and more diverse financing for WCSOs and Feminist Movements. KWN produced a [\*position paper\*](#) signed by a coalition of 145 WCSOs and submitted it to Action Coalitions at the GEF. Amongst various issues, the paper advocated for the need to establish more diverse funding modalities, namely multiyear and core funding. It highlighted the

necessity and benefits of such funding, which can contribute towards more strategic long-term actions, flexibility amid political instability and conflict, enhanced capacities, and sustainability of WCSOs and movements.

In addition, KWN drafted a [Commentary on IPA III: Missed and Remaining Opportunities for Furthering Gender Equality](#) with recommendations that included improving support to WCSOs. KWN sent this brief to several actors in the European Commission and EU delegations, including the EU Office in Kosovo (EUOK). KWN also advocated for recommendations during advocacy meetings with various EU officials.

KWN improved the knowledge and understanding of relevant EU bodies regarding the types of support that diverse WCSOs need during the EU Advocacy Week organised by Kvinna till Kvinna. Through various meetings with EU officials involved in policy-making processes of EU External Financing, KWN raised the need for earmarked funding for WCSOs, and sustainable funding for the feminist movement. An informative meeting related to these matters took place with Michela Matuella, Acting Director for Western Balkans, DG NEAR, and Charlotte Isaksson, Gender Adviser, European External Action Service.

KWN also signed a letter by the [Balkan Civil Society Development Network](#), calling for the EU Civil Society Facility to support local organisations directly. Further, together with its partners in the region, KWN has nearly finished two policy briefs recommending needed funding from the EU Civil Society Facility for addressing gender-based violence and gender-based discrimination in labour, respectively in the WB.



KWN experts continued to support the EUOK, ADA, Caritas, and other for-profit and non-profit contractors implementing development programs in Kosovo, recommending opportunities where collaboration with (and support to) WCSOs would contribute to the effectiveness of their development actions. In some instances, this translated into contractors engaging WCSOs as partners and supporting their work.

***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. KWN sent recommendations for improving the tax system and gender mainstreaming public policies, such as the Economic Reform Program and related to the Stabilisation and Association Agreement (SAA) sub-committee (SC) meeting on Economic, Financial Issues and Statistics.



## 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. In snap parliamentary elections in 2021, a woman candidate received the most votes of any political candidate in the history of Kosovo, and over 60% of women citizens participated in the elections. Further, 43 women were elected as members of parliament (MPs), four more than in 2019, an increase from 32.5% to 35.8% in the last elections. Only nine women were elected due to the quota, whereas 34 won a seat with the popular vote. The current Government of Kosovo has appointed two women as deputy prime ministers, and out of 15 ministries, five are led by women (an increase from 18.8% in the last elections to 33.3% in 2021). In the 2021 local elections, two Serbian women were elected as mayors and 364 women were elected to municipal assemblies. Further, two Ashkali and Egyptian women and a woman with different abilities were elected in municipal assemblies, showing improvement in their representation compared to prior years.

Towards women's improved participation in politics and decision-making in 2021, 7 policies were 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.





In terms of increasing a gender perspective in policy making, by taking into account the needs of women and men, a total of eight policies, national and on the EU level were published, incorporating recommendations of KWN. KWN monitors the drafting of policies on the national level, providing input via public hearings and the public consultation platform. KWN also monitors the EU Accession Process to integrate a gender perspective also in EU documents, considering that gender equality is a fundamental value of the EU. The following are documents that have been published in 2021, with KWN's input incorporated:

1. Economic Reform Program 2021-2023
2. European Reform Agenda II Action Plan
3. European Commission's Kosovo Report 2021
4. National Program for the Stabilisation Association Agreement 2021-2025
5. The EU Gender Action Plan III
6. GAP III Country Level Implementation Plan
7. Regulation (EU) 2021/1529 of the European Parliament and of the Council of 15 September 2021 establishing the Instrument for Pre-Accession assistance (IPA III)
8. The Program for the Protection and Promotion of Human Rights and Fundamental Freedoms (2021-2025) and the Action Plan for the implementation of the Program for the Protection and Promotion of Human Rights and Fundamental Freedoms (2021-2023)

In relation to gender-responsive budgeting, the number of budget organisations that have submitted an annex with information related to gender-responsive budgeting, as per Budget Circulars, has increased to 62 budget organizations. This year, 27 of 38 local budget organizations (71%) have submitted their annex as part of their 2022 Budget request, and 15 (39.4%) submitted it for their Midterm Budget Framework. Meanwhile, 35 of 51 central level budget organisations (68%) submitted their annex with their 2022 budget request. While not directly a result of KWN's work, we believe that KWN and its members have contributed to this improvement indirectly through advocacy at municipal and national levels, and it is a result of KWN's earlier work with the Ministry of Finance to initially introduce this requirement into budget circulars.

Further, Kosovo and EU officials took 10 actions to address issues raised by women, related to gender mainstreaming the EU Accession Process, following KWN's advocacy this year:

1. Improvement on the consultation process of these meetings was noted, especially from the EU, as agendas were always shared in advance, and EU officials whom KWN met with, assured that the issues we brought to the table were crucial, and would be raised during the SAA SC meetings with the government.
2. The Published Economic-Reform Program 2021-2023 (ERP), which the EUO and government consulted with KWN has shown the most gender perspective of all ERPs drafted so far, having incorporated substantial input from KWN as well as including a better gender perspective, based on lessons learned from previous years where KWN had provided recommendations.



3. The Prime Minister's Office published the Economic Reform Agenda (ERA) II Action Plan with KWN's input incorporated and committed to engage WCSOs and KWN specifically in monitoring and implementing the Action Plan, in corresponding pillars.
4. The EUO invited and consulted WCSOs on compiling input for the 2021 Kosovo Progress Report.
5. The EUO in Kosovo, in close consultation with KWN, organised consultations with WCSOs and CSOs, and finalized the GAP III Country Level Implementation Plan with input from WCSOs.
6. The Opinion of the Committee on Foreign Affairs for the Committee on Women's Rights and Gender Equality on Gender Equality in EU's foreign and security policy (2019/2167(INI)) was published, incorporating 80% of KWN's comments, remarks, and recommendations.
7. GAP III was published, with KWN's recommendations incorporated, specifically on priorities, attention to proposed topics and other changes which were recommended.
8. The IPA III Regulation was published, incorporating input from KWN, especially by incorporating gender equality as a Specific Objective.
9. The Ministry of Justice made changes to the Draft Civil Code, based on KWN's and CSOs' recommendations for the code to be more aligned with EU Gender Equality Acquis and best practices, eliminating provisions endangering women's rights, property rights and marriage. Provisions on prohibiting discrimination on the basis of gender and sexuality are still under discussion within the Civil Code working group.
10. The EUOK and EU Directorate-General for Neighbourhood and Enlargement Negotiations (DG NEAR) organised a consultation meeting with KWN, to get early insights on the upcoming



Economic Reform Program 2022-2024 related to an improved gender perspective in the document.

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

KWN continued its collaboration with the Organisation for Persons with Muscular Dystrophy and Ruka Ruci, increasing the political engagement of approximately nine women with different abilities and 119 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.



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 2021 was 368. Together, Lobby groups undertook 31 advocacy initiatives and contributed to seven policy changes this year. On 24 February, Lobby held its first meeting to discuss “Women and Local Elections”. Representatives of government institutions, local and international organisations, KWN member organisations, and women engaged in politics discussed and shared their experiences regarding women’s participation in politics at the local level. During this meeting, participants discussed the achievements, challenges and necessary advocacy needed to increase the representation of women in politics and decision-making processes. Further, this meeting brought together members of the Lobby in working groups, where attendees identified key points for future advocacy to improve the position of women in local politics.

“We are currently working together with KWN to support and empower women in the upcoming local elections. Today, more than ever, women in politics are supporting each other and we will be here to seize this opportunity”.

Antigona Baxhaku - Idrizi, Director, SHE Solutions



On 7 June 2021, a joint meeting was held with members of KWN, Lobby, and the Coalition for Equality. Approximately 70 participants discussed the involvement of women in local elections.



*Lobby and Coalition members hold a joint meeting in June 2021.*

They also talked about opportunities for advocacy and support for women who want to participate in this election. In the second part of the meeting, the participants were divided into working groups where they discussed broadly about the campaigns and advocacy needed to increase women's participation in local elections.

On December 1, the meeting of Lobby for Gender Equality was held. Around 60 participants discussed together the rights of women in Kosovo, the work of KWN and member organisations to improve the lives of women and girls, and joint advocacy opportunities to

strengthen the feminist movement in Kosovo. An important part of this meeting was Gender Responsive Budgeting (GRB) at the local level, and its role in the socio-economic empowerment of women, as well as the presentation of the Strategic Network for Gender Policies – a network which



was recently created with the aim of improving the genuine participation of women in politics and combating discrimination against women in the political arena, and which KWN is a part

***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 936 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. KWN also continuously informed women in politics about the EU Accession process and ways in which they can engage in it.



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

On 7 June, KWN representatives visited the President of the Republic of Kosovo, Vjosa Osmani-Sadriu, to congratulate her on her election to the office and discuss the possibilities of cooperation for the advancement of gender equality in Kosovo. Together, they discussed the alignment of the Law on General Elections with the Law on Gender Equality, further coordination to combat violence and sexual harassment against women and the involvement of women in the Kosovo-Serbia dialogue through a group of experts. President Osmani stressed that throughout her term, gender equality is one of her priorities along with the rights of children with special needs and environmental issues.



*KWN representatives meet the President of the Republic of Kosovo, Vjosa Osmani, in June 2021.*



KWN, together with many other CSOs, also advocated for improved gender mainstreaming of the Draft Labour Law and the draft Civil Code. KWN continued to push for the need to draft maternity, paternity and parental leave provisions in the upcoming Labour Law in harmony with the EU Work-Life Balance Directive and the Law on Gender Equality. Advocacy points and recommendations related to this issue were sent to SAA SCs as well, such as the SAA Subcommittee on Innovation, Information Society and Social Policy.

Along with Kosovar Gender Studies Center (KGSC), Center for Equality and Liberty (CEL), Center for Social Group Development (CSGD) and Youth Initiative for Human Rights Kosovo (YIHR-KS), KWN advocated strongly for a more gender-sensitive draft Civil Code, for it to better take into account the situation of women in Kosovo, especially related to property and marriage. KWN and the previously listed CSOs also advocated for amending the existing draft Civil Code articles related to Marriage, to not discriminate against or violate the rights of Lesbian, Gay, Bisexual, Trans\*, Intersex, Queer, and other identifying (LGBTIQ+) persons. Recommendations were welcomed from the Ministry of Justice and the Civil Code Project Team, whereas changes will be monitored in the final Civil Code, following its adoption.

KWN continuously requested harmonization of the Law on General Elections and the Law on National Elections with the Law on Gender Equality. This was one of the main recommendations that KWN provided for the EC Kosovo Report, during meetings with SAA SC structures, with the EU Election Monitoring Mission, and during the EU Advocacy week, organised with support from Kvinna till Kvinna. KWN called for harmonisation of these laws during meetings with representatives of EU



Member States, the EU Directorate-General for Neighbourhood and Enlargement Negotiations (DG NEAR), and the Desk Officer for Kosovo.

KWN also advocated for additional laws and policies to integrate an improved gender perspective in line with the requirements of the Law on Gender Equality. A list of these can be found in the section below, on: *Improving gender mainstreaming in documents affiliated with Kosovo's EU Accession and their implementation.*

### ***Increased communication and cooperation among women in politics, women-led organisations 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 71 meetings with women politicians, voters, and CSOs. A list of their initiatives is in Annex 2.

In the context of the ongoing dialogue between Kosovo and Serbia, KWN organised three separate online discussions with diverse young women from the municipalities of Mitrovica, Lipjan, and Vitia on the topic "Security challenges faced by girls". During these discussions, KWN Executive Director Igballe Rogova shared the advocacy strategies they could use to address key challenges and problems that they identified in terms of security. Further, KWN shared with them the findings of the report *A Seat at the Table*.



