

Annual Report 2022



Kosovo Women's Network

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Contents

Introduction	7
Our Vision.....	7
Our Mission	7
Our Strategy	7
About the KWN Annual Report	8
Strengthening the Feminist Movement in Kosovo	10
Established a strategy for strengthening the feminist movement and made progress towards its implementation.....	11
Increased solidarity among women's organizations.....	11
Improved the organizational and advocacy capacity of KWN and its members and partners towards their long-term sustainability	14
Improved funding climate for women's rights organizations.....	23
Women in Politics and Decision-making	26
Increased and improved women's participation in politics and decision-making at local and central levels according to the Law on Gender Equality (50%).....	29
Improve institutionalization of gender-responsive budgeting in Kosovo	36
Improved and increased participation of WCSOs in the EU Accession process.....	38



Improved gender mainstreaming in documents affiliated with Kosovo's EU Accession and their implementation.....	46
Improved implementation of GAP II and III	49
Improved design of GAP III, based on the lessons learned from GAP II.....	51
Improved transposition of the EU Gender Equality Acquis into Kosovo Law	52
Women's Rights to Healthcare.....	55
Increased public officials and health institutions' accountability in addressing violations of women's rights in healthcare.....	55
Increased women's access to healthcare	56
A Life Free from Gender-based Violence.....	57
Improved implementation of the legal framework for domestic violence, including institutional responsibility to assist those who have suffered violence	58
Improved awareness and attention among officials and citizens in dealing with gender-based violence including domestic violence, rape, and sexual harassment	65
Improved policies and procedures for addressing sexual harassment.....	69
Improved institutional and public support for persons who experienced sexual violence during the war	70
Women's Economic Empowerment	72
Improved conditions for women's participation in the labor force	72

Increase the percentage of women who have access to inheritance and property ownership	77
Improved the gender perspective in reforms related to the EU Accession process	78
Improving Access to Quality and Gender Sensitive Education	80
Increased the number of childcare centers in proportion to the number of children in need.....	81
Improve curricula and textbooks from a gender perspective	82
Evaluating KWN's Work.....	84
KWN Financial Report for 2022.....	88
Distribution of Expenditures in 2022.....	93
Auditor's Report.....	94
About Us.....	96
KWN Board.....	96
KWN Advisory Board.....	96
KWN Staff in 2022	97
Individual Contributors to KWN.....	99
KWN Member Organizations in 2022	99
Annex 1a. Grants Successfully Completed in 2022	114
Annex 1b. Grants Awarded in 2022.....	133



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 had a Strategy for 2019-2022 (on the KWN [website](#)). The purpose of this Strategy was to guide KWN's work during these years. The Strategy was drafted in 2018 with input from KWN members, the Board of Directors, partners, and other relevant stakeholders. The



KWN Strategy has 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.

In 2022, KWN also undertook a strategic planning process for its new KWN Strategy for 2023-2026. This began with a thorough evidence-based situational analysis, followed by a one-day meeting held with its members on June 6. Following data collection and members' contributions to complete the Strategy, KWN held its second meeting on November 16, where, together with its members and key collaborators, it finalized the Strategy. KWN members decided that the KWN Strategy 2023-2026 would include the following programmatic areas: I) Improving Gender Equality through the Rule of Law; II) A Life Free from Gender-based Violence; III) Women's Economic Empowerment; and IV) Education that transforms gender norms. It includes Empowering the Feminist Movement and Attention to Climate Change and the Environment as cross-cutting themes.

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 contains information from January 1 to December 31, 2022.



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 achievements and results in each of these programs in 2022. Moreover, progress achieved during the entire Strategy's implementation, from 2019 to 2022, is also presented, including data from 2015 or earlier, where available. This report contains information about KWN's financial expenditures, supporters, Board of Directors, Advisory Board, staff, interns, volunteers, members, and grant beneficiaries.



Strengthening the Feminist Movement in Kosovo

The overall objective of this program is to empower the feminist movement in Kosovo, and the Western Balkan (WB) region. KWN has made progress towards achieving this objective, as shown by the following indicators:

- KWN implemented more than 83% of its Strategy;
- Women and men have undertaken 35 initiatives in 2022, 87 since 2015, to support the women's movement, indicating capacities to continue this work; and
- KWN members and the Kosovo Lobby for Gender Equality continued to be very active and vocal.

Progress has been made towards the following specific objectives in realizing this long-term aim. Specific objectives and any progress towards these, that is, outcomes, are in bold headings below. Results achieved are indicated by bold and italic font.



Established a strategy for strengthening the feminist movement and made progress towards its implementation

In 2021, KWN organized a Feminist Strategy Planning workshop in Durres, Albania, during which more than 100 KWN member organizations worked together to draft a feminist strategy. This strategy, finalized during 2022, is part of the new KWN Strategy for 2023-2026. The Kvinna till Kvinna Foundation supported this process.

Increased 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 2022. KWN continued to maintain partnerships among women's rights organizations in the region through its participation in six regional, interethnic coalitions.



KWN members cooperate to draft the KWN Feminist Strategy in Prishtina in June 2022.

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 five membership meetings in 2022, in which 83 different members, partners, and supporters exchanged information and were informed about KWN and its members' ongoing activities. Since 2015, 1,427 women and men attended KWN meetings. During these meetings, KWN members worked together to implement the KWN Strategy, discussed political and social developments in Kosovo, and monitored and evaluated KWN's work.

More young men and women activists involved in the feminist movement

In 2022, KWN engaged 43 young women and men through volunteer work, the Kosovo Lobby for Gender Equality, and other activities. Further, 24 young men and women participated in meetings and workshops organized by KWN. Since KWN started counting, KWN has engaged more than 7,276 young women and men in the feminist movement. This gave them the opportunity to become more knowledgeable in organizing, researching, advocating, integrating attention to gender equality 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.



Interethnic understanding and cooperation strengthened among individuals and civil society groups

Since 2015, KWN and its members have been involved in 171 inter-ethnic initiatives. In 2022 alone, KWN and its members were involved in 12 interethnic initiatives. KWN continued its interethnic partnerships in the region through the Coalition for Addressing Gender-based Discrimination in Labor in the Western Balkans (WB); partnerships with organizations to gender-mainstream the European Union (EU) Accession process through EQUAPRO; the Gender Budget Watchdog Network (GBWN), a joint action of partner organizations 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 women's rights civil society organizations (WCSOs) from five countries in improving rehabilitation and reintegration services for survivors of gender-based violence. KWN is finalizing procedures to join the Women Against Violence in Europe (WAVE) network. KWN also participated in the Human Rights Committee, a group of CSOs monitoring and reporting on human rights in Kosovo from a civil society perspective.



Improved 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. KWN has supported its members in advancing their organizational and advocacy capacities through personal mentoring and the Kosovo Women's Fund.

The Network continued to use the Organizational and Advocacy Capacity Assessment to assess the capacities of its member organizations receiving grants. During 2021, KWN collaborated with 63 organizations in Kosovo to create tailored Capacity Development Plans for each organization. KWN continues to support 27 of these organizations in implementing their plans. Since 2013, KWN has cooperated with 149 organizations in Kosovo and the region, supporting their capacity development.

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 its monthly electronic newsletter: Kosovar Women's Voice. KWN increased its Facebook likes from 19,919 in 2019 to 24,805 in 2022. On Twitter and Instagram, the number of followers increased from 780 to 1,544 and from 1,279 to 3,201, respectively. Kosovar Women's Voice newsletter reaches 955 people worldwide. In 2022, KWN had 160 media appearances and sent 24 press releases, including:



1. [KWN Demands Maximum Sentence for the Murder of the Woman by her Husband in Llausha](#)
2. [30 Grants Awarded as Part of the Regional Action “Furthering Gender Equality through the EU Accession Process”](#)
3. [Kosovo Women’s Fund Allocates more than €276,000 for 28 Organizations and Shelters in Kosovo](#)
4. [KWN Launches Report “Gender-based Discrimination and Labor in Kosovo”](#) [in Albanian only]
5. [KWN Launches report on gender-based discrimination and Labor in Kosovo](#)
6. [KWN Condemns Matoshi’s Discriminatory and Sexist Language](#)
7. [Kosovo Women’s Network organizes exhibition “Break the Silence: Ending Violence Behind the Walls”](#) [in Albanian only]
8. [KWN Demands Detention of a Juvenile Rape Suspect](#)
9. [Western Balkans Coalition Publishes Regional Report on Gender-based Discrimination and Labor](#)
10. [KWN Advocates to Abolish Taxes on Menstrual Products](#) [in Albanian only]
11. [KWN Introduces Gender Policy Recommendations for Persons with Disabilities](#)
12. [KWN and Shelters React to KJC and KPC Comments on NGOs’ Work](#)
13. [Systematic Abuse of Minors Continues in Kosovo - Disturbing Verdict Exposes Institutional Neglect Towards Sexual Abuse of an 8-Year-Old Minor](#)



14. [KWN Reacts: Protective Measures and Dismissal from Leadership Role for Journalist Arben Ahmeti](#) [in Albanian only]
15. [New Policy Brief Costs Maternity, Paternity, and Parental Leave Provisions for Proposed Labor Law](#)
16. [KWN Welcomes Approval of Draft Law on Supplementing and Amending Criminal Code and Criminal Procedure Code](#)
17. [KWN: Advocacy Letter for Budget Line for Centers for Social Work](#)
18. [KWN Launches 1325 Facts and Fables at President's Forum](#)
19. [KWN Strongly Condemns the Derogatory Language towards Mrs. Luljeta Plakolli Kasumi](#)
20. [KWN Demands License Revocation and Deserved Punishment](#) [in Albanian only]
21. [WCsOs Call for the Inclusion of a Gender Perspective in the Berlin Process](#)
22. [KWN Reacts to the Mitigation of Naser Pajazitaj's Sentence](#) [in Albanian only]
23. [KWN Expresses Deep Concern Over the Murder of a 63-Year-Old Woman by her Husband](#)
24. [KWN Held its 20th Annual Members' Meeting](#)

Since KWN started counting in 2019, we have had 1,820 appearances in the media and sent 120 press releases.



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

Individually, 28 KWN members supported through KWF have successfully completed 39 projects in total. Further, members undertook 71 advocacy initiatives with KWN's support, demonstrating their increased capacities for promoting and protecting the rights of women and girls. Members' initiatives involved 99 meetings with officials towards supporting, protecting, and promoting the rights of women and girls. KWF grant recipients' advocacy efforts resulted in four policy changes, led by Glas Zena Partes, Down Syndrome Kosova, and the Youth Association for Human Rights. These policies positively affected the rights of women and girls.

In addition to supporting its member organizations, KWN provided 27 grants to 18 CSOs through KWF, amounting to €266,986 in 2022. The European Union (EU) Office in Kosovo financed these grants via KWN's initiative: "Enhancing the Capacities and Resilience of CSOs: Furthering Gender Equality Amid the COVID-19 Pandemic".

KWF provides small grants to WCSOs that do not have access to other sources of funding and that seek to



KWN organized an orientation session with 27 KWF beneficiaries in March 2022

further women's rights. The Fund focuses on supporting groups that work in rural areas and/or with marginalized persons. Since 2012, KWF has allocated 252 grants, supporting 149 different organizations, with the total amount of €1,477,067. It has had more than 24,387 beneficiaries. In 2022, KWF received support from the EU, Austrian Development Agency (ADA), Swedish International Development Agency (Sida), United Nations Population Fund (UNFPA), and Sigrid Rausing Trust. In summary, KWF grant beneficiaries in 2022 included:

- Medica Kosova with the initiative “Raising the welfare of children / students for a life without violence” (€9,998)
- Handikos Mitrovica with the initiative “Challenges of women and girls with disabilities amid Covid-19 in the municipality of Mitrovica” (€9,906)
- Association of the Blind and Visually Impaired with the initiative “Managing the Covid-19 pandemic situation for the blind and visually impaired” (€9,562)
- Foleja with the initiative “The Impact of the Covid-19 Pandemic on Roma, Ashkali and Egyptian Women and Girls” (€9,989)
- Center for Education and Community Development (CECD) with the initiative “Life without domestic violence – promoting domestic violence protection mechanisms” (€9,351)
- Association for Education and Care of the Family with the initiative “Improving knowledge and empowering young people to live a life free of violence and sexual harassment” (€9,900)



- Young Men's Christian Association (YMCA) Movement with the initiative “Promoting the feminist movement through the empowerment of young women and men” (€9,868)
- Lulishtja with the initiative “Economic empowerment of women after the crisis from the COVID-19 pandemic, through creation of family-friendly workplaces” (€9,998)
- Rule of Democracy in Kosovo with the initiative “Strengthening gender mechanisms for gender responsive budgeting” (€9,994)
- Active Women of Gjakova with the initiative “Providing legal and psychological support to women who are victims of gender-based violence” (€9,975)
- Institute for Dialogue and against Discrimination with the initiative “Treatment of psycho-social and economic problems among women, caused by the COVID-19 pandemic” (€9,965)
- Association of Women Pensioners “Vita Jeta” with the initiative “COVID-19 and Diabetes in the Elderly” (€9,794)
- Bliri with the initiative “Raising awareness on reproductive health among young people” (€9,668)
- Youthful Gracanica with the initiative “Empowering young women with the aim of achieving economic independence and active participation in decision-making processes” (€10,000)
- Violete with the initiative “Raising awareness of girls and women in the Municipality of Podujeva for a life without gender-based violence” (€9,980)
- Zana with the initiative “Economic and political empowerment of women in the municipality of Klina” (€9,506)



- You Can Do with the initiative “Promoting state mechanisms that women and girls with disabilities live life free of sexual abuse” (€9,978)
- Rikotta with the initiative “Prevention of violence through economic empowerment of women in the Municipality of Prizren” (€9,996)
- Organization for Research with the initiative “Advocating to relevant institutions for protection against violence and the impact of the COVID-19 pandemic on stress and depression in women” (€9,802).
- Center for Protection and Rehabilitation of Women and Children Liria with the initiative “Involvement of relevant state institutions and services in a coordinated approach to violence against women and domestic violence under the Istanbul Convention” (€9,565)
- Women’s Center with the initiative “Promoting the rights of victims of domestic violence through digital and advocacy activities” (€9,996)
- The Center for the Protection of Women and Children (CPWC) with the initiative “Sheltering, rehabilitation and reintegration for women and children, victims of domestic violence” (€9,993)
- Women’s Wellness Center with the initiative “Providing housing, legal, and psychological support to women survivors of violence” (€9,996)
- Safe House Gjakova with the initiative “Psychosocial empowerment of women survivors of domestic violence and raising awareness of abusive partners through psychosocial counseling” (€10,000)



- CPWC “Raba Voca” Mitrovica with the initiative “Raising awareness against violence against women” (€9,993)
- Center for Sheltering Women and Children Prizren with the initiative “Raising awareness and empowering victims of domestic violence” (€9,983)
- Center for Protection of Women and Children, My home – Ferizaj with the initiative “Strengthening the Coordination Mechanism for Protection from Domestic Violence for the Ferizaj Region” (€9,837)
- Center for Protecting Victims and Preventing Trafficking in Human Beings with the initiative “Protecting, advocating for and promoting the rights of Victims and Potential Victims of Trafficking in Human Beings” (€9,952)

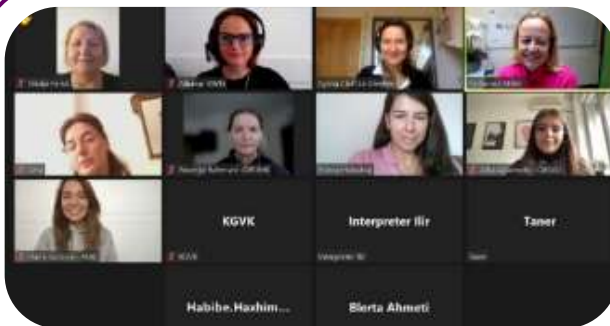
Please see Annex 1a for further information about grants completed during 2022 and their results, and Annex 1b. for information about ongoing grants. Additionally, KWN also provided funding to CSOs, and specifically WCSOs, beyond KWF.



Capacities of KWN staff increased

KWN continued to provide opportunities for its staff members to increase their capacities, including in inter-office communication, 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) and with support from the EU, organized a workshop for staff members on "Equal Pay". During 2022, KWN staff also took part in trainings organized by Kvinna till Kvinna, including the "International Training Program on Gender-Based Violence", during which they visited institutions in Sweden to learn more about the treatment and referral of gender-based violence cases. The second part of this training was held in Albania. In 2022, KWN staff also visited Austria and various institutions to share experiences in handling gender-based violence cases, including rehabilitation and reintegration of victims.