On 14 April, KWN held an online launching of the report *A Seat at The Table: Women's contributions to and expectations from peacebuilding processes in Kosovo*. This report, supported by UN Women through the Peacebuilding Fund, examines the roles, contributions, and needs of women, particularly young women, related to peace and security processes in Kosovo since 1989. Further, the report explores the role of women's rights organisations in peacebuilding processes. It also contains recommendations for furthering peace and security in Kosovo, including in the context of the continued dialogue between Kosovo and Serbia. The report recommends to increase women's representation in all elected and appointed decision-making positions at national and municipal levels, as per law.

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

On 6 July, KWN sent an open letter to political parties to call for equal participation of women in local elections. As parties were discussing possible candidacies for mayors, KWN called for them to commit to equal inclusion of women and men through: implementing the law on gender equality, providing space for equal representation of women in the media and increasing support for women candidates through the allocation of funds for campaigns.

In July, the KWN Executive Director met with the Chair of the Women's Caucus, Tinka Kurti, and congratulated her on the new post. They discussed the most efficient ways to continue cooperation for further advancing gender equality in Kosovo.

WCOSOs were involved in more, diverse issues and processes (including political dialogues), especially through SAA SC meetings and the EU Accession Process, where they raised issues they considered priorities throughout different advocacy levels, both nationally and in the EU level. KWN has also supported and empowered women to identify and advocate for their priorities. This year the Lobby undertook 25 advocacy initiatives on issues that women consider a priority.



*KWN Executive Director meeting with the Chair of the Women's Caucus, Tinka Kurti, in July 2021*

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

Gender-responsive budgeting (GRB) ensures evidence-based, efficient, and transparent allocation and spending of public funds. KWN has worked and advocated for institutionalization of GRB in Kosovo since 2011.

In 2021, KWN mentored six organisations in carrying out GRB initiatives in Prishtina, Lipjan, Mitrovica, Gjakova, North Mitrovica, and Viti. These organisations included: Organization for Local Reform (EULOC), Undruženje Poslovnih Žena WBA, Mitrovica Women Association for Human Rights, Youth Association for Human Rights, Kosova Woman Initiative, and EcoKos Women. They had previously participated in three GRB trainings for enhancing their capacities and knowledge on GRB as part of the Gender Budget Watchdog Network (GBWN) joint action. Their actions included, 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.”

The sub-grant beneficiaries have worked with different target groups in Kosovo but mainly with Directorates of Budget and Finance in their respective municipalities, as well as other Directorates and other municipal institutions. With their knowledge gained on GRB during the trainings as well as

the support of KWN during this year, they have managed to reach approximately 3600 direct and indirect beneficiaries.

KWN has continued to advocate for implementation of United Nations (UN) Sustainable Development Goal (SDG) [Indicator 5.c.1](#), as per Kosovo's commitments to implementing SDGs and GRB; as well as for recommendations put forth in KWN's Gender Fiscal Budget Analysis "*The Pandemic knows no Gender?*". It is important to note that the Economic Revival Package, launched in June, includes four gender positive measures, which is more than the prior packages in response to the COVID-19 pandemic.

Recommendations from these two research documents, among others for more gender-responsive budgeting at the municipal level, have been shared with KWN members during public discussions on Budget Appropriations for 2022. KWN members have had the chance to voice shared concerns and recommendations to their respective municipal representatives and make an impact on the budget appropriations for the upcoming year. Moreover, in November, KWN jointly with UN Women sent a letter to each MP at the Assembly of the Republic of Kosovo. This letter had 10 concrete recommendations regarding the institutionalization of GRB and its inclusion in the budget process for 2022.



## **Improve and increase the participation of WCSOs in the EU Accession process**

KWN has regularly contributed to the involvement of member organisations 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 2021 Progress Report. Further, 50% of these recommendations were reflected in this year's report, which continues to show a better gender perspective and more inclusive reporting in different sectors, among the main requests of KWN throughout the years. KWN also assisted many WCSOs, both local and regional, to provide their recommendations for the TACSO consultation process on IPA III; 13 WCSOs participated in these processes. More specifically, KWN undertook the following joint advocacy initiatives during this period:

- WCSOs were involved in more, diverse issues and processes (political dialogues), especially through SAA SC meetings. KWN observed improvements in these consultation processes, especially from the EU, as agendas were always shared in advance, and officials whom KWN met with, assured that the issues we brought to the table were crucial, and would definitely be raised during the SAA SC meetings with the government. During each meeting, the EU was interested to draw from KWN's expertise, and consulted KWN on how to include more WCSOs substantially into these meetings, so that they can provide their input or recommendations directly.

- KWN consulted WCSOs on recommendations for the upcoming Kosovo Progress Report, and their compiled joint input was sent to the EUOK. Prior to this, KWN held meetings with WCSOs to discuss priorities and main aspects of advocacy.
- KWN commented and provided recommendations for the new European Reform Agenda Action Plan II to the Kosovo government, through the public consultation platform.
- KWN sent compiled recommendations and input for the European Reform Agenda II Action Plan, to the EUO Gender Focal Point, Ereza Pula; Reyes Charle Cuellar, EUO Gender Adviser; and Maria Berishaj Sylejmani, EUO, Human Rights including gender issues, Political Section.
- KWN provided recommendations for the DG NEAR Guidelines and Strategic Directions for EU Support to Civil Society in the Enlargement Region 2021-2027.
- KWN informed with specific recommendations the Opinion of the Committee on Foreign Affairs for the Committee on Women's Rights and Gender Equality on Gender Equality in EU's foreign and security policy (2019/2167(INI)). Most of KWN recommendations were incorporated in the final opinion, which was shared with KWN from Rapporteur for opinion: Hannah Neumann, who thanked KWN for its contribution. KWN also received a thankful note from Anne Morin, Political Advisor Committee on Foreign Affairs, Sub-committee on Security and Defence who expressed her appreciation for the "very comprehensive work KWN has done on the file" (Opinion), adding that KWN's input will be extremely relevant and will feed into their parliamentary work on GAP III.





- KWN gender mainstreamed and commented on the draft Strategy of Kosovo for Rule of Law, using most of the recommendations which WCSOs had provided for the EC Kosovo Progress Report, to inform the Strategy, especially on gender-based violence.
- KWN commented and substantially gender mainstreamed the draft Law on Social and Family Services, noting and putting an emphasis on negative stereotypes that the draft-law in was reinforcing. On this, KWN consulted with a professional on social services, as well as consulted shelters in Kosovo for related recommendations, due to the importance of this draft-law.
- KWN raised awareness on the process of drafting of GAP III Country Level Implementation Plans and organised consultation meetings with WCSOs and CSOs on the GAP III Country Level Implementation Plan (CLIP), gathering input and insights that informed the finalization of CLIP.
- KWN prepared a contribution to the European Women's Lobby Central Eastern Europe, Baltic and Balkan States & Turkey (CEEBS) report, in close cooperation with the Autonomous Women's Centre in Serbia and members of the regional network to address gender-based violence, on the topic of funding for women's rights in the Western Balkans.
- KWN advocated continuously for the Draft Civil Code to be aligned with EU Gender Equality Acquis and best practices, on provisions endangering women's rights, marriage, and prohibiting discrimination on the basis of gender and sexuality.
- KWN participated in six consultation meetings related to the SAA: SAA SC meeting on Justice, Freedom and Security (two separate meetings with the government and the EU, respectively); SAA



SC meeting on Transport, Environment, Energy, and Regional Development; SAA SC meeting on Trade, Industry, SMEs, Free Movement of Goods, Customs and Taxation; SAA SC meeting on Agro-Culture and Fisheries; and SAA SC meeting on Trade, Industry, SMEs, Free Movement of Goods, Customs and Taxation.

- Consulted KWN members on issues to raise during the EU Advocacy Week 2021; KWN members' recommendations were shared with several EU officials.

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

On 25 March, KWN held a capacity building workshop with 32 participants from 17 WCSOs, following the approval of the new EU Gender Action Plan (GAP) III. The workshop was facilitated by Nicole Farnsworth, KWN Program Director and Lead Researcher, who also has continued to serve as an expert to the EU under a contract with KWN. This has provided KWN with added knowledge and expertise related to GAP III and related EU processes, which KWN sought to share with other activists in the region, as relevant to their work (always in accordance with agreed confidentiality principles and permissions provided in advance by the EU). The Workshop's aim was to empower activists to engage in supporting, monitoring and advocating for the implementation of GAP III. It walked participants through the nature of GAP III, as a staff working document; its objectives and indicators; its alignment and harmonization with other EU policy commitments; EU delegations' obligations deriving from GAP III, such as to conduct targeted consultation processes; the responsibilities of EU Member States; and



opportunities for civil society engagement. Workshop participants included all partner organisations in the “Gender Mainstreaming of the EU Accession Process” Action, co-funded by the EU and Sida, as well as other interested WCSOs in the region. Notably, the organisations participating represented the interests of youth, minority ethnic groups including Roma, and vulnerable persons, including women who have suffered gender-based violence.

On 15 May, KWN led a workshop for women with disabilities from the Organization of Persons with Muscular Dystrophy of Kosovo (OPMDK). All participants were women with disabilities from diverse geographical areas of Kosovo, who learned more about how and why to advocate for better gender mainstreaming of public policies and EU Accession processes, with attention and gender sensitivity towards women with disabilities. Participants identified potential advocacy targets at the national and local level to further advocate for a better legal framework and an increased gender perspective related to their rights. A total of 18 women participated in this workshop. This



*KWN organises workshop for women with disabilities in May 2021*

activity was supported by the EU Office in Kosovo through the initiative “Strengthening Women’s Participation in Politics”.

On 29 July, KWN and partners from “Furthering Gender Equality through the EU Accession Process” Regional Action held another workshop on monitoring EU Accession from a gender perspective, during which they discussed the monitoring methodology and indicators in further detail. The main goal of the workshop was to help partners less experienced with such monitoring methodologies and EU indicators on gender equality to better understand these. The workshop also sought to ensure that all partners had a shared understanding of the monitoring methodology, towards a harmonised approach to monitoring. The workshop also established the next steps methodologically related to each dimension and indicator, including data methods and sources to be used. Partners discussed potential risks and challenges, as well as ways to overcome these together. The knowledge gained through these workshops, will be used by KWN member organisations and partners to better mainstream gender in the EU Accession process, among others.



### ***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 consisted of advocacy letters, advocacy meetings, and recommendations provided through the public consultation process on multiple public policies. KWN also engaged other WCSOs in gender mainstreaming the ERA II Action Plan, the 2021 Kosovo Progress Report, and in submitting recommendations for six diverse SAA SC meetings.

KWN's advocacy related to the EU Accession process targeted new, different government officials this year. They expressed gratification for KWN's work and committed to substantially including more WCSOs, including KWN, in policy-making, where consultations with experts from civil society are needed.

During the EU Advocacy week, organized by Kvinna till Kvinna, KWN met Plamena Halacheva, the Head of European Integration, Political Affairs, Media and Information Section at the EU Delegation

*"Kosovo could be the best practice in the region, even in the world, whose expertise was compensated, acknowledged, and incorporated from the EU Delegation."*

- DG NEAR Official

to Montenegro; and DG NEAR Official. During these meetings, KWN stood out as a best example of how women can be included in EU Accession processes, as DG NEAR Official praised KWN's expertise and contribution provided related to the drafting of the GAP III CLIP in Kosovo, for the EUOK. Other noted improvements regarding women's engagement in the EU Accession process included:

- Improvements in public consultation processes, especially by the EU, as agendas were always shared in advance, and EU officials whom KWN met with, assured KWN that the issues raised would definitely be raised during the EU's SAA SC meetings with the government.
- The EUO and government consulted with KWN regarding the published Economic-Reform Program 2021-2023, which has shown an increased gender perspective, particularly compared to prior such Programmes. It incorporated substantial input from KWN but also involved an improved gender approach, based on lessons learned from previous years when KWN had provided recommendations.
- The Opinion of the Committee on Foreign Affairs for the Committee on Women's Rights and Gender Equality on Gender Equality in EU's foreign and security policy (2019/2167(INI)) was published, incorporating 80% of KWN's comments, remarks, and recommendations.
- The Ministry of Justice committed to make actual changes to the Draft Civil Code, based on KWN's recommendations for the code to be more aligned with the EU Gender Equality Acquis and best practices, eliminating provisions endangering women's rights, property rights and marriage.



Provisions on prohibiting discrimination on the basis of gender and sexuality are still under discussion with the Civil Code working group.

- The ERA II Action Plan was published, incorporating most of KWN's recommendations provided through the consultation process with the Kosovo government.

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

KWN continued to mainstream gender throughout national public policies, as well as policies related to the EU Accession Process, including on an international level. In total, KWN commented on 12 policies this year, including four related to EU Accession:

1. The Consultation Process on the Regulation for the Instrument for Pre-Assistance (IPA III)
2. GAP III – Country Level Implementation Plan
3. European Commission Kosovo 2021 Report (together with the Kosovo Gender Studies Center)
4. The National Programme for the Implementation of the Stabilisation Agreement (NPISAA) 2020-2024
5. Draft European Reform Agenda – Action Plan II
6. Draft Rule of Law Strategy
7. Draft Law on Social Services

8. Draft Law on Protection from Gender Based Violence
9. Draft Law on Local Governance Finance
10. Working Draft on DG NEAR Guidelines and Strategic Directions for EU Support to Civil Society in the Enlargement Region 2021-2027
11. Draft Regulation No. XX/2021 on Working Hours and Leaves of Public Officials
12. Law on Budget Appropriation on the Budget of the Republic of Kosovo 2022

***Knowledge and capacities of EU officials, PM Office – European Integration Structures, 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 Department of European Integration, the Office of the Prime Minister. Their knowledge on mainstreaming gender in EU Accession documents has improved, as a result of this collaboration, primarily 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.





During a meeting with civil society regarding the European Reform Agenda – Action Plan, the Deputy Prime Minister of Kosovo for Integration, Development and Dialogue Besnik Bislimi specifically thanked KWN for our long-time contribution in integrating a gender perspective in the EU Accession process and committed to consult KWN for mapping WCSOs at the local level who can contribute, towards a more inclusive civil society consultation process. Additionally, several representatives of the EUOK have voiced their appreciation for the Gender Equality, Gender in Political Dialogue, Gender Responsive Budgeting, and Gender Mainstreaming trainings that KWN has delivered for the EU this year, observing through anonymous evaluations that their knowledge and capacities have been enhanced.

KWN continued its close collaboration with the Agency for Gender Equality (AGE), as the main gender equality mechanism in Kosovo. KWN continuously updated and coordinated its work with AGE regarding initiatives related to gender equality in the EU Accession process.



*KWN's work was recognised at the meeting with civil society regarding the European Reform Agenda - Action Plan in November 2021.*

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

KWN used the consultation processes with the SAA SCs to advocate for an improved gender perspective in the EU Accession Process, by informing the SAA committees on main developments regarding gender equality in Kosovo. KWN sent related recommendations both to the EU and the Kosovo government. More specifically, KWN participated in six consultation meetings with the EU and Kosovo government related to SAA. More information related to these meetings can be found above in the section: *Improve and increase the participation of WSCOs in the EU accession process.*

**Improve implementation of GAP III**

Towards implementing the EU Gender Action Plan (GAP) III, 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 III***

Related to the awareness of EU officials regarding the implementation of GAP III, KWN noticed significant improvement this year, as the EUOK together with KWN coordinated the drafting of Country-level Implementation Plan (CLIP) to guide GAP III implementation. This was part of an ongoing



contractual agreement between KWN and the EUOK, through which KWN has been providing guidance related to gender mainstreaming programming and political dialogues, especially regarding the implementation of GAP II, III and integrating attention to furthering gender equality in IPA programming. KWN supported the EUOK in organising a series of consultations with various stakeholders, and received input from them, including within the EUOK, the EU Special Representative (EUSR), the European Union Rule of Law Mission (EULEX), EU Member States, UN agencies, the Organisation for Security and Co-operation in Europe (OSCE), North Atlantic Treaty Organization (NATO) Kosovo Force (KFOR), and other international actors. The process itself contributed to actors' awareness about GAP III and opportunities for its implementation in Kosovo.

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

KWN shared continuous recommendations and policy briefs with relevant officials from the European Commission, the European Parliament, the European Institute for Gender Equality (EIGE) and EUOK related to the improvement of GAP III documents and templates. Upon the publishing of GAP III, KWN noticed that the input of WCSOs was largely taken into account. CLIPs were also drafted based on KWN's recommendations. This is reflected in the thematic areas of engagement and objectives from GAP III that have been selected for Kosovo in the newly published EUOK CLIP document. They are aligned with the draft IPA III Programming Framework and include significant attention to intersectionality, as all references to “diversity” in the objectives mean that the EU will attend to the



different positions and needs of women, men, girls, and boys of different geographic areas, ethnicities, abilities, sexual orientations, and gender identities, among others. As mentioned, the trainings provided to the EUOK have also contributed to enhancing their capacities for integrating a gender perspective in the EU Accession process.

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

In 2021, KWN continued working closely with the EUOK towards implementing GAP III. KWN provided capacity-building, including mentoring, coaching, and training on various topics related to GAP III. As described above, KWN was actively involved in the process of drafting the CLIPs. KWN and several stakeholders have noted that the experience of KWN with the EUOK regarding CLIPs should be noted as a best practice that others in the world can learn from, as the EU has utilized KWN's expertise as activists, ensured civil society involvement, and compensated KWN for the time and expertise provided, recognizing our work as experts in this field.

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

During March 2021, KWN held the workshop "An Activist's Introduction to GAP III". The workshop was open for participation for all partner organisations of KWN, KWN members, and WCSOs in Kosovo. KWN informed participants on key aspects of GAP III. They were introduced to the pillars,



thematic areas included, and they were specifically informed of the timeframes and entry points that can be used from GAP III for advocacy, both on the national and international level.

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

In 2021, KWN followed up on its prior work in this regard, including progress towards this objective through the following result:

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

Towards this objective, KWN considers that the GAP III published in 2021 has shown significant improvements, and it has incorporated a lot of the recommendations which KWN has been forwarding to relevant EU officials, which are also stated on the policy brief “[Following through on EU Commitments on Gender Equality: Lessons Learned from GAP II to inform GAP III](#)”. KWN was also actively seeking for a harmonisation of the EU Regulation on the Instrument for Pre-Accession with GAP III, and the newly published regulation also has taken into account a few of the recommendations that were incorporated within the document. A few highlights of the taken and missed opportunities to mainstream gender equality in the IPA III Regulation can be found [here](#).

## **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. As mentioned, KWN commented on several crucial EU Accession-related documents, suggesting a better transposition of the EU Gender Equality Acquis, in particular related to 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 as the adoption of new laws has been stagnating due to several changes in government. KWN will continue to monitor and advocate for better implementation of the transposition of the EU Gender Equality Acquis into Kosovo Law.

### ***AGE, PM – European Integration department and MFLT better informed regarding needs for improved transposition of EU Gender Equality Acquis into Kosovo Law***

KWN provided significant input towards better transposition of the EU Gender Equality Acquis during the drafting of the draft-Law on Social Services. The Office of the Prime Minister's Department of European Integration was also 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 advocate for better transposing the EU Gender Equality Acquis in the Draft-Labour 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 face in accessing quality healthcare. KWN is proud to report that it has secured support from the EUOK and ADA for this work, and recently provided grants to KWN members to work in this area. The results of these efforts will be reported in 2022.



## A Life Free from Gender-based Violence

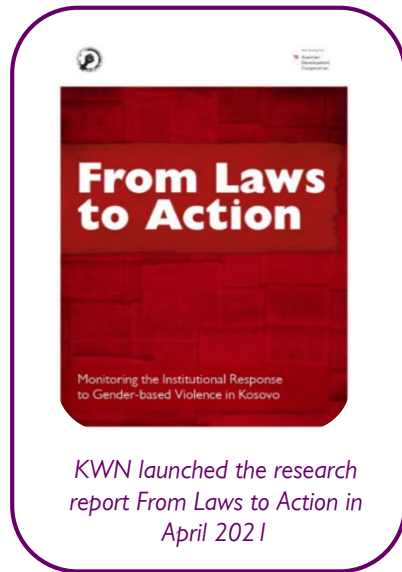
The long-term goal of this program is for women and girls to live a life free from gender-based violence. Towards this end, following extensive advocacy by KWN and its members, on 25 September 2020, the National Assembly of Kosovo voted to amend the Constitution of the Republic of Kosovo, officially 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 recognises 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 KWN followed up on this success by advocating for the adoption of new laws and policies in line with the Istanbul Convention, as detailed later in this section. Additionally, KWN provided free legal support to 38 women survivors of GBV and referral to proper institutions.





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



*KWN launched the research report **From Laws to Action** in April 2021*

On 28 April 2021, KWN launched its fifth monitoring report on gender-based violence (GBV) in Kosovo, *From Laws to Action*. The research report includes findings from interviews conducted 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 (NSPDV), and relevant legal framework. Interviews were conducted with shelters, police (rural and urban), judges, prosecutors, victim advocates, social work centres, funders, 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 research found some improvements in the knowledge and attitudes of institutions responsible for addressing gender-based violence since the last monitoring exercise in 2017. Yet,

insufficient understanding of gender-based violence, particularly sexual violence, existed. Blaming the victim persisted. Efforts to “reconcile” the couple “to preserve the family” and violations of confidentiality remained prevalent in domestic violence cases. The NSPDV was only partially implemented. Insufficient budget allocations hindered an appropriate response.

As mentioned, through legal aid, KWN has supported women to seek justice for the violence they experienced, contributing directly to improved implementation of the relevant legal framework. KWN has supported 38 cases, informing women about their rights, the institutions that they can approach, and referring them to a lawyer for legal aid. Moreover, in partnership with shelters and day centres, KWN has assisted 684 women and children who were victims of gender-based violence. KWN also continued supporting two strategic litigation cases that began in 2020. Women were referred to relevant justice institutions, as well as shelter psychologists for counselling. KWN had a court monitor who followed cases in courts, towards identifying recommendations for improving the implementation of the legal framework.

As a result of KWN’s ongoing advocacy for shelter support, in 2021, the Government set aside €900,000 for all shelters, while for 2022, the Government has set aside €1,000,000 for the budget line “Basic Services for Shelters”. These are important achievements towards implementing the legal framework.



***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***

As mentioned, in April 2021, KWN launched the research report *From Laws to Action!*<sup>1</sup> which informs KWN and relevant stakeholders about changes in knowledge among different institutions since 2015. Based on findings, KWN organised advocacy, to ensure that institutional representatives and WCSOs that provide services for women and girls who have suffered gender-based violence have increased knowledge about their needs. For this purpose, KWN organised meetings with different stakeholders to advocate for implementation of the legal framework, including the research recommendations.

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

To inform stakeholders about the implementation of the legal framework, and to ensure proper implementation, KWN held advocacy meetings with the following relevant institutions: Minister of Justice; Deputy Minister of Education, Science, Technology and Innovation; Ministry of Finance, specifically the Director of the Department for Family and Social Services; the Head of the Office for Victim Protection and Assistance; and different CSOs, such as the Kosovo Law Institute and Kallxo.com to advocate for improving the response to gender-based violence in Kosovo, to share and discuss the findings and recommendations for each institution and to discuss opportunities for collaboration in addressing gender-based violence, through justice, social services, and education. Further, KWN was present in 250 media articles to discuss report findings, gender-based violence, and KWN's work in preventing violence. Moreover, on 9 November, Adelina Berisha, Program Manager, was invited as a panellist



*In April, KWN meets Minister of Justice Haxhiu who pledges to fight violence against women.*



during the discussion and celebration of the 10th anniversary of the Istanbul Convention, hosted by the Kvinna till Kvinna Foundation, European Women's Lobby, and the Swedish EU-representation with several participants from the EU and WB. She shared about the situation in Kosovo. Additional meetings were held with EU representatives to inform them about the status and needs for better addressing gender-based violence in Kosovo as per the Istanbul Convention.