KWN and EWLA organized two workshops in December 2022.

Improved funding climate for women's rights organizations

Although some advocacy initiatives can be undertaken on a voluntary basis, WCSOs 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 2022, KWN met several funders and sent policy briefs to make funders more aware of WCSOs' financing needs. Following advocacy, KWN contributed to securing additional resources for WCSOs in Kosovo and the region, as shown by the substantial increase in funds provided through the KWF this year.

Improved implementation of KWN's Fundraising Strategy

KWN finalized its Resource Mobilization 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 successful philanthropic approaches used in Kosovo. Then, KWN continued its efforts towards implementing this Strategy. This included "KWN Merch", merchandise with feminist messaging, available in person or online. Donations received for these items contribute to the KWN Sustainability Fund, which helps to cover crucial



*KWN "Merch":
"Super Woman"
Mug and Sweater.*

costs and support important programs. In terms of results, KWN has increased the savings in its Sustainability Fund from €3,844 in 2019 to €15,805 in 2022. These efforts were supported primarily by the EU and Sida, as well as the Kvinna till Kvinna Foundation.

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

Throughout 2022, KWN improved the knowledge and understanding of EU bodies and other donors about the types of support that WCSOs need through the following three publications, which were shared with EU representatives at international and local levels:

- [Commentary: A Gender Reading of the EC Country Report 2022](#)
- [Gender and Disability in EU Law: An Intersectional Approach to Informing Kosovo's Legal Framework](#)
- [Gender-Responsive Financing of Personal Assistants for Person with Disabilities in Kosovo](#)

Approximately 40 advocacy letters and emails were sent to EU officials related to better gender mainstreaming the EU pre-accession processes.

During the EU Advocacy Week organized by Kvinna till Kvinna, KWN improved the knowledge and understanding of relevant EU bodies regarding the different forms of support that WCSOs need. KWN



attended various meetings with EU officials involved in the policy-making process for EU External Financing and emphasized the need for sustainable funding for the Feminist Movement.

KWN experts continued to support the EU Office in Kosovo, Austrian Development Agency (ADA), Caritas Kosova, and other profit and non-profit contractors implementing development programs in Kosovo, by recommending cooperation opportunities with (and support for) WCSOs, which would contribute to their effectiveness and development goals. In some cases, this translated into contractors engaging WCSOs as partners and supporting their work. During 2022, KWN continued to support ADA's partners in gender mainstreaming their actions. Specifically, KWN assisted three ADA partners (QAIN, HERAS+, and UNDP) to improve their projects to further protect and support the interests and rights of women and girls.

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

During 2021, KWN sent recommendations for improving the tax system and gender mainstreaming public policies, such as the Economic Reform Program and others related to the Stabilization and Association Agreement (SAA) sub-committee (SC) meeting on Economic, Financial Issues and Statistics. KWN continued coordination with other civil society organizations to improve the legal and institutional framework regarding philanthropy in Kosovo.



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, as shown by the increase in women's participation in politics and decision-making at all levels over time.

Following parliamentary and local elections, KWN has worked to revive the Lobby for Gender Equality and to include newly elected women assembly members, members of parliament, and other women appointed to decision-making positions. During March and April, the KWN Executive Director met women deputy mayors of Gjilan, Klina, and Podujeva municipalities, as well as the President of the Municipal Assembly of Gjakova. These meetings sought to increase solidarity among local stakeholders working for women's rights and women's effective participation in decision-making processes.

An indicator of women's improved participation in politics and decision-making are the policy changes that have occurred, better reflecting women's priorities in laws and policies. Since KWN started counting the actions taken, KWN, the Lobby, and Network members have undertaken 557 advocacy initiatives. As a result, since 2016, KWN, its members, and the Lobby have contributed to changing 180 policies to improve the lives of women and girls, at local and central levels. In 2022, six policy documents included some of KWN's recommendations, towards better reflecting a gender perspective, as well as the different needs of women and men in policymaking:

1. Economic Reform Program 2022-2023



2. European Commission's Kosovo Report 2022
3. 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)
4. National Strategy on Protection Against Domestic Violence 2022-2026
5. Rule of Law Strategy 2021-2026
6. Government Concept Document for Gender Responsive Budgeting

In relation to gender-responsive budgeting, the number of budget organizations that have submitted an annex with information related to gender-responsive budgeting, as per Budget Circulars, has increased to 62 budget organizations. This year, 37 of 38 local budget organizations (97%) submitted their annex as part of their 2022 Budget request. Meanwhile, 45 of 51 central level budget organizations (88%) submitted their annexes. While not directly a result of KWN's work, we believe that KWN and its members have contributed indirectly to this increase compared to prior years through advocacy at municipal and national levels. Further, this demonstrates the long-term impact of KWN's prior work with the Ministry of Finance, together with GIZ and USAID, through which the requirement to prepare a gender-responsive budgeting annex with annual budget requests was incorporated into the text of the Ministry's annual budget circulars.

Knowing that gender equality is a fundamental value of the EU, KWN also monitors the EU Accession process from a gender perspective. As a result of KWN's monitoring and advocacy efforts, Kosovo and



EU officials took eight actions to address issues raised by women, related to gender mainstreaming the EU Accession Process:

1. They consulted with KWN regarding the Economic Reform Programme 2022-2023 and improved the gender perspective within it based on KWN's recommendations;
2. The Prime Minister's Office published the European Reform Agenda (ERA) Action Plan II with KWN recommendations included in it and pledged to involve KWN and WCSOs in monitoring and implementing ERA II;
3. The EU Office in Kosovo invited WCSOs to provide input for the European Commission's Kosovo Report for 2022;
4. The EU Office in Kosovo and the EU Directorate General for Neighborhood and Enlargement Negotiations (DG NEAR) organized a consultative meeting with KWN regarding the Economic Reform Programme 2022-2023 to better gender mainstream this document;
5. The EU Office in Kosovo consulted WCSOs prior to meeting with the Government of Kosovo as part of the SAA structures;
6. The Government of Kosovo consulted WCSOs about four SAA meetings;
7. The European Commission's Kosovo Report 2022 clearly integrated KWN and other WCSOs' recommendations;
8. EU officials met with WCSOs in Brussels and pledged to continue communication on issues that women consider priorities.



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

Supported by the EU, co-funded by Sigrid Rausing Trust, KWN continued cooperation with the Organization for Persons with Muscular Dystrophy and Ruka Ruci, increasing the political engagement of approximately 29 women, including four women with disabilities and 36 Serbian women in decision-making processes. Since 2019, KWN has increased the political engagement of 2,096 women in decision-making processes, including through the KWF. Further, in 2022, 366 women politicians and women interested in becoming politicians attended training and mentoring through members' initiatives supported by KWF.

Coalition for Equality functional at the local and central level

The Coalition for Equality was established on 22 June 2018. It consists of women in politics at national and local levels, as well as WCSOs. 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. Its members 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. In 2022, the National Democratic Institute (NDI), together with KWN, formed the Gender Policy Strategic Network, consisting of women and men representing the government, political parties, civil



societies, and businesses, who vowed to collaborate to address challenges that hinder women's meaningful participation in political processes and to advocate changes that will accelerate gender equality.

Kosovo Lobby for Gender Equality remained functional

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 local and central levels for progress towards gender equality and has continued functioning in 27 municipalities. A constant challenge for the functioning of this group has been the political situation and frequent elections, impacting changes in its membership, which has slowed the Lobby's work.

In total, 344 women engaged in Lobby in 2022. Together, Lobby groups undertook 19 advocacy initiatives and contributed to seven policy changes this year. On May 16, the Lobby met to discuss "The challenges faced by deputy mayors in municipalities". Representatives of government institutions, local and international organizations, KWN member organizations, 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

"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



to increase women's representation in politics and decision-making processes. Participants considered this meeting an opportunity to further solidarity among stakeholders working for women's rights and to increase their effective participation in decision-making processes.

On November 16, the Lobby met to discuss "Women, peace and security - Decision-making at the local level". Lobby members provided suggestions on how KWN, through its new Strategy, can contribute to empowering women and girls at the local level and in decision-making. Since KWN started tracking beneficiaries, 754 women from different municipalities in Kosovo have benefited from Lobby meetings. Both meetings were made possible thanks to the support by the EU, co-funded by Sigrid Rausing Trust.

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 advocacy skills. KWN Executive Director Igballe Rogova continued providing mentoring sessions for Lobby members and groups across Kosovo, via 1,100 phone calls, emails, or visits to their



Lobby for Gender Equality meeting, May 2022

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 them in overcoming various challenges in advocating 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 the LGE with other relevant laws

KWN, together with other CSOs, advocated for improved gender mainstreaming of laws in Kosovo and their harmonization with the Kosovo Law on Gender Equality. In 2022, KWN advocated for better gender mainstreaming the following laws and policies through providing specific input provided to relevant government bodies: draft Law on Labor, draft Civil Code, draft Law on Social and Family Services, draft Law on Protection against Domestic Violence, draft Law on Social Housing, as well as strategies and action plans in these areas. KWN continued to advocate for improving the maternity, paternity, and parental leave provisions in the new Labor Law, in line with the EU Directive on Work-Life Balance and the Law on Gender Equality. Recommendations related to this issue were sent to inform SAA committee meetings.

Together with the Kosovar Gender Studies Center (KGSC), the Center for Equality and Freedom (CEL), the Center for Social Group Development (CSGD), and the Youth Initiative for Human Rights in



Kosovo (YIHR-KS), KWN strongly advocated for a more gender-sensitive draft of the Civil Code that considers the situation of women in Kosovo, especially related to property and same-sex marriage rights.

KWN continuously requested the harmonization of the Law on General Elections and the Law on National Elections, which currently have a 30% quota for women and men's participation, with the Law on Gender Equality, which defines equality as 50% participation of each gender. During meetings with SAA structures, this issue was highlighted among the main recommendations of KWN for the EC Kosovo Report. Also, during the EU Advocacy Week organized by Kvinna till Kvinna, KWN advocated for the harmonization of these laws, speaking directly with representatives of EU member states and DG NEAR. Since 2019, KWN has undertaken approximately 30 advocacy initiatives related to amending these laws in line with the Law on Gender Equality.

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

Women in politics, WCSOs, 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 members held 65 meetings with women politicians, voters, and CSOs. A list of their initiatives is in Annex 2.



Through KWF-supported initiatives, KWN members Partners Kosova, In Time, Aureola, the Minority Community Center, Moravski Biser, and Era Fruit held 62 meetings with women in politics, CSOs, and voters.

Additionally, with KWN's support, approximately 17 CSOs sent comments to the EU Office in Kosovo and EC for the EC Kosovo Report for 2022, as well as provided inputs for the government's consultative meeting with civil society prior to the SAA Sub-committee meeting on Justice, Freedom and Security.

Five CSOs supported through the regional EU and Sida co-funded EQUAPRO initiative "Integration of a gender perspective in the EU accession process" raised issues pertaining to women's representation in politics, discrimination in employment, gender-responsive budgeting, and access to justice in their respective municipalities. These organizations included: Gruaja Hyjnore (Gjilan), Advocacy Centre for Democratic Culture (ACDC) (North Mitrovica), EcoKos Women (Prishtina), the Committee of Blind Women of Kosovo (KBWK) (Prishtina), and the Minority Communities Centre (MCC) (Gracanica).

KWN launched the second edition of its book *1325 Facts & Fables* during the Women, Peace, and Security Forum, an international Forum organized under the patronage of the President of the Republic of Kosovo, Vjosa Osmani Sadriu. The book includes "facts", that is, statistics, data, and names, and "fables": stories of how people perceive the implementation of this UN Resolution during the period of 2000 to 2020 in Kosovo. The book's stories walk readers through the many challenges, successes, and victories that women activists have faced in their struggles, calling for the UN, EU, NATO, and Kosovo officials to implement Resolution 1325. Officials from around the world received information about this



book, which they can use to inform their work in conflict and post-conflict situations elsewhere, based on lessons learned from Kosovo.

These initiatives of KWN and its members illustrate ways in which women's participation in politics and decision-making has increased.

Advocacy initiated on issues that women consider priorities

On September 21, 2022, a high delegation of the International Monetary Fund (IMF) led by the Deputy Managing Director of the IMF, Mr. Bo Li, visited KWN. Executive Director Igballe Rogova and Finance Manager Besa Shehu informed the IMF delegation about KWN's long-term commitment to achieving gender equality in Kosovo, the challenges girls and women face, and the need to empower them politically and economically.

As part KWN's action "Strengthening Women's Participation in Politics", supported by the EU Office in Kosovo with co-funding from Sigrid Rausing Trust, KWN and the EU organized a working lunch between EU Ambassador Tomas Szunyog, Head of the EU Office in Kosovo and EU Special Representative to Kosovo, EU officials, and WCSO representatives met on November 29. WCSOs advocated for the EU's attention to various issues including gender-based violence, women's economic empowerment, gender-responsive budgeting, support to Serb women in rural areas, the challenges women with disabilities face, and the importance of finding a common language for the Dialogue between Serbia and Kosovo, in line with UN Resolution 1325.



On December 12, KWN's Executive Director Igballe Rogova attended a meeting with the U.S. Special Envoy for the Western Balkans, Gabriel Escobar, and the U.S. Ambassador to Kosovo, Jeffrey Hovenier, together with other CSO representatives. She raised issues important to women during the meeting.

During this year and the current KWN Strategy, WCSOs were involved in more, diverse issues and processes (including political dialogues) where they raised issues that they considered priorities, such as through SAA SC meetings and the EU Accession process. KWN continually supported and empowered women to identify and advocate for their priorities during these processes.

KWF also supported KWN members' efforts to monitor and advocate for the implementation of existing laws and policies. This year, KWF and the Lobby undertook 96 advocacy initiatives for issues that women consider priorities.

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. KWN has made some progress, amid several challenges. In 2022, this work was supported by ADA, co-funded by Sida.

In 2021, KWN mentored six CSOs in carrying out GRB initiatives in Prishtina, Lipjan, Mitrovica, Gjakova, North Mitrovica, and Viti. These organizations included: the Organization for Local Reform



(EULOC), the Women's Business Association (WBA), Mitrovica Women's Association for Human Rights, the Youth Association for Human Rights, the Kosova Women's Initiative, and EcoKos Women. Initially, they participated in three GRB trainings towards enhancing their capacities and knowledge on GRB as part of the Gender Budget Watchdog Network's (GBWN) joint action, supported by ADA. 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"; introducing a "Gender perspective for sustainable economic planning"; "Monitoring and analyzing local policy-making from a gender perspective"; "Gender budgeting towards gender balanced economic development"; and "Menstrual hygiene management, clean life for women and girls". They worked with different target groups in Kosovo, mainly with Directorates of Budget and Finance in their respective municipalities, as well as other directorates and municipal institutions. With their knowledge gained on GRB during training, as well as KWN's support, they reached approximately 3,600 direct and indirect beneficiaries with more information about GRB and its implementation.

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



Recommendations for more gender-responsive budgeting at the municipal level were shared with KWN members during public discussions on Budget Appropriations for 2023. KWN members voiced shared concerns and recommendations to their respective municipal representatives. KWN and its members also continued to increase women and girls' participation in public hearings in Vushtrri, Viti, Ferizaj, Novobërdo, Skenderaj, Drenas, Gjakova, Mitrovica, Klllokot, and Istog municipalities. During September, ten member CSOs organized over 25 meetings. These meetings brought together about 300 women and girls who discussed their different needs and priorities and how these could be reflected in 2023 municipal budget allocations. Further, more than 15 meetings were organized with municipal officials to address recommendations resulting from meetings, which included better funding in several municipal budget lines for gender equality, economic empowerment of women, addressing gender-based violence, equal quality education, and healthcare. KWN continued to advocate the importance of budget allocations addressing the different needs and priorities of diverse women and men.

Moreover, in November, KWN jointly with UN Women sent a letter to each MP at the Assembly of the Republic of Kosovo with 10 concrete recommendations regarding the institutionalization of GRB and its inclusion in the budget for 2023.

Improved and increased participation of WCSOs in the EU Accession process

KWN regularly contributed to the involvement of its member CSOs and women politicians in the EU Accession process. Women's rights activists and organizations were encouraged and assisted in providing



input on this year's EC Kosovo Report. Further, following KWN's continuous multiyear advocacy for an improved gender perspective in the different chapters this progress report, 75% of KWN and its members' recommendations were reflected in the EC 2022 Kosovo Report; this included an improved gender perspective in different sectors. Moreover, approximately 70% of KWN's comments were integrated into the Economic Reform Program.