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

KWN collaborated with CSO service providers, primarily shelters, for 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, 684 women and children were supported, counselled and referred by shelters, in 2021. Every woman was informed about her rights and the role of institutions. KWN and its members also participated in 15 advocacy initiatives related to domestic violence this year.

KWN was part of two meetings on amending the Law on Protection from Domestic Violence, directed by the Committee for Human Rights, Gender Equality, Missing Persons, Petitions, and Victims of Sexual Violence during the War. KWN has shared its input through recommendations from KWN's internal and external GBV experts, as well as legal experts. Amending this key law to cover all forms of



gender-based violence will contribute to implementing the legal framework, namely Kosovo's Constitutional commitments to the Istanbul Convention.

Further, KWN was part of three meetings of the Inter-Ministerial Coordination Group against Domestic Violence, coordinated by the Ministry of Justice National Coordinator against Domestic Violence. KWN's presence in these meetings facilitates monitoring of the work of all institutions responsible for addressing domestic violence, towards implementing the relevant legal framework.

Additionally, KWN continued monitoring cases of gender-based violence addressed to Basic Courts, mainly in Prishtina, but also in other municipalities, as needed. KWN monitored 55 cases. Monitoring can produce recommendations that can support improving implementation of the legal framework.

"I am 100% sure that without the presence of the monitor of KWN during my court case, my case would never be treated in a correct manner, as it did. Her presence made me confident but also ensured proper treatment of my case by the judge, and for this I will be thankful throughout my life."

– Woman, survivor of violence



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

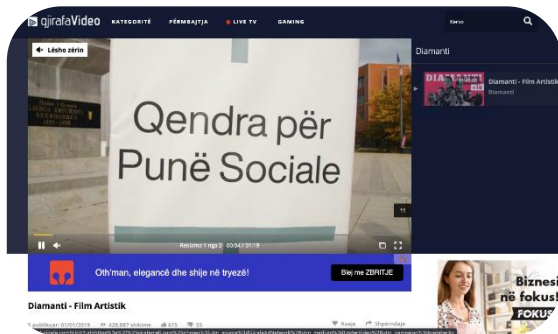
KWN, in consultation with shelters and together with the Autonomous Women's Centre in Serbia, developed a new tele-counselling protocol to support women who have suffered violence. The Protocol is a practical guide for counsellors providing online services to women who have experienced violence. KWN organised sessions to discuss the protocol with different service providers in Kosovo (e.g., social workers and psychologists at shelters and day centres). The final protocol will contribute to furthering their capacities in the best approaches to tele-counselling, towards providing better services to diverse women.

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. On 25 November, the parliament approved the budget for 2021, which includes €1,000,000 for shelters and day centres in Kosovo.

Further, KWN member organisation Zensko Pravo, located in North Mitrovica, which provides legal and psychological support for survivors of gender-based violence, was in danger of shutting down in early 2021 due to a lack of financial and political support from the municipal government. KWN helped them with emergency funds to pay rent.



## Improve awareness and attention among officials and citizens in dealing with gender-based violence



*KWN held online campaigns in collaboration with Gjirafa, raising awareness about gender-based violence.*

As mentioned, KWN's monitoring has shown that the awareness of officials has improved related to domestic violence, though further improvements are needed, particularly related to other forms of gender-based violence. In 2021, the two main KWN recommendations from the *Laws to Action* report, amending the Law on Protection from Domestic Violence and the National Strategy, extending it to all forms of gender-based violence and violence against women, as per the Istanbul Convention, have been taken into account, and are already changing. Meanwhile, KWN had more than 250 instances of media coverage, which raised awareness among citizens about gender-based violence. KWN also

had several online social media campaigns that raised awareness.





As in previous years, on 8 March, International Women's Day, KWN joined the protest "We March Against, We Don't Celebrate, the Patriarchy that Kills". KWN once again joined this march, which occurred in 14 other municipalities of Kosovo. Citizens raised their voices to protest injustices against women and hung banners bearing feminist messages on their balconies.

On 17 March, the Kosovo Law Institute (KLI) in cooperation with KWN published the findings on the investigation of the murder of Sebahate Morina "State by inaction, deprives Sebahate Morina of her life." In addition, in July 2021 the daughter of the late Sebahate Morina, submitted to the Constitutional Court of Kosovo, the request with which it is proposed to conclude that the inactions of state authorities have violated the right to life guaranteed by the Constitution. The request was prepared in cooperation between KWN and the Center for Free Legal Aid of the Kosovo Institute of Justice.

On 16 July, KWN raised its voice against the rape of a 13-year-old girl from Janjevo,



*Protesters in front of the Center for Social Work in Lipjan, July 2021*

demanding justice and protesting in front of the Center for Social Work (CSW) in Lipjan. Numerous citizens and activists joined KWN's call for this protest, which continued its march to the Lipjan Police Station. "Monitor CSWs", "Rapists in prison" and "Girls are being raped, institutions are staying in silent", were some of the slogans that activists held in their hands during the protest.

Further, on 24 August, many citizens and activists joined the protest in Ferizaj, to seek justice for the murder of an 18-year-old young woman with the initials M.O. The protest was organized by KWN, Artpolis – Center for Art and Community, Kosovo Center for Gender Studies, and the Ferizaj Youth Assembly. The protest was in front of the Police Station and continued with a march in front of the Court and Prosecution building in Ferizaj. With numerous slogans and calls for justice, the protesters demanded the maximum punishment for the murderers of the 18-year-old.

On 10 December, KWN along with other members of the Human Rights Network (YIHR-KS, KLI, CEL, VoRAE) marked Human Rights Day, with a protest in front of the main institutions of Kosovo: Kosovo Prosecution, Kosovo Judicial Council, Kosovo Police and the government. KWN specifically required institutionalization of protection for women of Kosovo who continue to suffer from gender-based violence. KWN asked for proper sanctioning, accountability of judges and disciplinary measures for all institutions that neglect victims.



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

Press releases, television appearances, and protests all sought to inform more people about their legal rights. KWN supported shelters in their counselling services regarding legal rights and provided referrals to the KWN lawyer, as needed. As mentioned, KWN staff supported 38 cases during this period, informing women about their rights, the institutions that they can approach, and referring them to a lawyer for legal aid, while two cases of strategic litigation are ongoing from the previous year. Further, 684 women and children were supported through shelters and day centres. Approximately, 1,500 citizens were present in different street demonstrations and protests organised by KWN with other partners and members.

### **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***

At present, the Republic of Kosovo is in the process of drafting the New Strategy and Action Plan on Prevention of Gender-based Violence, Violence against Women and Domestic Violence 2022- 2026, for which KWN and members provided input based on their expertise. All forms of gender-based violence, including sexual harassment are treated. The Law against Domestic Violence is also being amended to include all forms of violence against women and gender-based violence. These changes in



legislation will also address the lack of reporting and investigation of sexual harassment. Additionally, this year KWN started working with various employers to assess their current workplace policies and to encourage and support them in introducing better mechanisms for addressing sexual harassment within their workplaces.

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

First, KWN raised this issue in its report, *A Seat at the Table*. Second, in several meetings with EU officials, KWN requested support in encouraging the Government to extend the period during which people can apply for benefits as survivors of violence under the current law, given that it can take time for people to be able to come forward; and that the law be amended to extend the period of conflict, to better include benefits for women of diverse ethnicities, as per the recommendations of Amnesty International.

KWN has consistently made efforts to recognise and respect survivors of sexual violence during the war in Kosovo and has member organisations specialised in this field. KWN has continued to monitor developments in this regard.

In July 2021, Zoran Vukotiq was sentenced to 10 years in prison for committing sexual violence during the war in Kosovo. This is the first case of someone being convicted of such a crime in Kosovo by a local court. The prosecutor, Drita Hajdari, who worked closely with this case, and met the survivor, spoke with KWN about her experience, and contribution, as well as the importance of reporting sex crimes and punishing the guilty. Hajdari gave a message to survivors of sexual violence about the importance of them speaking and testifying about their experiences. “A crime is a crime, and it must be punished. These criminal



offenses are not statute-barred, therefore it is never too late to present these cases before the authorities, to fulfil our moral and legal obligation to the survivors, as well as to sanction the perpetrators of these criminal offenses,” said Hajdari. The article produced by KWN brought into the public sphere again the topic of sexual violence perpetrated during the war and served as tool to tackle the issues pertaining to justice for the survivors of sexual violence during the war.

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

Through KWF, KWN has supported member’s organisations who provide services for women survivors of sexual violence during the war. These KWN member organisations continued supporting persons who have suffered violence. Specifically, the Centre for the Promotion of Women’s Rights received support from the Kosovo Women’s Fund to provide “Psychosocial services for women who experienced sexual violence during the war in Kosovo”, which remains an ongoing initiative.



## 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

During 2021, KWN together with its partner organisations and members of the regional Coalition against Gender-based Discrimination against Women at Work continued their work on addressing gender-based discrimination in labour. They continued their advocacy for policy changes towards improving conditions for women and men's equal treatment in labour, the outcomes of which will be reported on in 2022.

In addition, KWN and its members together with the Kosovo Chamber of Commerce supported by the United Nations Population Fund in Kosovo (UNFPA) and ADA, started an initiative on promoting family friendly policies in workplaces. A [policy analysis](#) on existing national gender responsive family policies was published with recommendations for improving the legal framework and harmonizing it with the EU Work-

"From the cooperation we have had with KWN, we have seen how important it is to support women in court proceedings to report gender-based discrimination in the labour market. Consequently, together we have supported and monitored many such cases".

Arrita Reznqi, Program Manager at  
Kosovo Law Institute



Life Balance Directive. Thirteen government officials, private sectors actors, and civil society representatives reported increased understanding of and knowledge on gender-responsive family policies and 61 individuals accessed resources on gender-responsive family policies through the KWN-established platform.

***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, worked on seven research 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 and will be published in 2022. This year, KWN supported four member organisations to inform different stakeholders at the local level about gender-based discrimination towards women and to



*KWN member “EULOC” visits a woman-led company in Vitia, within the initiative “Promoting Family Friendly Policies”, November 2021*

promote family friendly policies and workplaces, especially during meetings with business representatives.

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



The Network, in cooperation with its regional partners, conducted 84 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 sexual harassment at work and other potential rights violations, including amid pandemic working conditions. The campaign also informed people about free legal assistance should they want to report sexual harassment, gender-based discrimination and violations of women workers' rights. The media in Kosovo reported about the campaign more than six times.



Meanwhile, KWN held seven meetings with stakeholders and 63 meetings among CSOs and other stakeholders to plan and undertake joint advocacy towards implementing anti-discrimination legislation. This contributed to 22 joint advocacy initiatives. Moreover, relevant institutions have taken steps towards addressing gender-based discrimination, such as through the Ombudsperson Institution's Task Force on Economic Empowerment in which KWN participates. KWN's work on this issue has received 49 instances of media coverage.

***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". Through this program, one of the activities involves conducting gender analyses of unanalysed sectors to inform the EU Accession process. KWN planned to conduct a sector gender analysis on the informal economy this year. The only methodologically sound way to study this phenomenon is through a carefully planned household survey. However, amid the COVID-19 pandemic and isolation measures, KWN could not conduct a national household survey because it was estimated that this would place people and researchers at risk. Therefore, considering the limitations on possible research methods amid COVID-19, based on KWN's knowledge of existing gender analyses available in various sectors and following consultations with key stakeholders and other actors, KWN postponed the research to 2022.



Nevertheless, KWN did meet with relevant institutions including the EU and Labour Inspectorate to discuss the need to improve data availability related to the informal economy in particular.

Meanwhile, the Agency for Gender Equality also has published a report on the gender pay gap in Kosovo, which contributes to knowledge on this issue.

### ***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 KWN-led Coalition continued providing legal representation and monitored gender-based discrimination cases towards improving the handling of these cases in 2021. Four strategic litigation cases pertaining gender-based discrimination towards women at work were supported in the region.

"With the Helsinki Committee's help, the employer paid me the full amount of my salary for the months when I had to stay at home and take care of my child."

Woman who received legal aid from Helsinki Committee in North Macedonia



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

In KWN's aforementioned input on three policy documents, particularly related to EU Accession (the Kosovo Report, Economic Reform Programme 2021-2023, and European Reform Agenda II), as well as related to a SAA SC meeting and a meeting with the Ministry of Education, Science Technology, and Innovation (MESTI), KWN emphasised the importance of Kosovo providing more, affordable childcare options 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 pandemic 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.

As a result of KWN's advocacy efforts, this issue has been included in the Economic Reform Programme 2021-2023 and European Reform Agenda II. Moreover, MESTI has agreed to address it.

### **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, KWN members continued their work in this area.

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

KWN worked less on this in 2021, considering that KWN together with members has already surpassed its target, reaching 10,007 different women and men to increase awareness regarding women's rights to inheritance and property rights in prior years.

### ***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 Accession-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. For example, in 2021, the European Commission's Kosovo report referred to gender 98 times in diverse ways, an increase compared to 72 times in 2020. Gender was referred to in reference to 17 different sectors.

### ***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 in 2021, KWN has followed-up on these recommendations with the EU, contractors, and beneficiaries. KWN has continued monitoring and supporting the implementation of the EU Gender Action Plan (GAP) III in Kosovo and the WB region. These efforts can all contribute to improving women's position economically by integrating a gender perspective in ongoing EU-finance programs.



## **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. For the first time, KWN secured funding towards achieving this long-term objective. Further, KWN continued supporting its members through KWF. Their initiatives are ongoing. As a result of KWN's efforts mentioned under the prior Program, government officials have committed to improve access to childcare in two key policy documents, and this can contribute to improving girls' (and boys') access to early education.

### **Increase the number of childcare centres in proportion to the number of children in need.**

As observed in prior sections, creating more childcare centres and pre-school institutions can create jobs, contribute to women's participation in the labour force, and improve educational outcomes for children through better qualification for later work. As noted, KWN undertook five initiatives to advocate for more pre-school and childcare centres.

In addition to the above-mentioned efforts, over the next year, KWN, in cooperation with its members, will advocate for better inspections of preschools and child care centres regarding the quality of education provided in accordance with the legislation of preschool education.



## **Improve curricula and textbooks from a gender perspective**

KWN took steps towards solidifying its cooperation with MESTI towards achieving this objective. On 23 July, KWN organised the first meeting with Edona Maloku Berdyna, Deputy Minister and Gerta Ymeri, Administrative Assistant to the Deputy Minister. During the meeting, KWN introduced the idea of cooperation between the two parties in preventing the reinforcement of gender stereotypes and traditional gender roles through education.

KWN raised its concerns about the poor quality of the sex education curricula taught in schools. KWN and MESTI signed a Memorandum of Understanding for their future cooperation.

## Evaluating KWN's Work

KWN monitors and evaluates its work in several ways. KWN has developed a Monitoring and Evaluation Database to follow progress over time on its programs, using established indicators at immediate results (output), outcome and impact levels, all based on KWN's Strategy. Staff regularly update the database with data in relation to the indicators, which enables semesterly reporting to members and this Annual Report. During the KWN Annual Meeting, via an anonymous survey, members evaluated KWN's work very positively. Here are some of their comments:

*KWN's services to us are very useful: "A light at the end of the tunnel, sun for all, success successes without interruption, thank you!"*

*"Through the Kosovo Women's Network, women are seen empowering women in decision-making as well as strengthening cooperation among women."*

*"With the help of KWN's professional staff, we have received proper training for furthering our capacities."*

*"The Women's Network contributes to women in general, as well as to the protection of victims."*





*KWN staff “are available 24 hours, 7 days a week. You’re irreplaceable!”*

*“KWN is professional and necessary for organisations in Kosovo.”*

*“Their activity and commitment, the proximity of staff to women, suggests that there are no words you can describe.”*



## KWN Financial Report for 2021

Donors	Projects	Balance 31.12.20 20 forwarde d to 20201	Funds received until 31.12.2021	Total Funds 31.12.2021	Total expendit ure 31.12.20 21	Balance at 31.12.2021
Austrian Agency for Development and Cooperation 8299-01/2018 (01.01.2018-28.02.2021)	Further Advancing Women's Rights in Kosovo	2,386.83	50,000.00	52,386.83	52,386.83	-



Austrian Agency for Development and Cooperation 8299-00/2021 (01.03.2021-28.02.2025) and Swedish International Development Cooperation Agency, Sida Contribution No. 14853 (01.03.2021-28.02.2025)	Further Advancing Women's Rights in Kosovo II		579,808.78	579,808.78	76,895.27	502,913.51
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External Action of the European Union 2018/394402 (23.03.2018-28.02.2022)	Empowering CSO's in Combating Discrimination and Furthering Women's Labor Rights	112,813.89	231,150.28	343,964.17	251,106.00	92,858.17
External Action of the European Union 2018/404-465 (20.12.2018-20.12.2022)	Strengthening Women's Participation in Politics	55,143.95	135,626.75	190,770.70	103,246.20	87,524.50



EU Regional on gender mainstreaming 2019/414-028(01.03.2020-30.04.2023)	Furthering Gender Equality through the EU Accession Process.	3,024.56	57,835.72	60,860.28	37,446.13	23,414.15
EU Covid 2021/426-885 (01.09.2021-30.06.2023)	Enhancing the Capacities and Resilience of CSOs Furthering Gender Equality Amid the COVID-19 Pandemic		362,128.00	362,128.00	10,244.23	351,883.77

EU Office in Kosovo Project reference 2020/415-391 (13.03.2020-12-11.2022)	Provision off support on Gap II implementati on and Gender Mainstreamin g	15,835.50	17,494.00	33,329.50	27,202.28	6,127.22
Kvinna till Kvinna Foundation KO01SID34-31009 and KO01RAM03-31009 (01.01.2021-31.12.2023)	Core support to Kosovo Women's Network for the Kosovo Women's Strategy 2019-2022 (and next strategy for period from 2023)	9,955.48	84,143.82	94,099.30	88,470.64	5,628.66

Kvinna till Kvinna Foundation BN55SID16 - 2019 (01.04.2019-31.12.2021)	EU Focused research "Funding the Women's Movement in the Western Balkans - Are Donors enabling civic space	3,217.70	2,588.18	5,805.88	3,594.77	2,211.11
Un Women 2019 PCA - 00113666 (05.11.2019-31.01.2021)	Empowering Youth for a Peaceful, Prosperous, and sustainable Future in Kosovo	2,328.69		2,328.69	2,328.69	-

Un Women 2020 PCA - 00113666 (19.05.2020- 21.04.2021)	'Implementin g Norms, Changing Minds - EVAW II	15,207.3 7	4,818.70	20,026.07	18,902.2 7	
Center for Research and Policy Making CRPM / ADA -GRB, Grant Contract: 2841- 00/2019(01.1 1.2019- 31.07.2022)	Gender Budget Watchdog Network in Western Balkans and Republic of Moldova	5,069.48	28,435.45	33,504.93	23,898.0 9	9,606.84





Autonomous Women's Centre AWC / ADA-GBV 8374-02/2019 (01.12.2019-31.12.2022)	Institutionalizing Quality Rehabilitation and Integration Services for Violence Survivors	29,116.27	71,064.65	100,180.92	64,868.14	35,312.78
United Nation Population Fund (01.05.2021-30.11.2022)	Implementation of UNFPA funded work plan relating to the 2021-2025 UNKT Common Development Plan (CDP) for Kosovo (UNSCR 1244)		31,346.80	31,346.80	8,870.02	22,476.78

UN Women EVAW 00119636 (01.09.2021- 01.03.2023)	Improving organizational capacities of shelters in dealing with sexual violence including women from minority groups		19,986.25	19,986.25	16,593.4 4	3,392.81
Sigrid Rausing Trust Fund (01.06.2021- 31.05.2022)	Core support to Kosovo Women's Network for the Kosovo Women's Strategy 2019-2022		116,125.62	116,125.62	13,079.9 5	103,045.67



Caritas (01.11.2020- 30.11.2021)	“Sustainable and inclusive rural economic development (SIRED)	1,525.20	15,000.00	16,525.20	10,715.9 5	
UNDP	VEV Consulting and Research		4,831.17	4,831.17	4,831.17	

FAO	Assessment on advancing gender equality and women economic empowerment in agriculture and rural development in Kosovo		5,000.00	5,000.00	63.75	4,936.25
Heart and Hand foundation	General support	1,053.68	1,242.30	2,295.98	-	2,295.98
Altrusa	Sustainability fund	881.48		881.48	-	881.48



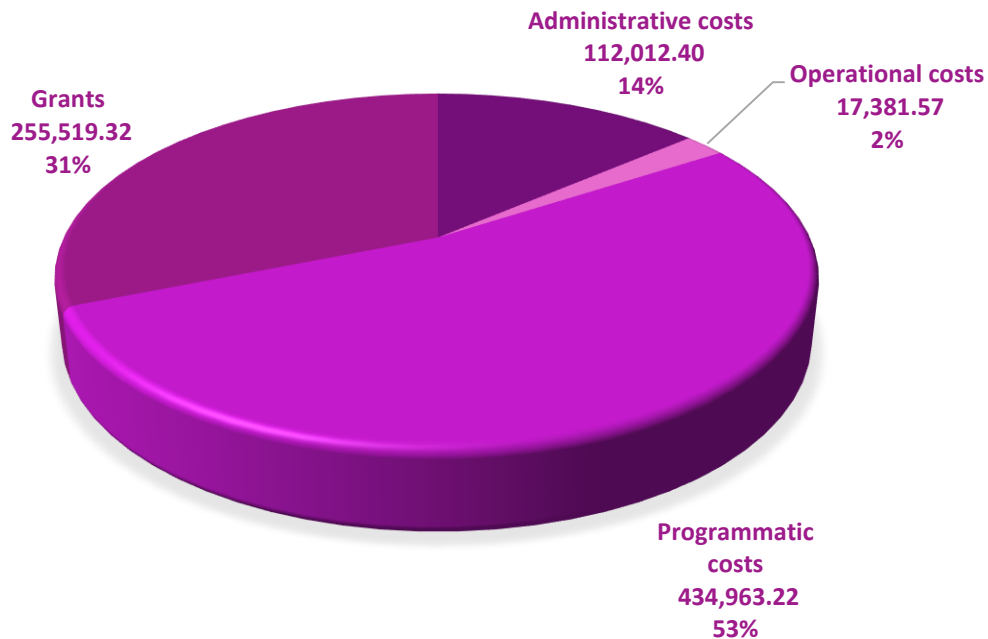
KFOR volunteer donations	Sustainability fund		3,689.50	3,689.50	-	
Donations to KWN	Sustainability fund	11,857.3 2	6,009.74	17,867.06	5,132.69	12,734.37
Total		269,417. 40	1,828,325.7 1	2,097,743.1 1	819,876. 51	1,267,244.0 5

*Distribution of Expenditures for 2021*

Total expenditures in 2021	819,876.51	100.00%
Administrative costs	112,012.40	13.66%
Operational costs	17,381.57	2.12%
Programmatic costs	434,963.22	53.05%
Grants	255,519.32	31.17%



## DISTRIBUTION OF THE EXPENDITURES FOR 2021



**Kosovo Women's Network**

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To the Management of Kosovo Women's Network  
Prishtina, Kosovo

Dear Sir/Madam

April 2022

**Management letter for the year ended December 31, 2021**

In planning and performing our audit of the financial statements of Kosovo Women's Network for the year ended December 31, 2021, we considered Kosovo Women's Network internal control structure in order to determine our audit procedures for the preparation of audited financial statements, but not to provide assurance on the internal control.

We examined on test basis evidence supporting the amounts and disclosures in the financial statements. Furthermore, we assessed the accounting principles used by management.

The goal of this management letter is to present a set of recommendations to the management of Kosovo Women's Network based on the auditor's findings during the course of the audit. The goal of the management letter is not to criticize or condemn the activities to which an observation is given. It is rather a way to propose improvements on area where the auditor thinks there can be any improvement.





The matters raised in this letter are only those that came to our attention during the course of our audit work and not necessarily a comprehensive statement of all improvements that could be made.

We would be pleased to discuss the matters raised during the audit and assist management in implementing them if necessary.

We would like as well to express our appreciation for the cooperation of Kosovo Women's Network management and employees during our work.