Overall, in the last three years, the gender mainstreaming of EU Accession documents has increased significantly. In 2020, approximately 50% of KWN and its members' suggestions towards better gender mainstreaming these documents were accepted, whereas in 2022, 80% of our comments were addressed. KWN also helped many WCSOs, in Kosovo and the WB region, to prepare recommendations that would inform the EU Accession process and meetings of SAA structures. More specifically, KWN undertook the following initiatives jointly with other CSOs in 2022:

- Involved more, diverse WCSOs in more, diverse issues and processes (political dialogues), especially through SAA SC meetings.
- Consulted WCSOs and compiled joint input for the EC Kosovo Report 2022.
- Provided recommendations for the Economic Reform Program 2022-2024, through the public consultation platform.
- Sent recommendations for ERA II to EU officials.
- Commented on the draft of Law on Protection from Violence against Women and Domestic Violence, particularly towards harmonizing this draft law with the Istanbul Convention.

- Sent comments on the draft Law on Social Housing, towards ensuring affirmative measures for women survivors of violence.
- Advocated continuously for the draft Civil Code to be aligned with EU Gender Equality Acquis and best practices, including providing input on provisions that endanger women's rights, on same-sex marriage, and on prohibiting discrimination on the basis of gender and sexuality.
- Participated in six consultations related to the SAA: the SAA SC meeting on Justice, Freedom, and Security (two meetings with the government and the EU, respectively); SAA SC meeting on Transport, Environment, Energy, and Regional Development; SAA SC – Meeting on Information Society, Social Policies, and Education.
- Consulted KWN members on issues to raise during the Kvinna till Kvinna-organized EU Advocacy Week in 2022, sharing their recommendations with several EU officials.
- Undertook joint advocacy towards gender mainstreaming the ERA II Action Plan, especially in relation to Public Administration Reform.
- Commented on the civil society report for human rights for 2022.
- Undertook joint advocacy at a regional level with Olga Martin Gonzalez, the Gender Advisor at the EC in Brussels, and with Gender Focal Points in EU delegations in the WB. This meeting was organized with support from Kvinna till Kvinna, towards better gender mainstreaming the EC's Kosovo Report, among other EC country progress reports.



- Participated in a joint meeting of WCSOs with the Council of Europe Commissioner for Human Rights to discuss women's better representation in politics and reducing gender-based violence and gender-based discrimination.
- Participated in WCSOs' joint advocacy in the working group for gender equality, established on the initiative of the Office of the President of Kosovo and the Council for Democracy and Human Rights, respectively.

Initiatives towards improving and increasing the participation of WCSOs in the EU Accession process in Kosovo were co-funded by the EU and Sida, as well as supported by the Kvinna till Kvinna Foundation.

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

About 19 WCSOs, KWN members, and partners participated directly in advocacy related to Kosovo's EU Accession processes, supported by KWN staff. This number has increased from seven organizations in 2020.

In terms of capacity building, in March 2022, KWN held a workshop to inform its member organizations about existing EU structures in Kosovo, where they can advocate towards furthering gender equality, how to participate in consultations, documents to review, and other information. This workshop also increased the awareness of 19 organizations on how to provide input for the EC Kosovo Report. Participating organizations included four of the aforementioned KWN members currently implementing



initiatives as part of the EQUAPRO regional coalition's action "Furthering a Gender Perspective in the EU Accession Process", supported by the EU and Sida. Afterward, they actively participated in consultations organized by the EU Office in Kosovo and the Government of Kosovo, including the SAA SCs.

KWN and EWLA organized workshops on the "EU Legal Framework for Gender Equality". Lawyers from EWLA, Katharine Miller and Sylvia Cleff Le Divellec, explained to Lobby and KWN members the EU's main legal instruments related to gender equality. KWN members exchanged experiences and discussed advocacy strategies for integrating attention to gender in the EU Accession process. Municipal officials raised the issue of implementing EU policies and reforms at the local level.

KWN and EWLA also co-hosted a workshop on "Disability Rights and Gender in Kosovo". KWN members discussed the practical and legal aspects of implementing the rights of women with disabilities, as well as opportunities for improving their situation. Katharina Miller and Sylvia Cleff Le Divellec from EWLA discussed discrimination in their countries and advised on actions needed to address multiple gender inequalities in Kosovo.

Since 2019, KWN and EWLA have collaborated to train 95 women's rights activists and politicians regarding various aspects of the EU Accession process, supported by the EU, Sida, and Sigrid Rausing Trust.



Knowledge and understanding of stakeholders on the importance of WCSOs' involvement in EU Accession processes improved

In 2022, 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 engaged other WCSOs in gender mainstreaming the ERA II Action Plan, the EC's 2022 Kosovo Report, and in submitting recommendations for six SAA SC meetings.

During the EU Advocacy week, organized by Kvinna till Kvinna, KWN, together with its members, KGSC, the Organization of Persons with Muscular Dystrophy of Kosovo, and Mitrovica Women's Association for Human Rights participated in the following advocacy meetings:

- Chloe Laurens Dinsdale, DG NEAR Equality Coordinator and Irene Ceccanti, Gender Expert, during which gender mainstreaming the EC country reports was discussed;

"Your research is highly relevant to our work in gender mainstreaming the Rule of Law process. We encourage you to continue to inform us and send us your research, as you have done so far, because they help a lot."

Vivien Savoy, EC Rule of Law Desk Officer



- Lina Andeer, Advisor for Gender Equality, Peace and Security within the “Civilian Planning Conduct Capability (CPCC) and Stella Rhoner Grubacic, Gender and Diversity Adviser, EEAS – where WCSOs advocated for the inclusion of women in peacebuilding processes;
- Ema Asciutti, DG NEAR Program Manager on gender issues and social inclusion and Marie Sofie Sveidqvist, in which WCSOs advocated for better funding for women’s movements;
- Viola Von Cramon and her assistant, Djorde Bojovic, who committed to more substantial involvement of local WCSOs during their visits to Kosovo, consulting WCSOs especially in relation to peacemaking processes; and
- Vivien Savoye, EC Official for Rule of Law for Kosovo and Giulio Crespi, EC Policy Assistant and Gender Focal Point, with whom the situation of gender-based violence against women in Kosovo, gender-based discrimination, and the situation of persons with disabilities were discussed in relation to gender equality in the EC Kosovo Report. KWN also presented to officials the Commentary prepared on the EC’s Report for 2022.



KWN takes part in the Kvinna till Kvinna Advocacy Week in Brussels in November 2022.

KWN also contributed to improving the knowledge and understanding of stakeholders regarding the importance of WCSOs' involvement in EU Accession processes through meetings with the following officials:

1. Vedat Sagonjeva, Strategic Planning Officer, Office of the Prime Minister;
2. Erëza Pula, (former) Gender Focal Point in the EU Office in Kosovo;
3. Besnik Bislimi, Deputy Prime Minister of Kosovo;
4. Jeton Karaqica, Director of the Department for Economic Criteria and Internal Market, Office of the Prime Minister;
5. Agim Kukaj, Director of the Department of Posts and Telecommunications, Ministry of Economy;
6. Tomas Szunyog, Head of the EU Office and EU Special Representative in Kosovo;
7. Naim Qelaj, Ombudsperson;
8. Edi Gusia, Chief Executive Officer, Agency for Gender Equality in the Office of the Prime Minister; and
9. Habit Hajredini, Office for Good Governance in the Office of the Prime Minister.



From 2019 to 2022, KWN has raised the awareness of more than 250 diverse stakeholders engaged in the EU Accession process on how to better gender mainstream this process, supported by the EU, Sida and Kvinna till Kvinna.

Improved gender mainstreaming in documents affiliated with Kosovo's EU Accession and their implementation

KWN continued to provide input towards gender-mainstreaming Kosovo's public policies and policies related to the EU Accession Process, including on an international level. In total, KWN commented on 10 policies this year:

1. Draft National Development Strategy 2030
2. Kosovo Report for 2022 (together with member organizations)
3. Draft Agenda on Digitalization 2030
4. Draft Economic Reform Program 2021-2023
5. Draft Law on Family and Social Services
6. Draft Law on Protection and Prevention against Domestic Violence and Violence against Women
7. Draft Law on Local Government Finances
8. Draft Regulation on working hours and holidays of public officials



9. Draft Law on Budget Allocations for 2023
10. Public Finance Management Strategy 2022-2026.

Regarding results, 75% of KWN's comments were integrated in the EC's Kosovo Report for 2022; and 70% were addressed in the Economic Reform Program 2021-2023. The extent to which the EU accepted KWN's comments on EU Accession related documents has improved compared to previous years (50% in 2019, 55% in 2020, 70% and 2021). These efforts were supported by the EU, Sida and Kvinna till Kvinna.

Knowledge and capacities of EU officials, Office of the Prime Minister's 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 continued its collaboration with the Department of European Integration in the Office of the Prime Minister. Their knowledge on mainstreaming gender in EU Accession documents has improved over time, 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 2022, KWN mentored 48 officials in the EU Office in



Kosovo related to gender analysis, GAP III, and gender mainstreaming. During this period, KWN held 93 mentoring sessions for EU officials, leading to a total of 273 such mentoring sessions provided since 2015.

In 2022, KWN organized four trainings at the request of the EU Office in Kosovo for its staff and officials, including two basic trainings on gender equality (mandatory for all staff), one training on gender responsive budgeting, and one training on gender in justice and the rule of law sector. In total, 43 EU officials participated in the training, including the managerial level. Since KWN started tracking this information, KWN has trained a total of 150 EU officials in gender equality (56% women and 44% men).

During a meeting with civil society regarding the European Reform Agenda Action Plan, the Deputy Prime Minister of Kosovo, Minister of Integration, Development, and Dialogue, Besnik Bislimi, specifically thanked KWN for its long-time contribution in integrating a gender perspective in the EU Accession process and committed to consult KWN in mapping WCSOs at the local level who can contribute, towards a more inclusive civil society consultation process.

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. Also, as relevant to KWN's work, KWN consulted and collaborated with gender equality mechanisms in municipalities and ministries.



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

KWN did not work with the parliamentary committees as intended due to insufficient time amid other pressing issues.

Improved implementation of GAP II and III

In prior years, KWN reported on its implementation of GAP II, which ended. In 2022, KWN continued to advocate for and support improved implementation of the EU GAP III, as illustrated by 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

KWN monitored the implementation of the Country Level Implementation Plan (CLIP), as well as produced a paper monitoring the EU's work towards furthering gender equality, which included attention to the implementation of GAP III. KWN presented the findings to the EU Office in Kosovo and EU officials in Brussels during the Advocacy Week in November 2022. In providing technical support to the EU Office in Kosovo, KWN also continued to discuss GAP III implementation with officials regularly. Overall, since

KWN started tracking in 2020, KWN has held more than 38 meetings with relevant EU officials during which GAP II and III implementation were discussed.

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

KWN continued to support the EU Office in Kosovo in using checklists to improve the gender mainstreaming of programs, in line with the Gender Equality Policy Marker. KWN also continued to develop recommendations for the EC for improving its templates.

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

KWN continued working closely with the EU Office in Kosovo towards implementing GAP III. KWN provided capacity-building, including mentoring, coaching, and training on various topics related to GAP III. Through this, KWN contributed towards the implementation of GAP III and the CLIPs, which KWN supported drafting in 2021.

Related to GAP III implementation, specifically the target that 85% of all EU-funded actions will have a Gender Marker 1 or 2, KWN continued to support the EU Office in Kosovo in gender mainstreaming EU Action Documents. In total, KWN reviewed and improved 38 documents in 2022, totaling 74 documents since 2020. With KWN's support, the percentage of contracts marked Gender Marker 1 or 2 has increased by nearly 20% since 2018.



Additionally, considering that Austria is an EU Member State (MS), KWN continued to support ADA partners in gender-mainstreaming their actions in line with the commitments in the EU GAP III.

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

In March 2022, KWN held a workshop with KWN members and partners regarding advocacy targeting EU structures in Kosovo and SAA mechanisms. As stated, 19 WCSOs participated. Among the topics discussed was the responsibility of the EU to implement GAP III, including at a country level (via the CLIP), which includes consulting WCSOs. KWN also raised WCSOs' awareness about GAP III during planning meetings to prepare for the EU Advocacy Week, the advocacy meeting with the EU Ambassador in Kosovo, Tomas Szunyog, and during the planning meeting with partner organizations in the region for gender mainstreaming the Berlin process.

Further, when commenting on public policies, KWN referred to GAP III in comments, reminding the Government, including National Gender Equality Mechanisms (NGEM). This contributed to raising their awareness of GAP III and its commitments.

Improved design of GAP III, based on the lessons learned from GAP II

In prior years, KWN provided comments and advocated for improvements to GAP III based on lessons learned from GAP II. Some of KWN's recommendations were taken, as explained in KWN's Annual



Report for 2021. Despite some improvements in GAP III, some of KWN's recommendations were not adopted and further advocacy can be continued related to the midterm review of GAP III and the eventual GAP IV.

Awareness improved regarding needed improvements to GAP III

GAP III has significant improvements; it has incorporated several recommendations that KWN sent relevant EU officials, stated in the policy brief "[Following through on EU Commitments on Gender Equality: Lessons Learned from GAP II to inform GAP III](#)". KWN also actively sought harmonization of the EU regulation on the Instrument for Pre-Accession (IPA) with GAP III, and this regulation has considered a few of the recommendations made. These changes contributed to some improved awareness regarding the improvements needed to GAP III.

Improved 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, particularly related to EU directives on women's rights, pregnancy, and gender equality, with a focus on the EU Work-Life Balance Directive. Although some recommendations were reflected and incorporated in some laws and policies, some draft laws on which KWN has



commented have not yet been adopted. These include, for example, the draft Law on Family and Social Services, draft Law on Protection from Violence against Women, and draft law on Social Housing. KWN will continue to monitor and advocate for better transposition of the EU Gender Equality Acquis into Kosovo law and policies. These efforts have been supported by the EU, Sida, and Kvinna till Kvinna.

AGE, Prime Minister's European Integration Department and Ministry of Finance, Labor and Transfers better informed regarding needs for improved transposition of the EU Gender Equality Acquis into Kosovo Law

When commenting on laws, KWN informed these key government stakeholders of the comments provided. The Office of the Prime Minister's Department of European Integration also was informed continually regarding transposition needs during KWN's collaboration with this Department in drafting the ERA, National Program for the Implementation of the SAA, and in SAA consultation meetings. KWN met with European Integration structures in the Office of the Prime Minister approximately 15 times in 2022.

Written policy briefs regarding the Law on Labor, Law on Civil Service, Law on Gender Equality, and Law on Protection from Discrimination exist

During the implementation of KWN's current Strategy, KWN has sent advocacy letters regarding the Law on Labor, the Law on Gender Equality, the Law on Breastfeeding, and the Law on Protection from Discrimination, within the:



- Input sent to the Government of Kosovo and the EU Office in Kosovo, related to the consultations held prior to the SC for Information Society, Social Policy, and Education;
- Commentary compiled for the EC Report on Kosovo 2022;
- Input sent for the Economic Reform Program 2023-2025; and
- Input sent for the draft National Development Strategy.



Women's Rights to Healthcare

Increased public officials and health institutions' accountability in addressing violations of women's rights in 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 member's work, supported by KWN.

Improved capacities of women's rights groups to document violations of women's rights in healthcare

Supported by KWF, five representatives of KWN member organizations are more informed about how to document violations of women's rights to healthcare, after attending a professional training. Starting in 2023, using this knowledge, organizations will monitor and document such rights abuses with support from KWF. These initiatives are being funded by ADA.



Increased women's access to healthcare

With core support from Sigrid Rausing Trust, through KWF, KWN member Women's Alliance for Integration organized lectures to raise the awareness of Roma, Ashkali, and Egyptian women about their rights to mental health, towards improved mental health, especially on issues related to intersectional discrimination. KWN member Handikos Mitrovica also supported 23 women in accessing healthcare in 2022. Since KWN started counting, 4,368 women and girls have gained access to healthcare through the initiatives of KWN members, supported by KWF.

More public officials, women, girls, and men are aware of women's right to healthcare and violations of their rights

Supported by KWF, KWN members Handikos Mitrovica, NGO ATO, Partners Kosova, and Down Syndrome Kosova held 12 meetings in 2022 with public officials where they discussed women's rights. Since KWN started counting, 156 such meetings have been held.