In case you have any questions do not hesitate to contact us.

Yours faithfully,

ACA - Audit & Consulting Associates  
Prishtina, Kosovo



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## About Us

### KWN Board of Directors

Ariana Qosaj Mustafa, Chair of the Board

Magbule Hyseni, Executive Director, EcoKosWomen (EKW)

Nermin Mahmuti, Executive Director, Community Development Fund (CDF)

Vlora Hoti, Executive Director, United Women's Association (UWA)

Zana Hoxha, Executive Director, Artpolis

Belgjzare Muharremi, Honorary Board Member

### KWN Advisory Board

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

### KWN Staff Members in 2021

Adelina Berisha, Program Manager for Addressing Gender-based Violence



Adelina Tërshani, Project Coordinator  
Alba Loxha, Human Resources, Procurement and Communication Officer  
Ariana Çaka, Public Relations Coordinator  
Aurora Maxharraj, Researcher  
Besa Shehu, Administrative and Finance Manager  
Besarta Breznica, Research Assistant  
Desumena Laçi, Finance Officer  
Donjetë Berisha, Kosovo Women's Fund Coordinator  
Emily Precht, Volunteer  
Endrita Banjska, Research Assistant  
Eranda Gashi, Project Coordinator, Kosovo Women's Fund  
Erin Brown, Volunteer  
Ernera Dushica, Project Assistant, Gender Responsive Budgeting  
Erza Kurti, Project Coordinator  
Etleva Malushaj, Project Coordinator  
Gentiana Murati Kapo, Grants Manager & Capacity Development Expert  
Gjylmyser Nallbani, Project Assistant, Kosovo Women's Fund  
Gresë Sermaxhaj, Public Relations Coordinator  
Igballe (Igo) Rogova, Executive Director  
Jennifer Stumme, Volunteer



Jose Carpintero Molina, Researcher  
Laura Katona, Finance Officer  
Lauren Hanna, Project Coordinator  
Loreta Suka, Translator  
Lucy Maycox, Volunteer  
Majlinda Behrami, Project Coordinator  
Mimoza Gojani Grezda, Finance Officer  
Mirjeta Dibrani, Administrative and Logistical Assistant  
Naile Selimaj Krasniqi, Project Coordinator  
Nerina Guri, Researcher, Project Coordinator  
Nicole Farnsworth, Program Director and Lead Researcher  
Rita Berisha, Project Coordinator, Kosovo Women's Fund  
Rudina Voca, Public Relations Coordinator  
Sarah Pybus-Elmore, Volunteer  
Valmira Rashiti, Project Coordinator, Legal Assistant  
Viona Krasniqi, Monitor  
Zana Rudi, Program Manager



## Individual Contributions to KWN

The following persons provided individual contributions to support KWN's work: Charles Drotar, Elisabeth Kaestli, Erin Brown, Frank & Sue Farnsworth, Igballë Rogova, Nicole Farnsworth, Alba Loxha, Arian Qosaj-Musatafa, and Igballë Hajdari.

## KWN Member Organizations

#	Organization	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, Prishtina	Igball Syjemani
5	Albanian Tradition -Anadrini	Rahovec	Servete Kastrati

#	Organization	Address	Representative
6	Alma	Str. Shpëtim Bojku, No. I, Peja	Shemsije Seferi
7	Alter Habitus	Prishtina	Eli Gashi
8	Arlinda Women's Association	Str. Ruzhdi Shabani, Magure, Lipjan	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



#	Organization	Address	Representative
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	Bardha	Prishtina	Raza Sadrija
20	Batlava's Assets	Village Batllave, Municipality of Podujeva	Magbule Statovci
21	Bee of Peja	Str.Dimitrije Tucovic, village Bellopoj, Peja	Arlinda Kastrati
22	Blind Association	Str. Xhelal Hajda, Rahovec	Xhylferije Bytyqi
23	Bliri	Drenas, Glogoc	Mahije Smajli
24	Business Women Mitrovica	Qendra e Kulturës, 5 floor, Mitrovica	Melihat Beshiri
25	Business Women's Association SHE-ERA	Str. Halil Sylejman Aga, Gjakova	Mirlinda Kusari Purrini
26	Centar Maninjske Zajednice	Gracanica	Jelena Bulatović

#	Organization	Address	Representative
27	Center for Education and Community Development - Friends	Cultural Center, 2nd floor, Mitrovica	Valbona Sadiku
28	Center for Empowerment of Women	Skender Ceku 15 A, Prishtina	Merita Mustafa
29	Center for Gender Research and Policy	Str. Josip Relat, 13/18, Prishtina	Vjollca Krasniqi
30	Center for Legal Aid and Regional Development	Str Bardhyl Qaushi, Nr.7, 10 000 Prishtina	Nedžad Radoncic
31	Center for Protection of Women and Children	Str. Imzot Nikë Prela /50, Prishtina	Zana Asllani
32	Center for the Promotion of the Healthy Family	Str. Muharrem Fejza, c15/15, Prishtina	Sevdije Salihu
33	Center for the Promotion of Women's Rights	Shopping Center, No. 42, Drenas	Kadire Tahiraj
34	Center for the Protection and Rehabilitation of Women and Children 'Freedom'	Str. 28 Nëntori, Pn, Gjilan	Nazife Jonuzi
35	Center for the Protection of Victims and Prevention of Human Trafficking	Str. Pashko Vasa, 11 A, Prishtina	Teuta Abrashi
36	Center for the Protection of Women and Children 'Raba Voca'	Str. Riza Selaci, Nr. 12, Mitrovica	Fidane Hyseni





#	Organization	Address	Representative
37	Center for the Protection of Women and Children “My Home”	Str. Astrit Bytyqi, P.n., Ferizaj 70000	Sevdije Kasumi Bunjaku
38	Community Integration Initiative	Str.Tirana A2/15. Prizren	Shemsije Krasniqi
39	Contemporary Woman	Str. Bajo Topulli, No. 7, Prizren	Fetije Mehmeti
40	Council for Equality and Education in Society	Prishtina	Afërdita Bekteshi
41	Cradle of Smiling	Str. Luigj Gurakuqi, No. 39, Gjakova	Time Zenuni
42	Dardana's Eagles	Str. Ibrahim Rugova, Kushnica, Graqanica	Havushe Bunjaku
43	Dita	Prishtina	Afërdita Zeneli
44	Divine Woman	Str. Sadullah Brestovci, Gjilan	Igballe Hajdari
45	Down Syndrome Kosova	Kroi i Bardhë, No. 72, Dardania, Prishtina	Sebahate Beqiri
46	Drugëza NGO	Str. Adem Jashari, Skenderaj	Hana Zabeli
47	Duart e Artizanës Kosovare	Gjilan	Valentina Kovani

#	Organization	Address	Representative
48	EcoKosWomen EKW	Str. Hilmi Rakovica, Nr.31, 10000 Prishtina	Flutra Bektashi
49	Education Code	Prishtina	Mimoza Stanovci
50	Educational Center for Children with Special Needs	Str. Abdulla Presheva, Nr. 6/8, Gjilan	Shpresa Sejdiu
51	Eliona	Vranic, Suhareka	Arife Kolgeci
52	Elita - Centre for Education and Development	Lipjan	Luljeta Krasniqi Murati
53	EMINA - Grupi i Grave Boshnjake	Str. 7 Shtatori, Jakup Ferri, Mitrovica	Fata Zatriqi
54	Era Fruit	Batlava, Podujeva	Xhytie Statovci
55	FANA	Str. Zhuj Selmani, No. 103, Peja	Fane Gashi
56	Fati Jonë	Prishtina	Igballe Makolli
57	Flame	Str. Skenderbeu, Lipjan	Melihate Dedushi
58	Flori	Henc, Fushë Kosova	Hava Abdullahu



#	Organization	Address	Representative
59	For Change	Str.Ali Kelmendi, Prishtina	Alba Hajdini
60	Foundation for Education and Development	Sunny Hill – East Zone, Ll. 12, No. 7, Prishtina	Vjollca Zeqiri
61	Foundation for Social Development	Prishtina	Laura Berisha
62	Gender Training and Studies Center	Str. Luan Haradinaj, 9/4, Prishtina	Arjeta Rexha
63	Girls Coding Kosova	Str. Ganimete Tërbeshi, No. 2, Prishtina	Blerta Thaçi
64	Glas Žena Parteš	Parteš	Vesna Dimić
65	Gruri Women's Association	Str. Valdet Xhemajli, Drenas	Valdete Hisenaj
66	Hand to Hand	Str. Mbreti Zog, No. 59, Prizren	Vjosa Curri
67	Handikos Mitrovica	Mitrovica	Myrvete Hasani
68	HANDIKOS, Women with Disabilities	Dardania B 1 /5, Prishtina	Mehreme Llumnica
69	Hendifer	Str. Ramadan Rexhepi, No. 1, Ferizaj	Fazile Bungu

#	Organization	Address	Representative
70	Heart-in-hand	Tirana str., Lagjja e Boshnjakëve (Bosniak Neighborhood), Mitrovica	Shqipe Qarkaj - Kadriu
71	Highland Woman	Str. Fan Stilian Noli, Prishtina	Shehrije Gërbeshi
72	Hope & Homes for Children	Str. Rexhep Sehma, Nr. 15, Taslixhe, Prishtina	Valbona Çitaku
73	Humanus Vita	Prishtina	Doruntina Gashi
74	Hydrangea	Mentor Retkoceri, Nr. 9b, Prishtina	Selvete Gashi
75	In Time	Lipjan	Besmire Aliu
76	Independent Initiative of the Blind	Dardani, Prishtina	Fatbardha Salihu
77	Independent Women's Association 'Hareja' - Rahovec	Str. Bujar Thaqi, Rahovec	Adelina Paqarizi
78	INJECT - Justice and Equality Initiative	Str. Sadik Stavileci, nn, Prishtina	Luljeta Aliu



#	Organization	Address	Representative
79	Institute of Applied Psychology 'Alpha'	Str. Josip Relu, No. 29 (near primary school 'Meto Bajraktari'), Prishtina	Melihate Juniku
80	Institute for Dialogue and Non-Discrimination	Prishtina, Bajram Kelmendi str., n.n.	Rovena Klinaku
81	Inter-Municipal Organisation of the Blind and Visuals Impaired	Str. Hysen Rexhepi, Pn, Prizren	Perparim Krasniqi
82	IPKO Foundation	Prishtina	Abetare Gojani
83	Keep the Tradition	Str. Hasan Tasimi, Nr.13, Gjilan	Fitore Tërstena Orana
84	Kelmendi	Village Lipa, Zveqan	Valbona Kelmendi
85	Konvita	Dolak, Vushtri	Merita Selimi
86	Kosovar Center for Rehabilitation of Torture Victims	Str. Hamëz Jashari, 16 b/2, 10000 Prishtina	Feride Rushiti Sebahate Pacolli
87	Kosovo Advocacy Group - KAG	Dardani 26/A, 10000 Prishtina	Mimoza Gavrani
88	Kosovo Agriculture Development Initiative	Village Sfaraqak, Vushtrri	Zenel Bunjaku

#	Organization	Address	Representative
89	Kosovo Blind Women Committee	Sunny Hill, Str. Gazmend Zajmi, Standard's Building, Prishtina	Bajramshahe Jetullahu
90	Kosovo Center for Development and Multicultural Integration	Str. Fehmi Agani, Nr. 17, Gjakova	Elvane Qorri
91	Kosovo Center for Gender Studies	Nëna Terezë, No. 18/1, Prishtina	Luljeta Demolli
92	Kosovo Institute for Law and Order	Str. Ilir Konushevci, Nr.102, Prishtina	Floriqe Burjani
93	Kosovo Institute of Media and Communication	Str. B, Nr.210, 10000 Prishtina	Kaltrina Ajeti
94	Kosovo Midwives Association	Prishtina (Gynecologic-Obstetric Clinic UCCK)	Magbule Elezi
95	Kosovo Women Entrepreneurs Academy	Fushë Kosova	Donika Iseni
96	Kosovo Women's Initiative	Gjakova	Eranda Kumnova Baçi
97	Lawyers Association NORMA	Str. Afrim Vitija, Nr. 3/1, Prishtina	Valbona Salihu
98	LEUSTINA	Village Batllave, Municipality of Podujeva	Selvete Statovci



#	Organization	Address	Representative
99	LIRA	Prishtina	Valire Buza
100	Live, Act and Create LAC	Njazi Azemi str. No. 58 Prishtina	Sabrije Basha
101	LUNA	Prilluzhë, Vushtrri	Stanica Kovacevic
102	Medica Gjakova Women's Association	Str. Fadil Nimani, Nr. 34, Gjakova	Mirlinda Sada
103	Medica Kosova	Str. Luigj Gurakuqi 39, Gjakova	Veprorre Shehu
104	MEDIKA BL	Kalabria, Prishtina	Bukurije Leti
105	Miners' Wives	Silage Suhodoll, Mitrovica	Emine Tahiri
106	Mitrovica Women's Association for Human Rights	Str. Isa Boletini, Mitrovica	Vetone Veliu
107	Moravski Biser	Parteš	Dragana Petrović
108	Mother Woman Center	Str. Fehmi Agani, 52/9	Agnesa Demaj
109	Nest	Zahir Pajaziti, No. 9, Office No. 5, Prizren	Gjyzel Shaljani
110	Network of Roma, Ashkali and Egyptian Women's Organisations	Str. UÇK, Banesa Nr. 1, Prishtina	Shpresa Agushi
111	NGO Drita e Llapit	Podujeva	Aferdita Murati

#	Organization	Address	Representative
112	NGO Fitore (Victory)	Prishtina	Fitore Gashi Sharraxhia
113	NGO Garden	P. F. Keqekollë, Dabishevc	Sadije Dulahu
114	Non-Governmental Organisation for Care of Repatriated Women 'Amza'	Str. Lidhja e Pejës, Fushë Kosova	Violeta Berisha
115	NGO "Jeta" Turiqec	Sejdi Reka str., village Turiqec,Skenderaj	Drita Mala
116	NGO Pojata	Prishtina	Sabrije Nimani
117	NGO Step	Prizren, Xhem Gostivari	Arbnore Hoxha
118	NGO Stina	Reka village, Kaçanik	Zarije Malsiu
119	Open Door	Str. Tringë Smajli, No. 72, Prishtina	Belgjzare Muharremi
120	Opportunity	Str. Vëllezërit Dragaj, Nr. 4, Mitrovica	Hasime Tahiri Hasani
121	Optimistic Women's Center	Str. Fehmi Agani 15, Prishtina	Emine Mehmeti





#	Organization	Address	Representative
122	Organization for Development and Communication "URA SOCIALE" (Social Bridge)	Dëshmorët e Kombit str., no.13, Vushtrri	Mergime Jashari
123	Organisation for Local Reforms-EULOC	Shtëpia e Kulturës “Gursel e Bajram Sylejmani”, Viti	Melihate Osmani (authorised)
124	Our Paradise	Babush i Muhaxherëve, Lipian	Sylbije Sahiti
125	Partners Kosova Center for Conflict Management	Dardania, SU 1/2, 3rd floor, No. 11, Prishtina	Shukrije Gashi
126	Precious Hands ‘Dora’	Lipjan	Mihane Avdullahu
127	Pro Med Kosova	Gjilan	Valentina Rexhepi
128	Protect Your Rights	Str. Jashar Salihu, Pallari i Kulturës Jusuf Gërvalla, Decan	Shkelqim Shala
129	Psychosocial Center ‘Aureus’	Ulpiana, DI Hyrja 8, Nr. 7, Prishtina	Myrvete Ahmetaj
130	Psychotherapists in Action	Str. Dardania, Nr. 1, Gjilan	Sevdije Musliu
131	QSGF-P	Prizren	Jubilea Kabashi
132	Renaissance - Association of Women in Support of the Fight against Breast Cancer	Str. Luigj Gurakuqi 139/5, Prizren	Violeta Pirana

#	Organization	Address	Representative
133	RIKOTTA	Str. Adem Gllavica, Nr. 48, Prishtina	Pranvera Bullaku
134	RONA	Str. Ilaz Agushi, Prishtina	Serbeze Sylejmani
135	Ruka + Ruci	Ugljare, Fushë Kosova	Gordana Toskic
136	Women's Association GORA	Str. Haxi Zekaj, Nr. 20, Prishtina	Sevdija Ramadani
137	Safe House	Str. Gjergj Fishta, Gjakova	Erblina Dinarama
138	She Solutions	Xhemajl Mustafa str., BB-I, h-5, No.14, Dardani Prishtina	Antigona Baxhaku-Idrizi
139	SHIPPL NGO	Str. Mbretëresha Teutë, Pn, Peja	Ardiana Gorani
140	Social Club Live	Prishtina	Vjosa Shehu
141	Speranza	Cultural Center 'Rexhep Mitrovica', Mitrovica	Ajhan Prekazi
142	Support Groups Kosova	Prishtina, Eduart Lir str., No.144	Rita Zhubi
143	Svet Andjela	North Mitrovica	Vasiljka Vojinovic
144	The Democratic Women's Forum	Str. Mbretëresha Teutë, No. 103, Peja	Myzafer Ibishaga



#	Organization	Address	Representative
145	The Organisation of People with Muscular Dystrophy of Kosovo	Str. Zahir Pajaziti, Pn, Prizren	Antigona Shestani
146	Together in Progress	Str. Tringë Smajli, Prishtina	Arbëresha Maloku
147	Top Radio	Str. Sadik Pozhegu, Gjakova	Violeta Dema
148	Transform	Str. Astrit Suli, Nr.4, 10000, Prishtina	Elvira Haxhiaga
149	Udruženje Žena - Povratnica "Naš Dom"	Novobërda	Aleksandra Stanković
150	Undruženje Poslovnih Žena WBA	North Mitrovica	Olivera Milosevic
151	United Women's Association	Str. Rifat Berisha, Nr.23, Prishtina	Vlora Hoti
152	United Women for Success (UWS)	Kadri Zeka, str. No. 31, Prishtina	Zejnebe Hasani
153	Valbona	Str. 99 Prilli, Nr. 501, Fshati Sllovi, Lipjan	Valbona Sopa
154	Venera	Str. Shpëtim Bojku, Nr. 1, Peja	Miradije Gashi
155	Violeta	Barileva, Prishtina	Bedrije Shala Pireva
156	Vita - Jeta	Str. Lidhja e Prizrenit, Nr. 132, Prishtina	Mimoza Ajeti
157	Vizionida	Str. Tirana, P.n, Shtime	Fatlume Rexhepi

#	Organization	Address	Representative
158	We Are Part of the World	Str. Lidhja e Pejës Pn, Peja	Gjylfidane Morina
159	Women's Association of Balaj "ELITA"	Mustaf Aliu str., village Balaj, Ferizaj	Behrije Nuha
160	Women's Association Fatjona	Banje, Malisheva	Fatime Limaj
161	Women Association Feminae WAF	Adem Jashari 124/8, Prizren	Shykran Berisha
162	Women's Business Association - Dardana	Kamenica	Kadrije Mustafa
163	Woman Farmers	Rahovec	Habibe Haxhimustafa
164	Women Farmers Association Krusha e Vogël	Krusha e Vogël, Bregdrini, Prizren	Dile Prekpalaj
165	Women's Alliance for Integration	Str. Ilir Ramadani, Nr. 3, Medvec, Lipjan	Adelina Qorraj-Emini
166	Women's Association	Gjakova	Qefsere Kumnova
167	Women's Association "Aureola"	Avalla Compund, B/I, Nr.4, Prishtina	Sanije Grajçevci
168	Women's Association "Jeta"	Deçan	Safete Gacaferri
169	Women's Center "ATO"	Str. Wesli Clark Pn, Vushtrri	Fikrije Ferizi
170	Women's Initiative Association	Str. Dëshmorët, Pn, Dragash	Xhejrane Lokaj
171	Women's Line	Prishtina	Lirijona Suka



#	Organization	Address	Representative
172	Women's Rural Development Center	Bostanë, Novoberda	Shefkije Mehmeti
173	Women's Tradition in Kosovo	Gjilan	Lirije Orana
174	Women's Welfare Association "Monsig"	House of Culture, Floor II, Petar i Pave str., Kllokot	Selvije Rexhepi
175	Women's Wellness Center	Str. Xhevat Begolli, Nr. 9, Peja	Ardita Ramizi Bala
176	Women's Will	Str. 2 Maji, Studime, Vushtrri	Lirije Haziri
177	YMCA Movement	Prishtina	Dorina Lluka Davies
178	Youth Association for Human Rights	Lipjan	Bekim Krasniqi
179	Youth Center - Lipjan (YCL)	Str. Avdi Kelmendi, Lipjan	Valmire Marevci
180	Youth Center - Obiliq	Obiliq	Zelushe Kelmendi
181	You can do it YCD	Bajram Bahtiri str. Prishtina	Hashim Llumnica
182	Ženski Inkluzivni Center	Bostanë, Novoberda	Vesna Stajic
183	Žensko Pravo	Mitrovica e Veriut	Tijana Simic LaValley
184	Zërina "Nexhmije Pagarusha" - Kori	Prishtina	Nazlije Sadiku

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

During the 15<sup>th</sup> grant round, an additional 34 grants were awarded to 34 KWN member organisations, in amount of €158,994.94 These initiatives will continue implementation in 2022.

Organisation	Project Title	Amount	About the Initiative
Partners Kosova (PK)	Women make the change	€5,000	Through this initiative PK aims to ensure the full and effective participation of women and their equal opportunities for leadership at all levels of decision-making at the municipal level in political, economic and public life.
Down Syndrome Kosova (DSK)	Involving persons with disabilities in decision-making	€5,000	The initiative aims to advocate at the local level for drafting an action plan for people with disabilities in the municipality of Ferizaj.
Women's Association "Me Dorë në Zemër"	Empowering the role of women in public processes, as a guarantee for good governance	€4,967	The initiative aims to raise awareness amongst women and girls on their right to be informed and actively participate in politics and decision-making at the local level in the municipalities of Mitrovica, Vushtrri and Skënderaj.



Organisation	Project Title	Amount	About the Initiative
Nas Dom	Feminism for beginners	€4,998	The initiative aims to strengthen the feminist movement in Kosovo by increasing involvement of young people in advocating for women's rights on specific issues and strengthen capacities of young women and men from (non-majority) communities in Kosovo in the promotion of equality, women's rights and freedom.
Women's Association Aureola	Increasing women's participation in decision-making	€4,999	The initiative aims to raise awareness amongst women on their right to actively participate in politics and decision-making at the local level in the municipalities: Prishtina, Obiliq, Fushë Kosova, Drenas, Lipjan and Podujeva
Art Without Limits	Empowering persons with disabilities through art	€4,984	The initiative aims to address the lack of integration of people with disability in the society and through art activities increase awareness and include people with disabilities in Kosovo society.
Youth Association for Human Rights	Achieving gender equality in decision-making	€4,923	The initiative aim is for women to participate actively and equally in politics and decision-making in the municipality of Lipjan during the local government 2021-2025, and improve the integration of gender issues in the strategies and other documents of the municipality of Lipjan.
In Time	Improving women's	€4,866	The initiative aim is for women and girls to participate in decision-making and gender-sensitive policy change, whereas

Organisation	Project Title	Amount	About the Initiative
	participation in politics and decision-making processes towards women's economic empowerment reintegration programs		this can bring a very large contribution in terms of economic development to women in general and increase self-confidence based on the whole action strategy planned.
Minority Community Center	I have the right to be informed!	€5,000	The initiative aims to raise the level of participation of members of the Serb and Roma communities, with an emphasis on women and youth in their mother tongue in elections.
Moravski Biser	Involvement of women from rural areas in public and political life	€4,767	The initiative aim is to empower women through support provided by local government representatives, to increase level of knowledge and awareness among women about the need and importance of active action in the social flows of the community.