More women are advocating for their rights to quality healthcare

Supported by KWF, Partners Kosova, Down Syndrome Kosova, Handikos Mitrovica, and NGO ATO engaged 34 women in advocating for their right to quality healthcare in 2022. Since KWN started counting, KWN members have engaged 1,999 women and girls in advocating for their right to quality healthcare.



A Life Free from Gender-based Violence

The long-term goal of this program is for women and girls to live a life free from gender-based violence. To achieve this, KWN has continued to advocate for the Government of Kosovo to harmonize the legal framework with the requirements of the Council of Europe Convention on preventing and combating violence against women and domestic violence, known as the Istanbul Convention, which is now part of the Constitution of the Republic of Kosovo. The Convention itself sets standards to prevent and combat violence against women and domestic violence. It recognizes the obligation of the state to fully address gender-based violence in all its forms and to take measures to prevent violence against women, protect victims, and prosecute the perpetrators.

KWN has undertaken extensive efforts including awareness campaigns, advocacy for improving the legal framework for handling gender-based violence cases, legal aid, and training, among others, primarily supported by ADA, Sida, and UN Women. However, it was difficult to analyze the overall impact, based on the impact level indicators established by KWN in its Strategy. Due to delays related to the census, and thus to the Kosovo Agency of Statistics' planned national research on gender-based violence, data is unavailable for measuring change on several key indicators. KWN plans to work with the government to publish such research in the coming years, enabling better analysis of the impact of KWN's program over time.



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

During 2022, KWN sent detailed comments on the draft Law on Protection against Domestic Violence and Gender-Based Violence, the Law on Social Housing, and the Law on Social and Family Services. Given that these laws were not harmonized with the Istanbul Convention, KWN sent detailed comments on how to align laws with this Convention, as well as to clarify the responsibilities of different government bodies and public servants within them. Clarifying responsibilities can contribute to improved implementation of the legal framework.

In December 2022, the Ministry of Justice launched the State Protocol for Treatment of Sexual Violence Cases. This Protocol aims to standardize the necessary actions for a continuous, comprehensive, and responsible response toward the identification, protection, treatment, documentation, referral, sustainable empowerment, and reintegration of victims/survivors of sexual violence. The Protocol also specifies and clarifies the responsibilities of institutions in dealing with these cases. In partnership with the Institute of Forensic Medicine and EULEX, KWN led the process of drafting this Protocol together with relevant actors, supported by UN Women. KWN in cooperation with shelters organized eight meetings with Coordinating Mechanisms against Domestic Violence to



discuss the draft Protocol. KWN analyzed the comments and later sent consolidated comments to the Ministry of Justice and the expert. As a result, all comments sent by Coordination Mechanisms and shelters were included in this Protocol.

Further, during 2022, KWN in cooperation with the General Council of Social and Family Services, the Department for Social and Family Policies and the Ministry of Finance, Labor, and Transfers drafted and approved two programs: “Working with victims of domestic violence - treatment and referral”, and, “Working with victims of sexual crimes and trafficking”. Using these programs, KWN organized the training and certification of trainers who will train social service providers in handling cases of gender-based violence, including sexual violence. KWN trained 15 social workers from non-governmental organizations and certified 12 employees to provide training to other social workers working in Centers for Social Work (CSW). These programs have become mandatory for social workers in CSWs. This will contribute to implementing the legal framework.

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 staff members have supported 30 cases, informing women about their rights, the institutions that they can approach, and referring them to a lawyer for legal aid. KWN also continued supporting two strategic litigation cases that began in 2020, with one ending in 2022 and the other is still ongoing. In total, KWN has supported four strategic litigation cases. Women also were referred to relevant justice institutions, as well as shelter psychologists for counselling. KWN had a court monitor who followed cases in courts, to identify recommendations for improving 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. In 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, enabling shelters to have the resources they need to carry out their important work in line with 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

In April 2021, KWN launched the report *From Laws to Action!*⁹ which informs KWN and relevant stakeholders about changes in knowledge among different institutions since 2015. Based on the findings, KWN organized advocacy meetings 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 organized 21 meetings with different stakeholders to advocate for implementation of the legal framework, including the research recommendations. KWN also organized two training cycles with responsible Kosovo institutions on "Case Management of gender-based violence" and, "Professional burnout". In total, 64 shelter workers participated in both training cycles. After the "Case Management of gender-based violence" training, KWN in cooperation with shelters provided training to Coordinating Mechanisms against Domestic Violence in eight regions of Kosovo, reaching 102 participants from responsible local institutions.

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; Minister and Deputy Minister of Education, Science, Technology and Innovation; Ministry of Finance, specifically the Director of the Department for Family and Social Services; Victim Advocates, Kosovo Police, Institute of Forensic Medicine, Kosovo Prosecutorial Council, Kosovo Judicial Council, Police Inspectorate; and different CSOs, such as the Kosovo Law Institute, Kallxo.com, the Center for Legal Aid and Regional Development (CLARD), Center for the Protection of Women and Children (CPWC) - Prishtina, Center for Protection and Rehabilitation of Women and Children “Liria”, Zensko Pravo, Center for Women’s Inclusion, Safe House - Gjakova, Center for Women and Children - Prizren, Center for Women’s Welfare, and Center for Protection of Women and Children “My Home”. During meetings, KWN discussed the research findings



KWN Executive Director, Igballe Rogova, meets with the Minister of Education, Mrs. Nagavci, to discuss joint initiatives in August 2022.

and recommendations for each institution with them, ensuring that they were aware of improvements needed to better implement the legal framework. KWN advocated for improving their response to gender-based violence in Kosovo, as well as discussed opportunities for collaborating to address gender-based violence through justice, social services, and education. Further, KWN engaged in 44 media articles specifically related to gender-based violence in 2022, also raising awareness. Since 2019, KWN has been in 136 such media articles. KWN continues to participate in the Inter-Ministerial Group against Domestic Violence led by the Ministry of Justice, coordinating efforts to implement the National Strategy for Protection against Domestic Violence and Violence against Women with other stakeholders.

KWN and its members 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, over 500 women and children were supported, counselled, and referred by shelters throughout 2022. Every woman was informed about her rights and the role of institutions.

Through the work of KWN and its members, during 2022 1,671 women and men became more aware of the legal framework and their rights. Since KWN started counting, 26,898 women and men have better awareness of the legal framework, which can contribute to furthering its implementation as people are better positioned to hold institutions accountable.



During 2022, KWN and its members engaged 559 different women and men in campaigns to raise awareness and take actions toward reducing gender-based violence. Since KWN started tracking this information, 2,983 people have participated.

KWN has continued supporting shelters, increasing their capacity through jointly organized training. KWN and shelters met with municipal Coordination Mechanisms against Domestic Violence monthly to address and discuss specific cases in shelters. Through these meetings, social housing was secured for two victims of domestic violence in Prizren and many others have been treated with priority by local institutions.

Further, KWN's participation in the meetings of the Inter-Ministerial Coordination Group against Domestic Violence, coordinated by the Ministry of Justice National Coordinator against Domestic Violence facilitated monitoring of the work of 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. In 2022, KWN monitored 89 cases of gender-based violence.

"KWN does its best to ensure that victims of gender-based violence are safe and to bring justice. My gratitude to KWN is inadequate compared to the support and assistance KWN provides all the time."

- Woman survivor of gender-based violence

Three KWN members, Humanus Vita, CPWC, and NGO Jeta engaged in 10 advocacy initiatives towards advancing the implementation of the legal framework for domestic violence. Since KWN began tracking this data, 75 KWN members have undertaken 141 such advocacy initiatives.

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

KWN, in consultation with shelters, provided training for the Coordination Mechanisms against Domestic Violence on “Managing Cases - Treatment and Referral”. A total of 102 participants from local institutions took part in these trainings. Participants discussed the challenges and problems that local institutions and the Coordination Mechanisms face. They also discussed possibilities of further cooperation between local institutions and KWN. As noted, KWN also organized training with 64 representatives of shelters on “Managing Cases - Treatment and Referral” and “Professional burnout”. Participants discussed laws, the Istanbul Convention, case management, staff workloads, insufficient finances for covering all of their expenses, and the provision of quality services.



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

KWN's monitoring has shown that the officials' awareness related to domestic violence has improved, though further improvements are needed, particularly related to other forms of gender-based violence. Following KWN's research recommendations and advocacy, the Government implemented four research recommendations in 2022: 1. Increase the budget for shelters; 2. Draft and launch the State Protocol for Treatment of Cases of Sexual Violence; 3. Create and adopt training for social workers (the Program for "Working with victims of domestic violence - treatment and referral" and the 4. Program for "Working with Victims of Sexual Crimes and Trafficking" were adopted. As stated, the Ministry together with KWN also provided training for social workers; approximately 35% of participants increased their knowledge in treating domestic violence, sexual violence, and trafficking.

Further, KWN and its members monitored and analyzed the provision of services by social workers in Centers for Social Work (CSW) in Kosovo. The analysis was done in two phases: before and after training and KWN and its members' work with CSWs. The analysis evidenced improvements in some aspects of social workers' provision of services. For example, in 2020 only 61% of women had a case manager while in 2022, 81% of cases had a case manager assigned by the CSW.

KWN's prior research illustrated that few people, including in relevant institutions, understood what sexual violence entails and that it is a crime. As a result, few cases were ever reported or treated by institutions. Therefore, during 2022, KWN had several awareness campaigns via online social media about sexual violence. These campaigns included 10 different posts on what sexual violence is; the difference between sexual harassment, sexual assault, and rape; and the responsibilities of different institutions in handling sexual violence cases. The campaign reached 562,256 people, improving their awareness. As more people understood what sexual violence entails, that it is illegal, and how to report it, these campaigns contributed to increasing the number of reports of gender-based violence made to relevant institutions. Police data in 2022 show a significant increase in the number of cases reported of rape (88), sexual harassment (87), and sexual assault (62) compared to 2019 when fewer reports were made of rape (40), sexual harassment (24), and sexual assaults (46).

KWN participated in several demonstrations and protests to raise awareness about gender-based violence and to call for an improved institutional response. In January 2022, KWN supported



activists in Skenderaj in condemning the murder of L.Q. by her husband. Protests gathered hundreds of citizens. Afterward, the victim's murderer was convicted rather expeditiously by the justice system. On March 8, KWN joined the annual International Women's Day protest "We March Against, We Don't Celebrate, the Patriarchy that Kills". Citizens raised their voices, protesting injustices facing women, including femicide, and hung banners bearing feminist messages on their balconies. KWN also participated in the international "red shoe" campaign by placing 48 pairs of red shoes in front of the Government building, representing 48 women killed by men in Kosovo. In August, KWN supported the protest and followed closely the institutional treatment of an 11-year-old girl who was raped, until the perpetrators received punishment. In December, KWN supported the protest against the murder of a pregnant woman, H.M., in the courtyard of the Gynecological Clinic. KWN continues to monitor the institutional treatment of the case. Protests gathered hundreds of citizens, while the killer committed suicide, refusing to surrender to the police. KWN made media appearances regarding this case more than 10 times,



On 8 Mar., KWN organized in front of the Government the "Red Shoes" installation, symbolizing women killed by femicide.

in which KWN continued to advocate and provide concrete recommendations to all institutions on how to protect victims and stop systematic violence, among other recommendations.

KWN continuously made public reactions to cases of femicide, sexual harassment, sexual assault and rape during 2022 via media and social media. Additionally, KWN has condemned publicly the discriminatory and sexist language that some representatives of institutions have used towards women and girls.

Further, KWN has continued to raise citizens' awareness about violence and how to report it through the public outdoor exhibition "Break the silence: Ending violence behind walls". In 2022, the KWN campaign visited five cities: Malisheva, Fushe Kosovo, Viti, Ferizaj, and Klina, supported by ADA.

More informed citizens about the legal framework and their rights

The exhibition, press releases, television appearances, and protests all sought to inform more people about their legal rights. KWN also supported shelters in providing their counselling services, informing women and



KWN organizes "Break the silence: Ending violence behind walls" exhibiton in September 2022.



girls about their legal rights. KWN's lawyer assisted, via referrals, as needed. KWN staff supported 30 cases in 2022, informing women about their rights, the institutions that they can approach, and referring them to a lawyer for legal aid. Regarding the two KWN-supported cases of strategic litigation, one ended in 2022, and the other remains ongoing. Overall, approximately, 1,500 citizens took part in different street demonstrations and protests organized by KWN and its partners. The exhibition "Break the silence: Ending violence behind walls" physically reached 2,500 people (1,548 women and 952 men), informing them about the legal framework and their rights. Supported by KWF, KWN members informed 1,671 women and 1,212 men through their initiatives in 2022. KWN members also involved more than 500 people in awareness campaigns and actions to reduce gender-based violence.

Improved policies and procedures for addressing sexual harassment

Coordination among WCSOs, institutions, and other workplaces improved, installing better mechanisms for reporting and investigating cases of sexual harassment

During 2022, the Republic of Kosovo drafted the New Strategy and Action Plan on Prevention of Gender-based Violence, Violence against Women and Domestic Violence 2022-2026, for which KWN and its members provided input based on their expertise. It addresses all forms of gender-based violence, including sexual harassment. In addition, in December 2022, the Protocol for Treatment of Cases of Sexual Violence was launched, drafted by KWN in collaboration with the Ministry of Justice, the Institute



of Forensic Medicine, Coordination Mechanisms, and shelters, supported by UN Women. It established policies and procedures for investigating and treating cases, as such procedures did not exist previously. KWN also has sent specific comments and recommendations for the Law on Protection from Domestic Violence and Gender-Based Violence, requesting that it include clear responsibilities related to sexual violence. KWN's proposals for changes in legislation seek to address the underreporting and under-investigation of sexual harassment cases.

In 2022, KWN also started working with different employers to evaluate their workplace policies and supported them in establishing better mechanisms for addressing sexual harassment at work.

Above all, in 2022 KWN supported four persons who suffered sexual harassment and/or sexual assault, referring to them to the KWN lawyer and other competent institutions. KWN remains in contact with them, monitoring institutions' treatment of these sexual violence cases.

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

KWN and its members requested that the Government extend the period during which survivors of sexual violence perpetrated during the war can apply for state benefits. As the initial legal period for applying was set to end, KWN and its members made clear to officials that it can take time for people to be able to come forward. KWN also advocated 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 and its members specialized in this area consistently work to ensure recognition and respect for survivors of sexual violence during the war in Kosovo. KWN continues to monitor developments in this regard.

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

Through KWF, KWN has supported KWN member organizations who provide services for women survivors of sexual violence during the war. These KWN member organizations continued supporting persons who have suffered violence. Specifically, the Centre for the Promotion of Women's Rights received support from KWF to provide "Psychosocial services for women who experienced sexual violence during the war in Kosovo". The Centre worked closely with 30 women survivors of sexual violence during the war, raising awareness of their rights, particularly to access healthcare.



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 realizing the following objectives and results.

Improved conditions for women's participation in the labor force

During 2022, KWN, together with its partner organizations in the Regional Coalition against Gender-based Discrimination and Labor, finished their joint four-year regional action to address gender-based discrimination in labor, co-funded by the EU and Sida. They participated in 22 joint advocacy initiatives, which involved cooperation between CSOs and other stakeholders in implementing anti-discrimination legislation. The Action had several results detailed in the sections below.

In addition, KWN together with the Chamber of Commerce of Kosovo and the United Nations Population Fund in Kosovo (UNFPA), supported by ADA, successfully completed an initiative to promote family-friendly policies at work. Through this joint initiative, KWN published a [policy brief](#) on gender-responsive family-friendly policies with recommendations for improving the legal framework and harmonizing it with the EU Directive on Work-Life Balance. In total, 13 government officials, private sector stakeholders, and civil society representatives expanded their understanding and knowledge on gender-responsive family-friendly policies, and 61 employees learned more about gender responsive policies



through awareness raising meetings held during this Action. Two public awareness campaigns inclusive of persons with disabilities and ethnic minorities promoted needed legal changes related to maternity, paternity, parental, and care givers' leave. KWN and its members supported 37 businesses in Prishtina, Lipjan, Vitia, Skenderaj, and Mitrovica in promoting family-friendly workplaces.

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

KWN together with its regional partners published seven research reports on gender-based discrimination and labor, including one for each of the six WB countries and one [regional report](#), supported by the EU and Sida. These contained specific recommendations for institutions to better address gender-based discrimination. KWN and its regional partners continued to provide legal aid and supported people in seeking justice for gender-based discrimination at work, bringing institutions' attention to gender-based discrimination at work. Also, KWN supported four member organizations to inform different stakeholders at the local level about gender-based discrimination



KWN member Drugeza distributed posters in Skenderaj through their initiative “Promoting Family Friendly Policies” in February 2022.

and to promote family-friendly policies and workplaces, especially through meetings with business representatives, funded by ADA through UNFPA.

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

KWN, in cooperation with its regional partners, conducted 84 stakeholder awareness-raising meetings. By participating in various panels, seminars, conferences, and workshops, the aforementioned KWN-coordinated Coalition representatives raised stakeholders' awareness about the concepts of discrimination and how to prevent it. The Coalition launched an online campaign that informed 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 if they should want to report sexual harassment, gender-based discrimination, and violations of women workers' rights. The media covered issues related to discrimination against women at work 35 times, contributing to increased awareness. The Coalition developed another [social media](#)



KWN member Youth Center Lipjan organizes a discussion through their KWN-supported initiative: "Promotion of Family Friendly Policies" in January 2022.



campaign to inform governments, the public, and businesses about the benefits of the EU Work-Life Balance Directive. The month-long campaign reached at least 100,000 men and women in the WB.

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

KWN advocated for the need for a gender analysis on the informal economy during the SAA meeting on Economy and Finance, as well as in meetings with the EU, the Government of Kosovo, and specifically officials in the Prime Minister's Office. KWN emphasized that is essential to have such a gender analysis to inform the Government's planned interventions related to addressing the informal economy in the Economic Reform Program 2022-2024 and in the ERA II Action Plan. KWN initiated plans for such a gender analysis in close consultation with government stakeholders and the EU, as well as collected data for this analysis as part of a broader Kosovo-wide national survey funded by the EU and Food and Agriculture Organization of the United Nations (FAO).

KWN also advocated for better social insurance schemes and for changes to the model of social schemes related to the SAA meeting on Social Policies and Employment, drawing from KWN's prior research on gender differences in access to social security.

In prior years during the period of this KWN Strategy, AGE published a report on the gender pay gap in Kosovo, which made information about this issue more available. KWN has used and referenced this report in its research and evidence-based advocacy.



Additionally, FAO contracted KWN to conduct the first comprehensive gender analysis on the agricultural sector in Kosovo in 2022. It seeks to guide the work of the Government of Kosovo, FAO and other international development actors in evidence-based investments towards furthering women's engagement in agriculture. The study will be published in 2023.

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

Together with its Coalition partners in the region, KWN facilitated women's access to justice by providing free legal aid, including during the COVID-19 pandemic and continuing throughout 2022. KWN continued to cooperate with the Center for Free Legal Aid of the Kosovo Institute for Justice to provide legal representation. KWN and its partners also continued monitoring gender-based discrimination cases, towards improving the handling of these cases by relevant institutions. KWN and the Coalition supported four strategic litigation cases in Albania, Kosovo, Montenegro, and North Macedonia related to gender-based discrimination against women at work. Altogether through this Action, CSOs across the WB assisted 199 cases involving gender-based discrimination and labour rights violations by providing legal advice and legal aid.

More affordable childcare options available

KWN continued to advocate for the government to open more childcare centers, as well as for international funders to support this work. KWN emphasized the importance of Kosovo providing more, affordable childcare options as part of KWN's comments on the EC Kosovo Report; Economic Reform



Program 2022-2024; European Reform Agenda II); to inform the SAA SC meeting; and during a meeting with the Ministry of Education, Science Technology, and Innovation (MESTI). Also, KWN, together with the Chamber of Commerce of Kosovo and UNFPA, supported by ADA, worked with employers, local officials, and workers to inform them about family-friendly policies, including opportunities for employers to provide childcare support for employees. Through KWN member organizations in the municipalities of Lipjan, Vitija, Skënderaj, and Mitrovica, many actors at the municipal level have been informed about such opportunities and the possibilities for small businesses to apply them. In terms of impact, potentially due in part to KWN's advocacy, among other factors, Kosovo has increased the number of childcare centers available from 110 in 2017 to 256 in 2023.

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 in 2022. However, KWN members continued their work in this area.

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

Supported by KWF, KWN members Norma and the Women's Alliance for Integration raised the awareness of 111 women and men about inheritance and property ownership in 2022. In total, KWN together with its members surpassed its target to reach 9,470 people under KWN's current Strategy,



increasing the awareness of 10,118 diverse women and men about women's rights to inheritance and property.

Improved the gender perspective in reforms related to the EU Accession process

As illustrated by the aforementioned and following results, KWN's comments on EU Accession-related documents have contributed to improving the gender perspective in EU-related reforms, including those related to women's economic empowerment. Several of KWN's recommendations have been taken by the government and/or EU. For example, in 2022, the EC Kosovo report referred to gender 125 times in diverse ways, an increase compared to 98 times in 2021 and 72 times in 2020. The integration of a gender perspective in the EU Accession process, including the monitoring of EU policies and programs in Kosovo was co-funded by the EU and Sida, as well as the Kvinna till Kvinna Foundation.

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 in these documents. In 2022, KWN wrote a report monitoring the gender mainstreaming of the EU Accession process in Kosovo, including aspects related to the implementation of GAP III by the EU Office in Kosovo. Additionally, EU and government officials took eight actions to



better address issues raised by women, regarding gender mainstreaming the EU Accession process, as a result of KWN's advocacy:

1. The Economic Reform Program 2022-2023 was consulted with KWN and published with an improved gender perspective, including KWN's recommendations;
2. The Prime Minister's Office published the ERA Action Plan II with KWN recommendations included in it and pledged to involve KWN and WCSOs in monitoring and implementing ERA II;
3. The EU Office in Kosovo invited WCSOs to give their inputs on the EC Kosovo Report 2022;
4. The EU Office in Kosovo as well as DG NEAR organized a consultative meeting with KWN regarding the Economic Reform Program 2022, towards gender mainstreaming this document;
5. The EU Office in Kosovo consulted WCSOs prior to meeting with the Government of Kosovo SAA structures;
6. The Government of Kosovo consulted WCSOs about four SAA meetings;
7. The EC Kosovo Report 2022 was published, clearly integrating KWN and other WCSOs' recommendations;
8. EU officials met with WCSOs in Brussels and pledged to continue communication on issues that women consider priorities.

Improving Access to Quality and Gender Sensitive Education

Due to changes in the political context, insufficient finances, and staff turnover, KWN has faced several challenges in implementing this program under KWN's current Strategy. For the first time since 2021, KWN was able to provide funds towards achieving the long-term objective under this program: improving access to quality and gender-sensitive education. Also, in 2022, the Ministry of Education, Science, Technology, and Innovation (MESTI) signed a Memorandum of Understanding with KWN, which provided a basis for future cooperation towards realizing this objective. Together with KWN member organizations, plans were made for additional initiatives under this program, supported by KWN through KWF, financed by ADA and Sida. The KWF-supported initiatives will start implementation in 2023. Thus, KWN will engage further in realizing its planned objectives within this program as part of its new Strategy.

Meanwhile, as a result of KWN's efforts, government officials have committed to improving access to childcare centers, which can contribute to improving girls (and boys) access to early education.



Increased the number of childcare centers in proportion to the number of children in need

Creating more childcare centers and pre-school institutions can create jobs, contribute to women's participation in the labor force, and improve educational outcomes for children through better qualifying them for future work. In previous years, KWN undertook five initiatives to advocate for more pre-school and childcare centers.

Due in part to KWN's advocacy work, complemented by the work of others, the number of childcare centres in Kosovo has increased from 110 in 2017 to 256 in 2023. In 2022, KWN received information that the government, with the support of donors, plans to build more childcare centers. KWN is closely monitoring this process. KWN in cooperation with its members plans to continue to advocate for better inspections of preschool institutions and childcare centers regarding the quality of gender-transformative education provided.

More officials are aware of the need for more preschools and childcare centers

As mentioned, KWN has undertaken five initiatives to advocate for opening more preschool and childcare centers in Kosovo, including during a meeting with MESTI, in connection with the EC Kosovo Report; related to the SAA meeting for Social Policy and Employment; as part of the draft Law on Early Education; the Draft Strategy on Education; and the Draft National Development Strategy. Since KWN began

tracking its advocacy for more preschools and childcare centers in 2019, KWN has undertaken 16 such advocacy initiatives to raise officials' awareness about this serious issue.

Preschool institutions inspected more often regarding how well they are implementing the legislation on preschool education

Only relevant government bodies can carry out inspections, so KWN can only advocate for improved inspections from a gender perspective. Due to delays resulting from changes in the political context, staff turnover, and insufficient financing, KWN could not collect sufficient information to advocate on these issues during its current Strategy. However, this will relate to KWN's planned work under its future Strategy.

Improve curricula and textbooks from a gender perspective

Recommendations for improving curricula are compiled and submitted to relevant stakeholders

Institutions are held more accountable for teaching the subject of sex education in schools

In 2022, KWN took steps towards strengthening its cooperation with MESTI, enabling long-term cooperation towards improving curricula and teaching methods (pedagogy) from a gender perspective.

MESTI agreed for KWN to participate in future related working groups, towards preventing the reinforcement of gender stereotypes and traditional gender roles via education.

In 2022, KWN also commented on the draft Law on Early Education, through the public consultation process. KWN emphasized the need to promote access to equal, gender-transformative education in early childhood education, particularly transforming gender norms and stereotypes towards advancing gender equality. KWN suggested that the draft law highlight at least some of the national and municipal mechanisms that can contribute to advancing gender equality (e.g., AGE, Gender Equality Officers). KWN also recommended that the law explicitly commit to combating stereotypes and sexist language in educational texts.

Additionally, during consultations with CSOs, KWN recommended that the SAA SC on Innovation, Information Society, and Social Policy meeting involve attention to making curricula and textbooks more gender-transformative.

KWN began the process of researching and preparing more specific recommendations for the curricula to be launched as part of a policy brief in 2023, supported by ADA.

Further, KWN generally recommended that institutions be held more accountable for teaching the subject of sex education in schools during meetings with MESTI. KWN members' informal observations and information reported to KWN by young women activists suggests that although sex education is part of the curricula, teachers do not always teach it. Together with KWN members via KWF, KWN is looking further into this in 2023 and is in the process of preparing more specific recommendations.

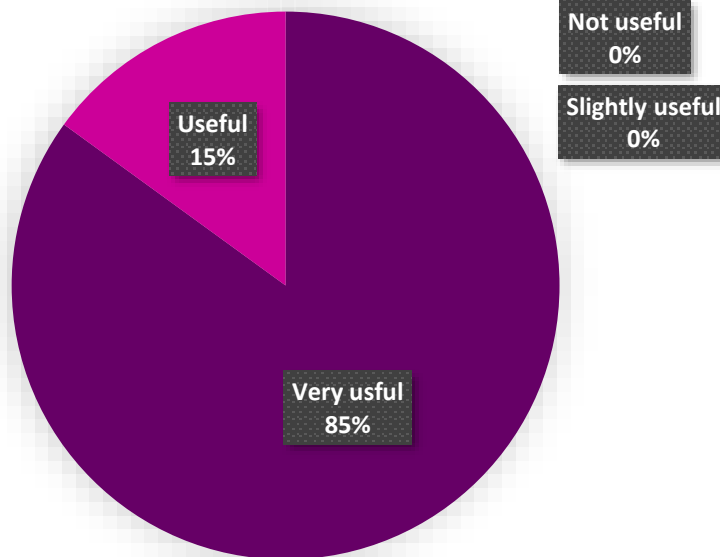
Evaluating KWN's Work

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 related to the indicators, which enables semesterly reporting to members and this Annual Report. As this is the last year of KWN's current Strategy, KWN staff also sought to evaluate progress on the Strategy, based on the established baselines and targets, and these results have been included in this report.

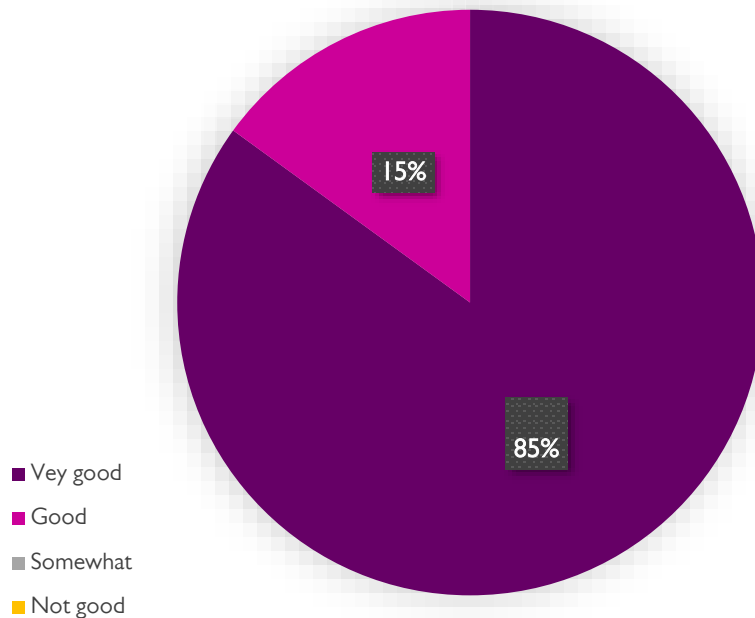
Every year, during the KWN Annual Meeting, KWN members, partners, and stakeholders evaluate KWN's work via an anonymous survey. Again this year, they have evaluated KWN's work very positively, as the following graphs illustrate:



How do you evaluate KWN's services?



How do you evaluate the work of KWN staff?



More specifically, here are some of their comments:

"KWN's services to us are very useful."

"KWN is the place where I feel the most powerful."

"KWN's meetings are very valuable... You keep members active, and we are informed about everything."

"KWN staff are communicative, friendly, and professional."

"KWN's work is always reflected upon positively, also in 2022, in terms of women's rights in our country, as well as in raising the capacities of NGOs both in terms of their organizational and advocacy capacities."

"During 2022, KWN implemented many initiatives, policy changes, and furthered the [implementation of the] Law on Gender Equality."



KWN Financial Report for 2022

The following table summarizes KWN's income and expenditure in 2022. All numbers have been rounded to the nearest whole Euro for simpler presentation. The balance remaining will be carried over to 2023.