Organisation	Project Title	Amount	About the Initiative
Glas Zena Partes	Involvement of women in decision-making processes at local level in the municipality of Partes	€3,640	The initiative aim is for women to be actively involved in politics and involvement in public life in the municipality of Partes, by doing so through direct contact, raising the capacity and knowledge of women and youth in the municipality of Partes, contribute to increasing the involvement of women in public life, politics or the civil sector.
The Kosovo Midwifery Association	Improving reproductive healthcare of women and girls”	€4,987	The initiative aim is to promote women's rights in health care, through an initiative to design a state program of basic, reproductive and quality gynaecological health care.
Dardana's Eagles	Supporting women candidates for municipal assembly and raising awareness of rural women and girls about the role of their vote	€4,895	The initiative aims to increase and improve the participation of women in politics and decision-making in the municipalities of Lipjan and Gracanica according to the Law on Gender Equality and raise awareness among women and girls voters about the importance of their vote and for more women to vote.

Organisation	Project Title	Amount	About the Initiative
Vizionida	Promotion of women in politics and decision making in the Municipality of Shtime their economic empowerment	€3,795	The initiative aim is to increase the capacity of women in decision-making at the local level and in by doing so help them to be more vocal in raising issues of interest.
Live, Act and Create LAC	Promoting and supporting women and girls to participate in decision-making	€4,993	The initiative aim is to increase and improve women's participation in politics and decision-making in the municipality of Novoberde.
Independent Initiative for Blind People	Access of people with disabilities to public services	€4,992	The initiative aims to identifying the needs of people with disabilities in the municipality of Prishtina in addition to their access to public institutions and informing them about their rights, including the right to vote, and equal access and inclusion in public institutions of the Republic of Kosovo for all citizens without any distinction.



Organisation	Project Title	Amount	About the Initiative
Association of Beekeeping Women (SHGB) 'Okarina e Runikut'	Women's Empowerment in Politics and Decision Making	€4,951	The initiative aims to increase the number of women to actively participate in politics and decision-making at the local level, in the municipalities of Mitrovica, Vushtrri and Skenderaj.
Era Fruit	Empowerment through higher representation of women in local politics	€4,997	The initiative aims to advance and improve the position of women in politics and decision-making in the Municipality of Podujeva.
Svet Andjela	Increasing women's participation in the electoral process	€3,975	The initiative aims to increase and improve women's participation in politics and decision-making processes at the local level, and aims to strengthen women's solidarity among women politicians, as well as to motivate them to become more involved in future electoral processes, with the aim of increasing the number of women politicians who are actively involved in politics.
	Sex Education as a subject in	€4,974	The initiative aims to improve access to quality education that challenges existing gender norms and power relations.

Organisation	Project Title	Amount	About the Initiative
Divine Woman	primary and secondary schools		
Humanus Vita	Awareness of young people about sexual harassment and assault and the importance of early reporting	€4,754	The initiative aims to raise awareness, prevention and addressing of cases of gender-based violence, including sexual harassment in schools in the municipality of Drenas.
Center for the Promotion of Women's Rights	Providing psychosocial services to women who experienced sexual violence during the war in Kosovo	€4,006	The initiative aims to provide to women survivors of wartime sexual violence access to quality, affordable health care.
Handikos Mitrovica	Reproductive health and sexual education of	€4,432	The initiative aims to provide to women and girls with disabilities access to quality and affordable health care.



Organisation	Project Title	Amount	About the Initiative
	women and girls with disabilities in the municipality of Mitrovica		
Shoqata e Grave Jeta	Empowering women and young people to prevent gender-based violence in line with the Istanbul Convention	€4,856	The initiative aims to create living conditions in which women and girls live a life free from gender-based violence in the municipality of Decan.
Organization for Development and Communication "URA SOCIALE" (Social Bridge)	Raising awareness for the prevention of sexual harassment	€4,317	The initiative aims to raise awareness of young people on the prevention and proper addressing of sexual harassment is raised, while institutions are held more responsible for teaching the subject of sex education in schools.

Organisation	Project Title	Amount	About the Initiative
Institute of Applied Psychology 'Alpha'	Supporting teenage girls to overcome social and emotional problems	€4,188	The initiative aims to build habits for personal resilience, well-being and protection from abuse in adolescent girls through psycho-social activities.
Lawyers Association NORMA	Learn and act for a free gender based violence society	€4,970	The initiative aims to create preconditions for improving quality education in secondary schools and promoting the advancement of gender equality.
Women's Center "ATO"	Reproductive health education	€4,552	The initiative aims to improve women's access to health care and improving quality education that challenges existing gender norms.
Woman Farmers	Sex education adapted to age and development	€3,705	The initiative aims to improve women's access to health care and improving quality education that challenges existing gender norms.



Organisation	Project Title	Amount	About the Initiative
Zensko Pravo	Prevention of violence against women in northern Kosovo	€4,927	The initiative aims to reduce and stop the violence against women in four municipalities in northern Kosovo.
Youth Center Lipjan	Promoting Family Friendly Policies at the local level	€4,999	The initiative aim is to work with local officials from Lipjan municipality and businesses active there to introduce Family Friendly Workplaces (FFW) and policies.
Bussines Women Mitrovica	Promoting employment through family-friendly workplaces	€ 4,537	The initiative aims to support businesses to incorporate FFW policies and working with women to inform them about their rights based on the Work-Life Balance Directive.
NGO Drugëza	Empowering women in business, a good form of promoting gender equality	€ 4,530	The aim of this initiative is to meet with businesses active in Skenderaj to support them incorporating FFW and policies.

Organisation	Project Title	Amount	About the Initiative
Organisation for Local Reforms-EULOC	Promotion of family friendly policies and workplaces in the municipality of Vitia	€4,512	The initiative aim is to work with businesswomen to incorporate Family Friendly Workplaces and policies in Vitia.

In 2021, an additional 8 grants were awarded to KWN members in the form of core support, with the financial support from the Sigrid Rausing Trust in the amount of € 79,740.

Organisation	Amount	About the Initiative
Blind Women of Kosova Committee	€10,000	Through core support Blind Women of Kosova Committee will write their organisational strategy. Part of the grant will be spent to offer training for orientation on public space to Blind People throughout Kosovo, furthermore they will audio record the books of the University of Prishtina, Department of Psychology for all the blind students of the department.
In Time	€10,000	In Time will be using the support from KWN core support to offer training in technology especially targeting women and youth in the communities of Roma, Ashkali and Egyptian, raising their chances to seek employment online. Through this support they will also write a organisational strategy in





Organisation	Amount	About the Initiative
		order to strengthen their capacities to seek other funds. Another integral part of their work is to create a database with women and motivating them to be involved in politics and decision making.
Lawyers Association NORMA	€9,998	Lawyers Association NORMA with core support will work with other NGOs in rural areas around Prishtina not only to work in raising awareness of women in their rights but also try to identify cases that will need further support from them, such as being represented in court by them on cases of heritage, gender-based violence and others. The organisation had an old strategy, but in order to review and improve it the organisation will use this initiative.
Moravski Biser	€9,762	Through core support Moravski Biser will write its organisational strategy as the main document to strengthen their work and lead them in future projects. In addition, they will work on strengthening women's participation in politics and decision making by organising public debates, participating in municipal assembly of Partesh etc. Furthermore, Moravski Biser will work in Women's economic empowerment by training women in entrepreneurship.
NGO "Drugëza"	€9,993	With core support NGO Dugeza will hold educational session in the schools of the villages of Skenderaj around the importance of maintaining health, especially on preventing illnesses such as hypertension, cancer and diabetes. With all the school sessions it is planned to raise the awareness of

Organisation	Amount	About the Initiative
		around 800 people. NGO Drugëza until now have figured out their strategic aims and goals, so through this initiative the staff and the external expert will work together to create the organisation strategy and start implementing it as soon as possible.
Divine Woman	€9,998	NGO Gruaja Hyjnore through this initiative will be able to raise awareness during the 16 days against violence in the city of Gjiilan, by showing a movie in the city theatre for institutions and citizens, start their campaign “Don't be silent” fighting gender-based violence perception as private problem. They will also be able to mark some important dates such as 8 <sup>th</sup> of March, and work with women during January to raise awareness on uterus cancer and work on creating the organisational strategy.
Heart-in-hand	€9,999	Through core support NGO “Me dorë në zemër” will be able to write the organizational strategy with the help of an external expert. They will also work with young girls trying to identify the future leaders by also supporting them into having internship opportunities, furthermore they will work to create mechanisms of citizens pressuring institutions to have girls and women in decision making positions. They have also foreseen through this initiative to promote girls and women leaders by organising debates on local TV, radio and a social media campaign.
Women's Alliance for Integration	€9,990	Capacity building of the organisation was possible for Women's Alliance for Integration by core support. Through this support the organization will



Organisation	Amount	About the Initiative
		create its strategy, drafting organisational policy manual and activating the board. The organization works constantly with Roma, Ashkali and Egyptian communities and through core support they will offer training in soft skills and with the help of a psychotherapist they will raise awareness for postnatal depression, phobias and obsessive-compulsive disorder.

## Annex 2. Advocacy Achievements by the Kosovo Lobby for Gender Equality in 2021

#	Group	Advocacy Initiatives undertaken by Lobby Members	Results Achieved	Public Policies Changed	# of Advocacy Initiatives
1	Malisheva	<ol style="list-style-type: none"> <li>1. Advocated for gender equality in local level through issuing a formal declaration</li> <li>2. Advocated for strategy to address gender-based violence</li> <li>3. Awareness campaign through an informative bulletin on women's rights</li> </ol>	0	1	3

#	Group	Advocacy Initiatives undertaken by Lobby Members	Results Achieved	Public Policies Changed	# of Advocacy Initiatives
2	Viti	<ol style="list-style-type: none"> <li>1. Advocated for affirmative actions at the local level to strengthen women's position in public and private sphere</li> <li>2. Advocated for women's economic empowerment</li> <li>3. Advocated for the implementation of gender responsive budgeting</li> <li>4. Advocated for harmonization of municipal acts with legislation to advance women's rights</li> <li>5. Advocated for social welfare program for victims of gender violence</li> </ol>	2	1	5
3	Lipjan	<ol style="list-style-type: none"> <li>1. Advocated for women's employment</li> </ol>	1	0	1
4	Drenas	<ol style="list-style-type: none"> <li>1. Raised awareness about breast cancer</li> </ol>	0	0	1
5	Prishtina	<ol style="list-style-type: none"> <li>1. Advocated for women's inheritance and property rights</li> <li>2. Advocated for increase in subsidies for women involved in agriculture and girls' involvement in education</li> </ol>	1	1	2
6	Gjakova	<ol style="list-style-type: none"> <li>1. Raised awareness about sexual education among Roma, Ashkali and Egyptian women</li> <li>2. Raised awareness about the pandemic's effect on women's financial sustainability</li> </ol>	1	0	2
7	Vushtrri	<ol style="list-style-type: none"> <li>1. Raised awareness about gender violence</li> </ol>	1	0	2

#	Group	Advocacy Initiatives undertaken by Lobby Members	Results Achieved	Public Policies Changed	# of Advocacy Initiatives
		2. Advocated for increase in women in decision-making positions			
8	Istog	1. Advocated for women's employment 2. Raised awareness about breast cancer 3. Advocated for affirmative action when distributing scholarships for young girls	2	1	3
9	Klllokot	1. Advocated for women's inheritance and property rights 2. Advocated for the advancement of inter-ethnic cooperation	1	0	2
10	Suhareka	1. Advocated for public lighting in villages 2. Advocated for public funding of shelters 3. Advocated for housing priority for women victims of gender-based violence	3	2	3
11	Kamenica	1. Raised awareness about breast cancer and free check-ups for women 2. Advocated for a mobile mammography clinic to be available for 20 days to provide health checks for women in the municipality	2	0	2
12	Ferizaj	1. Raised awareness about gender-based violence 2. Advocated for women's inheritance and property rights	1	0	3

#	Group	Advocacy Initiatives undertaken by Lobby Members	Results Achieved	Public Policies Changed	# of Advocacy Initiatives
		3. Advocated for more women in decision-making positions			
13	Gjilan	1. Advocated for women's employment	1	0	1
14	Peja	1. Advocated for the coordination mechanism for the prevention of gender-based violence	1	1	1
Total			17	7	31





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