Donor (Implementation Period)	Action Title	Funds from 2021	Funds received in 2022	Total income	Expenditures	Balance
Austrian Agency for Development and Cooperation (01.01.2018-28.02.2021), co-funded by Sida (01.03.2021-28.02.2025)	Further Advancing Women's Rights in Kosovo II	502,914		502,914	138,062	364,851
EC, co-funded by Sida via Kvinna till Kvinna (23.03.2018-28.02.2022)	Empowering CSOs in Combating Discrimination and Furthering Women's Labor Rights	92,858	105,782	198,640	153,737	44,903
EU Office in Kosovo (20.12.2018-20.12.2022)	Strengthening Women's Participation in Politics	87,525	112,877	200,402	200,402	0

Donor (Implementation Period)	Action Title	Funds from 2021	Funds received in 2022	Total income	Expenditures	Balance
EC, co-funded by Sida through REACTOR – Research in Action (01.03.2020-30.04.2023)	Furthering Gender Equality through the EU Accession Process	23,414	33,106	56,520	42,696	13,823
EU Office in Kosovo co- funded by the Kvinna till Kvinna Foundation (01.09.2021-30.06.2023)	Enhancing the Capacities and Resilience of CSOs: Furthering Gender Equality Amid the COVID-19 Pandemic	351,884		351,884	162,904	188,980
EU Office in Kosovo (13.03.2020-12.11.2022)	Provision of support on GAP II implementation and gender mainstreaming	6,127	24,494	30,621	23,800	6,822
The Kvinna till Kvinna Foundation (01.01.2021-31.12.2023)	Core support to Kosovo Women's Network for the Kosovo Women's Network Strategy 2019- 2022 & 2023-2026	5,629	75,824	81,452	35,588	46,018

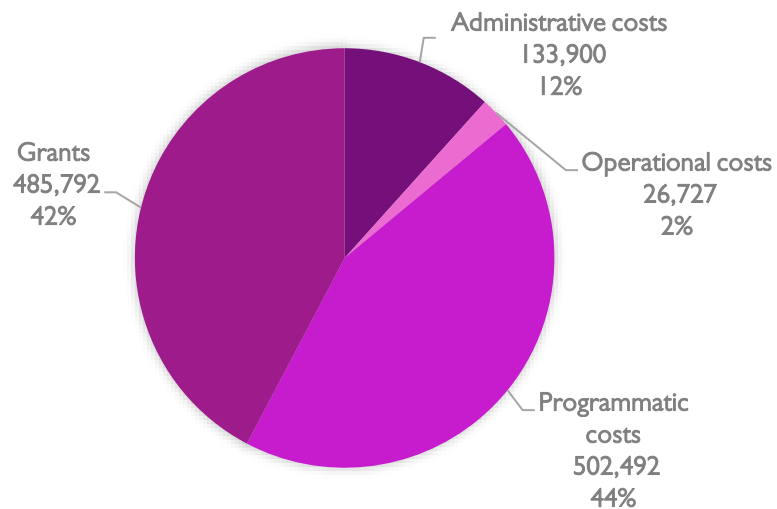
Donor (Implementation Period)	Action Title	Funds from 2021	Funds received in 2022	Total income	Expenditures	Balance
The Kvinna till Kvinna Foundation (01.04.2019-31.12.2021)	Funding the Women's Movement in the Western Balkans	2,211		2,211		2,211
ADA and Sida through the Center for Research and Policy Making (CRPM) (01.11.2022 – 01.03. 2027)	Strengthening Transparency and Accountability for Gender Equality in Western Balkans and Moldova (Gender Budget Watchdog Network, Phase II)		54,653	54,653	2,271	52,382
ADA and Sida through CRPM (01.11.2019-31.07.2022)	Gender Budget Watchdog Network in Western Balkans and Republic of Moldova	9,607	12,281	21,888	21,888	0
ADA through the Autonomous Women's Centre (01.12.2019-31.12.2022)	Institutionalizing Quality Rehabilitation and Integration Services for Violence Survivors	35,313	40,187	75,500	75,500	0

Donor (Implementation Period)	Action Title	Funds from 2021	Funds received in 2022	Total income	Expenditures	Balance
ADA via UNFPA (01.05.2021-30.11.2022)	Implementation of UNFPA funded work plan relating to the 2021-2025 UNKT [UN Kosovo Team] Common Development Plan for Kosovo (UNSCR 1244)	22,477	23,104	45,581	44,540	1,041
EC through UN Women - Ending Violence against Women (01.09.2021-01.03.2023)	Improving organizational capacities of shelters in dealing with sexual violence including women from minority groups	3,393	25,530	28,923	13,580	15,343
Sigrid Rausing Trust Fund (01.06.2021-31.05.2022)	Core Support	103,046	175,243	278,288	189,389	88,900
Food and Agriculture Organization of the United Nations (FAO)	Assessment and recommendations for advancing gender	4,936	33,560	38,496	38,496	0

Donor (Implementation Period)	Action Title	Funds from 2021	Funds received in 2022	Total income	Expenditures	Balance
(21.12.2021-22.10.2022)	equality and women's economic empowerment in agriculture and rural development in Kosovo					
Heart and Hand Foundation	General support	2,296	4,528	6,824	0	6,824
Altrusa	Young women's internship	881		881	0	881
Donations to KWN	Sustainability Fund	12,734	9,128	21,862	6,058	15,650
Total		1,267,244	730,296	1,997,540	1,148,911	848,629



Distribution of Expenditures in 2022



Auditor's Report

INDEPENDENT AUDITOR'S REPORT

To the Management of Kosovo Women's Network

Opinion

We have audited the accompanying financial statements of Kosovo Women's Network, which comprise the statement of financial position as at December 31, 2022 and the statement of profit or loss, statement of changes in fund balances and statement of cash flow for the year then ended, and other explanatory notes.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Kosovo Women's Network as of December 31, 2022, results of its operation and the cash flow for the year then ended in conformity with actual laws.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Project financial report section of our report. We are independent of the Organization in accordance with International Ethics Standards Board for Accountants Code of Ethics for Professional Accountants (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and those charged with Governance for the financial statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the International Financial Reporting Standard and the internal controls that the management deems necessary to enable the preparation of financial statements without material misstatement due to fraud or error.

For the financial statements preparation, management is responsible for assessing the organization's ability to sustainability in the future, disclosing, as necessary, future sustainability issues and using the accounting continuity principle unless management intends to liquidate the Organization or interrupt the operation, or there is no other possible alternative than to do it.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

Auditor's Responsibilities for the Audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in



total, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organisation's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organisation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organisation to cease to continue as a going concern.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.


Astrit Mushi – Statutory Auditor
ACA – Audit & Consulting Associates
Prishtine, Kosovo
April 12th, 2023



About Us

KWN Board

Nermin Mahmuti, Chair of the Board

Feride Rushiti, Executive Director, Kosovo Rehabilitation Center for Torture Victims

Shqipe Malushi, Activist

Vjosa Dobruna, Women's Rights Activist

Zana Hoxha, Executive Director, Artpolis

Belgjyzare Muharremi, Honorary member

KWN Advisory Board

Behar Selimi

Delina Fico

Lepa Mladjenovic

Marte Prekpalaj

Rachel Wareham



KWN Staff in 2022

Adelina Berisha, Program Manager for Addressing Gender-based Violence
Adelina Tërshani, Women's Economic Empowerment Officer
Alba Loxha, Human Resources, Procurement, and Communications Manager
Albana Isufi Jashanica, Public Relations Coordinator
Arbenita Kllokoqi, Finance Officer (as of June)
Ariana Kasapolli Selani, Public Relations Coordinator (as of October)
Aurora Maxharraj, Researcher
Besa Shehu, Administrative and Finance Director
Besarta Breznica, Coordinator for Addressing Gender-based Violence
Desumena Laçi, Finance Officer
Donjetë Berisha, Kosovo Women's Fund Manager
Ejona Neziri, Researcher (February - June)
Eranda Gashi, Coordinator, Kosovo Women's Fund
Erin Brown, Volunteer (January - June)
Ernera Dushica, Gender Responsive Budgeting Coordinator
Etleva Malushaj, Coordinator
Gentiana Murati Kapo, Grants Manager & Capacity Development Expert
Gjylmser Nallbani, Assistant, Kosovo Women's Fund (January - June)
Gresë Sermaxhaj, Public Relations Coordinator (January - June)



Igballe (Igo) Rogova, Executive Director
Jehona Tupalla, Assistant for Maintenance, Logistics & Driver
Kaltrina Zhushi, Coordinator, Kosovo Women's Fund
Laura Katona, Finance Officer (January - May)
Loreta Suka, Translator/Interpreter
Lucy Maycox, Volunteer
Luljeta Mehmeti Osmaj, Finance Manager (as of November)
Marsejda Halilaj, Volunteer
Mimoza Gojani Grezda, Finance/Accounting Officer
Mirjeta Dibrani, Administrative and Logistical Assistant
Nicole Farnsworth, Program Director and Lead Researcher
Rita Berisha, Coordinator, Kosovo Women's Fund
Rudina Voca, Public Relations Coordinator (January - June)
Valbona Nuredini, Finance Officer (as of December)
Valmira Rashiti, Gender Mainstreaming Officer
Viona Krasniqi, Monitor, Legal Assistant
Zana Rudi, Program Manager



Individual Contributors to KWN

The following persons provided individual contributions to support KWN's work: Dennis and Katharine Luster, Elizabeth Kohnen, Noah Pearson, Jimmy Vestin, Barbra Bearden, Adelina Tërshani, Zarife Selmani, Seo Rocket, and Mirjeta Krasniqi.

KWN Member Organizations in 2022

#	Organization	Address	Representative
1	21 st Century Visionary Women	Bregdrini, Has, Prizren	Marte Prekpalaj
2	Action for Mother and Child	St. Perandori Dioklecian, No. 14, Tophane, Prishtina	Vlorian Molliqaj
3	Active Women of Gjakova	St. Sulejman Vokshi, No. 1, Gjakova	Valbona Doli Rizvanolli
4	Albanian Tradition	St. Meto Bajraktari, Nr. 35, Prishtina	Igball Syjemani
5	Albanian Tradition - Anadrini	Rahovec	Servete Kastrati
6	Alma	St. Shpëtim Bojku, No.1, Peja	Shemsije Seferi
7	Alter Habitus	Prishtina	Eli Gashi
8	Arlinda Women's Association	St. Ruzhdi Shabani, Magure, Lipjan	Bedrije Krasniqi
9	Art Without Limit	St. Hyzri Talla, Nr.H5/7, Sunny Hill, Prishtina	Ganimete Sava

#	Organization	Address	Representative
10	Arta	St. Vetërniku I, Behar Begolli, No. 23, Prishtina	Hafije Qyqalla
11	Artpolis	St. Shaban Polluzha, Prishtina	Zana Hoxha
12	Ashkan Women for Ashkan Woman	St. Shemsi Ahmeti, 40000, Mitrovica	Gjyleshah Fetahu
13	Assist Kosovo Center- ASSIST	Prishtina	Visare Berisha
14	Association for Family Education and Care	St. Nënë Tereza, Nr. 181, Gjakova	Bahrije Deva
15	Association of Beekeeping Women "Okarina e Runikut"	Runik, Skenderaj	Fetije Smakaj
16	Association of Deaf Women	St. William Walker, Nr. 53, Prizren	Krenare Hajredini
17	Association of Farmers Rukolla	Prugovc, Prishtina	Sanije Berisha
18	Association of Farmers "Hope of Llapit"	Podujeva	Selvete Fetahu
19	Association of Women with Disabilities Women for Women	St. Zahir Pajaziti, Pn, Prizren	Fjolla Vukshinaj
20	Bardha	Prishtina	Raza Sadrija
21	Batlava's Assets	Village Batllave, Municipality of Podujeva	Magbule Statovci
22	Bee of Peja	St. Dimitrije Tucovic, village Bellopoj, Peja	Arlinda Kastrati

#	Organization	Address	Representative
23	Beekeepers Association Melissa	Istog	Kumrije Maxharraj
24	Beekeepers Association Mimfa	Hasan Prishtina St. no. 02, Obiliq	Xhemile Krasniqi
25	Blind Association	St. Xhelal Hajda, Rahovec	Xhyllferije Bytyqi
26	Bliri	Drenas, Glogoc	Mahije Smajli
27	Business Women Mitrovica	Qendra e Kulturës, 5 floor, Mitrovica	Melihat Beshiri
28	Business Women's Association SHE-ERA	St. Halil Sylejman Aga, Gjakova	Mirlinda Kusari Purrini
29	Centre of the Manin Community [Maninske Zajednice]	Gracanica	Jelena Bulatović
30	Center for Education and Community Development - Friends	Cultural Center, 2nd floor, Mitrovica	Valbona Sadiku
31	Center for Empowerment of Women	Skender Ceku 15 A, Prishtina	Merita Mustafa
32	Center for Gender Research and Policy	St. Josip Rela, 13/18, Prishtina	Vjollca Krasniqi
33	Center for Legal Aid and Regional Development	St Bardhyl Qaushi, Nr.7, 10 000 Prishtina	Nedzad Radoncic
34	Center for Protection of Women and Children	St. Imzot Nikë Prela /50, Prishtina	Zana Asllani
35	Center for the Promotion of the Healthy Family	St. Muharrem Fejza, c15/15, Prishtina	Sevdije Salihu

#	Organization	Address	Representative
36	Center for the Promotion of Women's Rights	Shopping Center, No. 42, Drenas	Kadire Tahiraj
37	Center for the Protection and Rehabilitation of Women and Children "Freedom"	St. 28 Nëntori, Pn, Gjilan	Nazife Jonuzi
38	Center for the Protection of Victims and Prevention of Human Trafficking	St. Pashko Vasa, I I A, Prishtina	Teuta Abrashi
39	Center for the Protection of Women and Children "Raba Voca"	St. Riza Selaci, Nr. 12, Mitrovica	Fidane Hyseni
40	Center for the Protection of Women and Children "My Home"	St. Astrit Bytyqi, P.n., Ferizaj 70000	Sevdije Kasumi Bunjaku
41	Community Integration Initiative	St. Tirana A2/15. Prizren	Shemsije Krasniqi
42	Contemporary Woman	St. Bajo Topulli, No. 7, Prizren	Fetije Mehmeti
43	Council for Equality and Education in Society	Holger Peterson 315, Prishtina	Afërdita Bekteshi
44	Cradle of Smiling	St. Luigi Gurakuqi, No. 39, Gjakova	Time Zenuni
45	Dardana's Eagles	St. Ibrahim Rugova, Kushnica, Gracanica	Havushe Bunjaku
46	Dita	Prishtina	Afërdita Zeneli
47	Divine Woman	St. Sadullah Brestovci, Gjilan	Igballe Hajdari



#	Organization	Address	Representative
48	Down Syndrome Kosova	Kroi i Bardhë, Nr. 72, Dardania, Prishtina	Sebahate Beqiri
49	Drugëza NGO	St. Adem Jashari, Skenderaj	Hana Zabeli
50	Duart e Artizanës Kosovare [Kosovo Artisan's Hands)	Gjilan	Valentina Kovani
51	EcoKos Women	St. Hilmi Rakovica, Nr. 31, Prishtina	Flutra Bektashi
52	Education Code	Prishtina	Mimoza Stanovci
53	Educational Center for Children with Special Needs	St. Abdulla Presheva, Nr. 6/8, Gjilan	Shpresa Sejdiu
54	Eliona	Vranic, Suhareka	Arife Kolgeci
55	Elita - Centre for Education and Development	Lipjan	Luljeta Krasniqi Murati
56	EMINA – Bosnian Women's Group	St. 7 Shtatori, Jakup Ferri, Mitrovica	Fata Zatriqi
57	Era Fruit	Batllava, Podujeva	Xhyllie Statovci
58	FANA	St. Zhuj Selmani, No. 103, Peja	Fane Gashi
59	Fati Jonë	Prishtina	Igballe Makolli
60	Flame	St. Skenderbeu, Lipjan	Melihate Dedushi
61	Flori	Henc, Fushë Kosova	Hava Abdullahu

#	Organization	Address	Representative
62	For Change	St. Ali Kelmendi, Prishtina	Alba Hajdini
63	Foundation for Education and Development	Sunny Hill – East Zone, Ll. 12, No. 7, Prishtina	Vjollca Zeqiri
64	Foundation for Social Development	Prishtina	Laura Berisha
65	Gender Training and Studies Center	St. Luan Haradinaj, 9/4, Prishtina	Arjeta Rexha
66	Girls Coding Kosova	St. Ganimete Tërbeshi, No. 2, Prishtina	Blerta Thaçi
67	Glas Žena [Voice of Women] Parteš	Parteš	Vesna Dimić
68	Gruri Women's Association	St. Valdet Xhemajli, Drenas	Valdete Hisenaj
69	Hand to Hand	St. Mbreti Zog, No. 59, Prizren	Vjosa Curri
70	Handikos Mitrovica	Mitrovica	Myrvete Hasani
71	HANDIKOS, Women with Disabilities	Dardania B 1/5, Prishtina	Mehreme Llumnica
72	Have Hope	Emin Duraku, Prishtinë	Arnisa Osmani
73	Hendifer	St. Ramadan Rexhepi, No. 1, Ferizaj	Fazile Bungu
74	Heart-in-Hand	Tirana St., Bosnian Neighborhood, Mitrovica	Shqipe Qarkaj - Kadriu
75	Highland Woman	St. Fan Stilian Noli, Prishtina	Shehrije Gërbeshi
76	Hope & Homes for Children	St. Rexhep Sehma, Nr. 15, Taslixhe, Prishtina	Valbona Çitaku

#	Organization	Address	Representative
77	Humanus Vita	Prishtina	Doruntina Gashi
78	Hydrangea	Mentor Retkoceri, Nr. 9b, Prishtina	Selvete Gashi
79	In Time	Lipjan	Besmire Aliu
80	Independent Initiative of the Blind	Dardani, Prishtina	Fatbardha Salihu
81	Independent Women's Association "Hareja" - Rahovec	St. Bujar Thaqi, Rahovec	Adelina Paqarizi
82	INJECT - Justice and Equality Initiative	St. Sadik Stavileci, nn, Prishtina	Luljeta Aliu
83	Institute of Applied Psychology "Alpha"	Prishtina	Neki Juniku
84	Institute for Dialogue and Non-Discrimination	Prishtina, Bajram Kelmendi St., n.n.	Rovena Klinaku
85	Inter-Municipal Organization of the Blind and Visually Impaired	St. Hysen Rexhepi, Prizren	Perparim Krasniqi
86	IPKO Foundation	Prishtina	Abetare Gojani
87	Keep the Tradition	St. Hasan Tasimi, Nr.13, Gjilan	Fitore Tërstena Orana
88	Kelmendi	Village Lipa, Zvecan	Valbona Kelmendi
89	Konvita	Dolak, Vushtri	Merita Selimi
90	Kosovo Rehabilitation Center for Torture Victims	St. Hamëz Jashari, 16 b/2, Prishtina	Feride Rushiti Sebahate Pacolli

#	Organization	Address	Representative
91	Kosovo Advocacy Group - KAG	Dardani 26/A, Prishtina	Mimoza Gavrani
92	Kosovo Agriculture Development Initiative	Vilage Sfaracak, Vushtrri	Zenel Bunjaku
93	Kosovo Blind Women Committee	Sunny Hill, St. Gazmend Zajmi, Standard's Building, Prishtina	Bajramshahe Jetullahu
94	Kosovo Center for Development and Multicultural Integration	St. Fehmi Agani, Nr. 17, Gjakova	Elvane Qorri
95	Kosovo Center for Gender Studies	Nëna Terezë, Nr. 18/1, Prishtina	Luljeta Demolli
96	Kosovo Institute for Law and Order	St. Ilir Konushevc, Nr.102, Prishtina	Florije Burjani
97	Kosovo Institute of Media and Communication	St. B, Nr. 210, Prishtina	Kaltrina Ajeti
98	Kosovo Midwives Association	Prishtina (Gynecologic-Obstetric Clinic UCCK)	Magbule Elezi
99	Kosovo Women Entrepreneurs Academy	Fushë Kosova	Donika Iseni
100	Kosovo Women's Initiative	Gjakova	Eranda Kumnova Baçi
101	Lawyers Association NORMA	St. Afrim Vitija, Nr. 3/1, Prishtina	Valbona Salihu
102	LEUSTINA	Village Batllave, Podujeva	Selvete Statovci
103	LIRA	Prishtina	Valire Buza

#	Organization	Address	Representative
104	Live, Act and Create LAC	Njazi Azemi St. Nr. 58 Prishtina	Sabrije Basha
105	LUNA	Prilluzhë, Vushtrri	Stanica Kovacevic
106	Lulu's Dance Academy	Qazim Berisha St. Prizren	Sijeta Braha
107	Medica Gjakova Women's Association	St. Fadil Nimani, Nr. 34, Gjakova	Mirlinda Sada
108	Medica Kosova	St. Luigi Gurakuqi 39, Gjakova	Veprorë Shehu
109	MEDIKA BL	Kalabria, Prishtina	Bukurije Leti
110	Miners' Wives	Silage Suhodoll, Mitrovica	Emine Tahiri
111	Mitrovica Women's Association for Human Rights	St. Isa Boletini, Mitrovica	Vetone Veliu
112	Moravski Biser	Parteš	Dragana Petrović
113	Nest	Zahir Pajaziti, Nr. 9, Office No. 5, Prizren	Gjyzel Shaljani
114	Network of Roma, Ashkali and Egyptian Women's Organizations	St. UÇK, Banesa Nr. 1, Prishtina	Shpresa Agushi
115	NGO Drita e Llapit [Light of Llapit]	Podujeva	Aferdita Murati
116	NGO Fillo Sot [Start Today]	Podujeva	Mirjeta Kadriu
117	NGO Fitore [Victory]	Prishtina	Fitore Gashi Sharraxhia
118	NGO Garden	P. F. Keqekollë, Dabishevc	Sadije Dulahu

#	Organization	Address	Representative
119	NGO for Care of Repatriated Women "Amza"	St. Lidhja e Pejës, Fushë Kosova	Violeta Berisha
120	NGO "Jeta" [Life] Turiqec	Sejdi Reka St., village Turiqec, Skenderaj	Drita Mala
121	NGO Social Creativity	Prishtina	Vlora Ademi
122	NGO Pojata	Prishtina	Sabrije Nimani
123	NGO Step	Prizren, Xhem Gostivari	Arbnore Hoxha
124	NGO Stina	Reka village, Kaçanik	Zarije Malsiu
125	Open Door	St. Tringë Smajli, Nr. 72, Prishtina	Belgjzare Muharremi
126	Opportunity	St. Vëllezërit Dragaj, Nr. 4, Mitrovica	Hasime Tahiri Hasani
127	Optimistic Women's Center	St. Fehmi Agani 15, Prishtina	Emine Mehmeti
128	Organization for Development and Communication "URA SOCIALE" [Social Bridge]	Dëshmorët e Kombit St., Nr. 13, Vushtrri	Mergime Jashari
129	Organization for Integration and Social Development "Follow Up"	Prishtina	Agime Osmani
130	Organization for Local Reforms - EULOC	Shtëpia e Kulturës "Gursel e Bajram Sylejmani", Viti	Melihate Osmani

#	Organization	Address	Representative
131	Our Paradise	Babush i Muhaxherëve, Lipjan	Sylbije Sahiti
132	Partners Kosova Center for Conflict Management	Dardania, SU 1/2, 3rd floor, Nr. 11, Prishtina	Shukrije Gashi
133	Precious Hands “Dora”	Lipjan	Mihane Avdullahu
134	Pro Med Kosova	Gjilan	Valentina Rexhepi
135	Protect Your Rights	St. Jashar Salihu, Pallari i Kulturës Jusuf Gërvalla, Decan	Shkelqim Shala
136	Psychosocial Center “Aureus”	Ulpiana, DI Hyrja 8, Nr. 7, Prishtina	Myrvete Ahmetaj
137	Psychotherapists in Action	St. Dardania, Nr. 1, Gjilan	Sevdije Musliu
138	QSGF-P [Center for Sheltering Women and Children]	Prizren	Jubilea Kabashi
139	Renaissance - Association of Women in Support of the Fight against Breast Cancer	St. Luigi Gurakuqi 139/5, Prizren	Violeta Pirana
140	RIKOTTA	St. Adem Gllavica, Nr. 48, Prishtina	Pranvera Bullaku
141	RONA	St. Ilaz Agushi, Prishtina	Serbeze Sylejmani
142	Ruka + Ruci [Hand to Hand]	Ugljare, Fushë Kosova	Gordana Toskic
143	Rule of Democracy in Kosovo/ADK	Podujeve, Orllan	Rexhep Zeka
144	Women’s Association GORA	St. Haxi Zekaj, Nr. 20, Prishtina	Sevdija Ramadani
145	Safe House	St. Gjergj Fishta, Gjakova	Erbolina Dinarama

#	Organization	Address	Representative
146	She Solutions	Xhemajl Mustafa St., BB-I, h-5, Nr. 14, Dardani Prishtina	Antigona Baxhaku-Idrizi
147	Association of Paraplegic, Work, and War Veterans	St. Mbretëresha Teutë, Pn, Peja	Ardiana Gorani
148	Social Club Live	Prishtina	Vjosa Shehu
149	Speranza	Cultural Center Rexhep Mitrovica, Mitrovica	Ajhan Prekazi
150	Support Groups Kosova	Prishtina, Eduart Lir St., Nr. 144	Rita Zhubi
151	Svet Andjela [World of Angels]	North Mitrovica	Vasiljka Vojinovic
152	The Democratic Women's Forum	St. Mbretëresha Teutë, Nr. 103, Peja	Myzafer Ibishaga
153	The Ideas Partnership	Prishtina	Arbon Osmani
154	The Organization of People with Muscular Dystrophy of Kosovo	St. Zahir Pajaziti, Prizren	Antigona Shestani
155	Together in Progress	St. Tringë Smajli, Prishtina	Arbëresha Maloku
156	Top Radio	St. Sadik Pozhegu, Gjakova	Violeta Dema
157	Transform	St. Astrit Suli, Nr.4, Prishtina	Elvira Haxhiaga
158	Udruženje Žena Povratnica [Association of Women – Returnees] “Naš Dom”	Novobërda	Aleksandra Stanković



#	Organization	Address	Representative
159	Undruženje Poslovnih Žena [Association of Business Women]	North Mitrovica	Olivera Milosevic
160	United Women's Association	St. Rifat Berisha, Nr. 23, Prishtina	Vlora Hoti
161	United Women for Success	Kadri Zeka, St. Nr. 31, Prishtina	Zejnebe Hasani
162	Valbona	St. 99 Prilli, Nr. 501, Fshati Sllovi, Lipjan	Valbona Sopa
163	Venera	St. Shpëtim Bojku, Nr. 1, Peja	Miradije Gashi
164	Violeta	Barileva, Prishtina	Bedrije Shala Pireva
165	Vita - Jeta	St. Lidhja e Prizrenit, Nr. 132, Prishtina	Mimoza Ajeti
166	Vizionida	St. Tirana, Shtime	Fatlume Rexhepi
167	We Are Part of the World	St. Lidhja e Pejës, Peja	Gjylfidane Morina
168	Women's Association of Balaj "ELITA"	Mustaf Aliu St., village Balaj, Ferizaj	Behrije Nuha
169	Women's Association Fatjona	Banje, Malisheva	Fatime Limaj
170	Women Association Feminae WAF	Adem Jashari 124/8, Prizren	Shykran Berisha
171	Women's Business Association - Dardana	Kamenica	Kadrije Mustafa
172	Women Farmers	Rahovec	Habibe Haxhimustafa
173	Women Farmers Association Krusha e Vogël	Krusha e Vogël, Bregdrini, Prizren	Dile Prekpalaj

#	Organization	Address	Representative
174	Women's Alliance for Integration	St. Ilir Ramadani, Nr. 3, Medvec, Lipjan	Adelina Qorraj-Emini
175	Women's Association	Gjakova	Qefsere Kumnova
176	Women's Association "Aureola"	Avalla Compund, B/I, Nr.4, Prishtina	Sanije Grajçevci
177	Women's Association "Jeta"	Deçan	Safete Gacaferri
178	Women's Center "ATO"	St. Wesli Clark, Vushtrri	Fikrije Ferizi
179	Women's Center "Mom"	St. Fehmi Agani, 52/9	Agnesa Demaj
180	Women's Initiative Association	St. Dëshmorët, Dragash	Xhejrane Lokaj
181	Women's Line	Prishtina	Lirijona Suka
182	Women's Rural Development Center	Bostanë, Novoberda	Shefkije Mehmeti
183	Women's Tradition in Kosovo	Gjilan	Lirije Orana
184	Women's Welfare Association "Monsig"	House of Culture, Floor II, Petar i Pave St., Klllokot	Selvije Rexhepi
185	Women's Wellness Center	St. Xhevat Begolli, Nr. 9, Peja	Ardita Ramizi Bala
186	Women's Will	St. 2 Maji, Studime, Vushtrri	Lirije Haziri
187	YMCA Movement	Prishtina	Dorina Lluka Davies
188	Youth Association for Human Rights	Lipjan	Bekim Krasniqi
189	Youth Center - Lipjan	St. Avdi Kelmendi, Lipjan	Valmire Marevci

#	Organization	Address	Representative
190	Youth Center - Obiliq	Obiliq	Zelushe Kelmendi
191	You can do it	Bajram Bahtiri St. Prishtina	Hashim Llumnica
192	Ženski Inkluzivni [Women's Inclusive] Center	Bostanë, Novoberda	Vesna Stajic
193	Žensko Pravo [Women's Rights]	North Mitrovica	Ruzica Simic
194	Zërina "Nexhmije Pagarusha" - Choir	Prishtina	Nazlije Sadiku

Annex 1a. Grants Successfully Completed in 2022

In 2022, 34 KWN member organizations successfully completed their initiatives. These initiatives were supported by the EU Office in Kosovo, ADA, Sigrid Rausing Trust, and UNFPA, totaling €238,735.

17 KWN members successfully completed their initiatives towards increasing women's participation in politics and decision-making, supported by the EU, amounting to €80,779.

Member	Title	Amount	About the Initiative	Results
Partners Kosova (PK)	Women make the change	€5,000	PK aimed to ensure the full, effective participation of women and equal opportunities for leadership at all levels of decision-making at the municipal level in political, economic, and public life.	PK raised awareness among 21 officials from the municipalities of Fushe Kosovo and Dragash on the importance of increasing the number of women participating in politics and decision-making. Further, women assembly members from the two municipalities exchanged experiences in using mechanisms like public hearings to increase women's interests in participating in decision-making.
Down Syndrome Kosova (DSK)	Involving persons with disabilities in decision-making	€5,000	They advocated for drafting an action plan for people with disabilities in the Municipality of Ferizaj.	Through info sessions, DSK identified the needs and priorities of 12 people with disabilities and recommendations from 18 parents of children with disabilities. They used these to compile recommendations for an

Member	Title	Amount	About the Initiative	Results
				action plan for people with disabilities in the Municipality of Ferizaj.
Nas Dom	Feminism for beginners	€4,998	They aimed to strengthen the feminist movement in Kosovo by increasing young people's involvement in advocating for women's rights on specific issues and strengthening the capacities of young women and men from (non-majority) communities in Kosovo in promoting equality, women's rights, and freedom.	Nas Dom established cooperation with representatives of new local structures in eight (non-majority) municipalities. They strengthened the capacities of 80 young women and men from (non-majority) communities in promoting equality, women's rights and freedoms.
Women's Association Aureola	Increasing women's participation in decision-making	€4,999	They aimed to raise awareness among women on their right to actively participate in politics and decision-making at the local level in the municipalities of Pristina, Obiliq, Fushe Kosova, Drenas, Lipjan and Podujeva.	Aureola identified the needs of three women candidates for mayor and 49 women candidates for municipal assemblies, offering capacity development support. They raised the awareness of 48 women, girls, and young people on the importance of voting.

Member	Title	Amount	About the Initiative	Results
Art Without Limits (AWL)	Empowering persons with disabilities through art	€4,984	The initiative aimed to address the lack of integration of people with disabilities in society, and, through art activities, increase awareness and include people with disabilities in Kosovo society.	AWL increased the capacities of 7 people with disabilities for photography. They took 20 photos that illustrated the challenges they face. The needs and challenges of 10 people with disabilities in voting were identified. AWL initiated cooperation with the Central Election Commission to improve the situation.
Youth Association for Human Rights (YAHR)	Achieving gender equality in decision-making	€4,923	The initiative aimed for women to participate actively and equally in politics and decision-making in the Municipality of Lipjan and to improve attention to gender issues in the strategies and other documents of the Municipality of Lipjan.	Through 16 meetings, infographics, and media appearances, YAHR raised the awareness of 2,100 representatives of local institutions, parliamentarians, political party members, municipal assembly members, civil society, and local media on the importance of supporting women candidates in local elections in the Municipality of Lipjan.
In Time	Improving women's participation in politics and decision-making	€3,355	The initiative aimed for women and girls to participate in decision-making and gender-responsive policy changes, towards women's economic	Through meetings, In Time raised the awareness of 141 men and women about the role and importance of women's active participation in politics and decision-making

Member	Title	Amount	About the Initiative	Results
	processes towards women's economic empowerment in reintegration programs		development and increased self-confidence.	and the importance of advocating for women's priorities.
Minority Community Center (MCC)	I have the right to be informed!	€5,000	The initiative aimed to increase the participation of Serb and Roma citizens, particularly women and youth, using the Serbian language related to elections.	Through videos and social media campaigns, MCC raised the awareness of Serb and Roma, especially women and youth, on the importance of voting and actively participating in politics and decision-making processes. They had 22 direct beneficiaries, and 52,209 indirectly through social media.

Member	Title	Amount	About the Initiative	Results
Moravski Biser	Involvement of women from rural areas in public and political life	€4,767	The initiative aimed to empower women through support provided by local government representatives, increasing knowledge and awareness among women about the importance of their active participation in their community.	The action raised awareness and built the capacities of 50 women regarding their rights and the importance of their active participation in public and political life. Further, 14 local government representatives provided increased support to women during the election following Moravski Biser's advocacy.
Glas Zena [Women's Voice] Partes	Involvement of women in decision-making processes at the local level in the municipality of Partes	€3,640	The initiative aimed for women to be actively involved in politics and in public life in the Municipality of Partes by raising the capacity and knowledge of women and youth in the municipality, and increasing women's involvement in public life, politics, and/or civil society.	They increased participation of 30 women and youth from the municipality in decision-making. They addressed the needs and barriers faced by marginalized groups and discussed with the local government how to address these in future municipal strategies and financial plans.

Member	Title	Amount	About the Initiative	Results
NGO Dardana's Eagles	Supporting women candidates for municipal assembly and raising awareness of rural women about the role of their vote	€4,895	The initiative aimed 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; to raise awareness among women voters about the importance of their vote; and for more women to vote.	They raised the awareness of 204 women voters about the importance of voting independently. They also advocated to 31 village and political party representatives in Lipjan and Gracanica regarding the importance of women's participation in politics and decision-making processes.
Vizionida	Promotion of women in politics and decision making in the Municipality of Shtime	€3,795	The initiative aimed to increase the capacities of women in decision-making at the local level and thus help them be more vocal in raising issues of interest.	Vizionida raised the awareness of 31 women and 7 men on the importance of increasing women's participation in politics and decision-making through public meetings, a joint declaration, and a media campaign.
Live, Act, and	Promoting and supporting women and girls to participate in	€4,993	The initiative aimed to increase and improve women's participation in politics and decision-making in	They identified 20 women in the municipality who have been involved in political activities and who planned to engage in the future. Further, LAC increased the capacities of 20

Member	Title	Amount	About the Initiative	Results
Create (LAC)	decision-making processes		the Municipality of Novoberde.	women assembly members for advocacy, public relations, promotion of their work, drafting public policies, and identifying priorities at the local level.
Independent Initiative for Blind People (IIBP)	Access of people with disabilities to public services	€4,992	The initiative aimed to identify the needs of people with disabilities in the Municipality of Prishtina. In addition to their access to public institutions, this included informing them about their rights, such as the right to vote and to equally access public institutions.	IIBP raised awareness on the rights of persons with disabilities, including the right to vote. An advocacy strategy was drafted for the equal and non-discriminatory inclusion of persons with disabilities in public institutions. The number of people with disabilities participating in decision-making increased, including more than 100 people with disabilities, especially the blind.
Association of Beekeeping Women 'Okarin	Women's Empowerment in Politics and Decision-making	€4,951	The initiative aimed to increase the number of women actively participating in politics and decision-making at the local level in the municipalities of Mitrovica, Vushtrri, and Skenderaj.	Okarina e Runikut secured support from three gender equality officers to address gender responsive budgeting in their municipalities. Moreover, they initiated cooperation between 20 representatives of NGOs, women assembly members, and offices for gender equality.

Member	Title	Amount	About the Initiative	Results
aa e Runikut'				
Era Fruit	Empowerment through higher representation of women in local politics	€4,997	The initiative aimed to advance and improve the position of women in politics and decision-making in the Municipality of Podujeva.	They identified the needs and priorities of 20 women voters in a meeting with 10 women candidates for municipal assembly in the Municipality of Podujeva. Through two meetings with the elected mayor of Podujeva, the mayor committed to the equal inclusion of women assembly members in decision-making positions.
Svet Andjela	Increasing women's participation in the electoral process	€3,975	The initiative aimed to increase and improve women's participation in politics and decision-making processes at the local level; to strengthen solidarity among women politicians; and to motivate them to become more involved in future electoral processes.	Svet Andjela strengthened the capacities of 90 women for their active participation in politics and increased awareness among 10 officials on the importance of women's active participation in politics and decision-making processes.

Eleven member organizations successfully completed initiatives supported by ADA, totaling €49,683.

Member	Title	Amount	About the Initiative	Results
Divine Woman	Sex Education as a subject in primary and secondary schools	€4,974	The initiative aimed to improve access to quality education that challenges existing gender norms and power relations.	Divine Woman advocated on the importance of teaching Sex Education in schools. They advocated to local institutions in Gjiilan Municipality and raised awareness among 181 high school students.
Humanus Vita	Awareness of young people about sexual harassment and assault and the importance of early reporting	€4,754	The initiative aimed to raise awareness, prevent, and address cases of gender-based violence, including sexual harassment in schools in the Municipality of Drenas.	Humanus Vita raised awareness among primary and secondary school students about gender-based violence and sexual harassment in schools. 30 officials from educational institutions are more aware and willing to address cases of gender-based violence, while 10 girls benefited from individual sessions provided by school psychologists in the Municipality of Drenas related to bullying, sexual, and gender-based violence in schools.
Center for the Promotion of	Providing psychosocial services to women who	€4,006	The initiative aimed to provide women survivors of wartime sexual violence with	CPWR worked closely with 30 women survivors of sexual violence during the war in Kosovo and raised their awareness about their rights to healthcare.

Member	Title	Amount	About the Initiative	Results
Women's Rights (CPWR)	experienced sexual violence during the war in Kosovo		access to quality, affordable healthcare.	
Handikos Mitrovica	Reproductive health and sexual education of women and girls with disabilities in the Municipality of Mitrovica	€4,432	The initiative aimed to provide women and girls with disabilities with access to quality and affordable healthcare.	Through trainings, Handikos Mitrovica raised awareness among women and girls with disabilities about reproductive health, sexual education, prevention of infectious diseases, prevention of early pregnancies, and their rights to access health institutions.

Member	Title	Amount	About the Initiative	Results
Women's Association Jeta	Empowering women and young people to prevent gender-based violence in line with the Istanbul Convention.	€4,846	The initiative aimed to create living conditions in which women and girls live a life free from gender-based violence in the Municipality of Decan.	The Association raised awareness among women and local institutions, especially students from villages, regarding domestic violence and how to report it. The initiative involved 309 beneficiaries.
Organization for Development and Communication "Ura Sociale" (Social Bridge)	Raising awareness for the prevention of sexual harassment	€4,317	The initiative aimed to raise awareness among young people on the prevention and proper address of sexual harassment, and to hold institutions more responsible for teaching the subject of sex education in schools.	Through lectures, they raised awareness of 125 young people in the Municipality of Vushtrri on sexual harassment.

Member	Title	Amount	About the Initiative	Results
Institute of Applied Psychology "Alpha"	Supporting teenage girls to overcome social and emotional problems	€4,188	The initiative aimed to build habits for personal resilience, well-being and protection from abuse in adolescent girls through psycho-social activities.	Alpha raised the awareness of girls and mothers on the importance of healthcare, particularly methods for reducing anxiety and depression. This initiative involved 102 beneficiaries.
Lawyers Association Norma	Learn and act for a society free from gender-based violence	€4,970	The initiative aimed to create preconditions for improving quality education in secondary schools and promoting the advancement of gender equality.	532 students from five secondary schools (out of 14) gained knowledge about gender-based violence, its forms, consequences, services, child protection legislation, and human rights, including discrimination and gender equality.
Women's Center "ATO"	Reproductive health education	€4,552	The initiative aimed to improve women's access to healthcare and quality education that challenges existing gender norms	ATO raised the awareness of 112 students and teachers on their rights to healthcare and the importance of access to healthcare.
Women Farmers	Sex education adapted to age and development	€3,705	The initiative aimed to improve women's access to healthcare and improve quality education that	Women Farmers raised the awareness of 40 teachers and 263 students on quality and gender sensitive education and their rights to healthcare.

Member	Title	Amount	About the Initiative	Results
			challenges existing gender norms.	
Zensko Pravo	Prevention of violence against women in northern Kosovo	€4,927	The initiative aimed to reduce and stop violence against women in four municipalities in northern Kosovo.	Zensko Pravo established cooperation with the Basic Court in Mitrovica, State Prosecution, and Victims Protection Office to increase coordination among institutions and CSOs in assisting gender-based violence cases.

Four members successfully completed initiatives towards promoting family-friendly workplaces (FFW), supported by ADA via UNFPA, totaling €14,078.

Member	Title	Amount	About the Initiative	Results
Youth Center Lipjan (LYC)	Promoting Family Friendly Policies at the local level	€4,999	The initiative aimed to work with local officials from Lipjan municipality and businesses active there to introduce FFW.	LYC worked with CSO representatives, businesses, and assembly members in Lipjan to inform them about FFWs. They drafted recommendations to the Municipality of Lipjan for introducing FFWs as a criterion for subsidies. They prepared a video to raise awareness



				among workers on the need to apply the EU Work-Life Balance Directive.
Business Women Mitrovica	Promoting employment through family-friendly workplaces	€4,537	The initiative aimed to support businesses to incorporate FFW policies and worked with women to inform them about their rights based on the EU Work-Life Balance Directive.	They met businesses in Skenderaj, supporting them in incorporating family-friendly policies at work. This initiative had 50 beneficiaries. They worked with CSO and business representatives in Mitrovica, introducing them to the concept of FFW and how to apply these policies at the local level. They started staff-based research on FFW awareness and needs across workplaces.
Drugëza	Empowering women in business: a good form of promoting gender equality	€4,530	They aimed to meet with businesses in Skenderaj to support them in incorporating FFW policies.	Drugëza worked with the Committee on Human Rights and Gender Equality and the Committee on Economic Development and Public Services in Skenderaj, CSOs, and business representatives to introduce them to the concept of FFW and how to apply these policies. They reached 56 beneficiaries.

Organizati on for Local Reforms - EULOC	Promotion of family friendly policies and workplaces in the Municipality of Viti	€4,512	The initiative aimed to work with businesswomen to incorporate FFW policies in Viti.	EULOC worked with women entrepreneurs, the mayor of Viti, and the Director of the Directorate of Agriculture to introduce the concept of FFW and to apply it in businesses in Viti. They also worked with women and girls to inform them about FFW, visiting a model enterprise in this municipality, led by a woman entrepreneur. This initiative involved 66 beneficiaries.
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Seven KWN members successfully completed Core Support initiatives supported by Sigrid Rausing Trust, totaling €79,740.

Member	Amount	About the Initiative	Results
Committee of Blind Women of Kosovo	€10,000	The Committee sought to write their organizational strategy and to offer training for orientation in public spaces to Blind People throughout Kosovo. They also planned to audio record books of the University of Prishtina, Department of Psychology, for blind students in this Department.	They held spatial orientation and mobility training for 29 blind and visually impaired people. They made audio recordings of all 16 books of the Department of Psychology. The University of Prishtina and two current blind students received the recordings. The Committee wrote their first advocacy letter and held their first advocacy meeting with



Member	Amount	About the Initiative	Results
			the Deputy Prime Minister of Kosovo Emilija Rexhepi, advocating for exemption from transportation costs for blind people and their assistants. Through this core support they also created their organization's strategy for 2022-2026.
In Time	€10,000	In Time planned to use core support to offer training in technology, targeting Roma, Ashkali and Egyptian women and youth, increasing opportunities for them to secure employment online. They also planned to write an organizational strategy and to strengthen their capacities to seek other funds.	In Time finished three training cycles in Digital Marketing, UpWork platform, and enhancing Soft Skills for women, towards their employment. In Time drafted its organizational strategy, targeting youth and women's employment through ICT skills. Further, the organization advocated for more women in decision-making in the municipalities of Lipjan, Prizren, Mitovica, and Fushë Kosovo.
Lawyers Association NORMA	€9,998	NORMA planned to work with other NGOs in rural areas around Prishtina, raising awareness about women's rights and thus identifying cases that need further support, such as court representation in cases of inheritance and	NORMA finalized its strategy for the promotion of human rights and gender equality. Further, it assisted 67 new cases with free legal aid, mainly cases of gender-based violence and inheritance. 56 women

Member	Amount	About the Initiative	Results
		gender-based violence. The organization planned to review and improve its existing strategy.	benefited from focus groups, which improved their knowledge about laws that protect women from gender-based violence, their property rights, and inheritance rights.
Moravski Biser	€9,762	Moravski Biser planned to write its organizational strategy to strengthen their work. Additionally, they planned to strengthen women's participation in politics and decision-making by organizing public debates and participating in the Municipal Assembly of Partesh. Further, they planned to work towards women's economic empowerment by training women in entrepreneurship.	Moravski Biser researched the needs of women in the Municipality of Partesh and addressed these in their three-year strategy. They taught 10 women advocacy skills and engaged them in municipal assembly meetings. Further, they raised awareness among Serb women in Partesh regarding business plans, finding donors for their business ideas, and laws affecting business owners.



Member	Amount	About the Initiative	Results
NGO Drugëza	€9,993	They planned to hold educational sessions in schools in the villages of Skenderaj on the importance of maintaining health, especially on preventing illnesses such as hypertension, cancer, and diabetes. In school sessions, they planned to raise awareness among people. Drugeza also planned to create an organizational strategy and to start implementing it.	Drugëza has a five-year strategy including gender-responsive budgeting and healthcare as its main goals. Further, 215 participants from 16 villages benefited from Drugëza's lectures on healthcare, diabetes, and mental health. Drugëza published four posts about diseases discussed during lectures and shared them on social media, raising awareness of 60,193 people.
Divine Woman	€9,998	They sought to raise awareness during the 16 Days against Violence against Women in the city of Gjilan by showing a movie in the city theatre for institutions and citizens, starting their campaign "Don't be silent" fighting gender-based violence as "private" problem. They also sought to mark important dates such as 8 March, to work with women in January to raise awareness about uterine cancer, and to work on creating their organizational strategy.	They participated in the 16 Days against Violence against Women campaign, including an online campaign with 125 posts to raise awareness among officials and citizens about gender-based violence. Further, they marked International Human Rights Day, the international week against uterine cancer, and 8 March, raising awareness of women's contributions over time. They had 168 direct beneficiaries and 185,925 indirect through social media.

Member	Amount	About the Initiative	Results
			Through this core support they also created their organization's strategy for 2022-2024.
Women's Alliance for Integration (WAI)	€9,990	The Alliance sought to build their capacities through core support, creating a strategy, drafting an organizational policy manual, and activating their board. The organization works with Roma, Ashkali, and Egyptians and planned to offer training in soft skills and, with a psychotherapist, to raise awareness about postnatal depression, phobias, and obsessive-compulsive disorder.	For the first time, WAI has an organizational strategy and has established a board of directors. WAI has organized lectures aimed at raising the awareness of Roma, Ashkali and Egyptian women about their rights to inheritance and mental health, towards improved mental health, especially on issues related to intersectional discrimination.



Annex 1b. Grants Awarded in 2022

An additional 27 grants were awarded to 18 KWN members and nine shelters to enhance capacities and resilience of Kosovo CSOs working towards gender equality and to mitigate social and economic impacts of the COVID-19 pandemic among the most vulnerable, particularly women and girls, supported by the EU. These grants remained ongoing at the end of 2022. In total, the amount granted was €266,986.50. Grant amounts are rounded to the nearest Euro for better presentation.

Member	Title	Amount	About the Initiative
VIOLETE	Awareness of girls and women in the Municipality of Podujeva for a life without gender-based violence	€9,980	The initiative aims to raise awareness among women and girls about reporting gender-based violence as well as to improve the capacity of institutions for professional treatment of gender-based violence cases.
LULISHTJA	Women's Economic Empowerment following the COVID-19 pandemic through family-friendly workplaces	€9,998	The aim is women's economic empowerment through state programs and creation of family-friendly workplaces, through the improved awareness of employers about EU directives, advocacy to AGE, and meetings with decision-makers and representatives of private companies.
YOU CAN DO	Promoting state mechanisms for women	€9,978	The aim is to improve health services for girls and women, especially women and girls with disabilities who

Member	Title	Amount	About the Initiative
	and girls with special needs for a life without sexual abuse.		have experienced mistreatment, violence, or abuse; and to make state institutions aware of the need to address cases of sexual abuse affecting girls with mental, physical, and combined abilities.
“Bleri”	Raising awareness about reproductive health among young people	€9,668	The aim is to raise awareness among young people and relevant institutions about quality education and women’s access to quality health services through training and advocacy meetings.
Rikotta	Preventing violence through women’s economic empowerment in the Municipality of Prizren	€9,997	The initiative aims to raise awareness among the population and to economically empower women, towards preventing gender-based violence through trainings, digital campaigns, and roundtables.
Center for Education and Community Development - Friends	Life free of domestic violence - promoting protective mechanisms against domestic violence	€9,352	The initiative aims to raise awareness among institutions and municipal officials regarding the use and implementation of protection mechanisms against violence through workshops, debates, and advocacy.
Active Women of Gjakova	Providing legal and psychological support to	€9,975	The initiative aims to improve the condition of women and girls in the Municipality of Gjakova for a life free from gender-based violence.



Member	Title	Amount	About the Initiative
	women who are victims of gender-based violence		
Handikos Mitrovica	The challenges of women and girls with disabilities during COVID-19 in the Municipality of Mitrovica	€9,906	The aim is to raise awareness among relevant institutions and citizens about the rights of women and girls through advocacy meetings, as well as to enhance social well-being for women and girls through the provision of direct psycho-therapeutic services.
Institute for Dialogue and Non-Discrimination	Treatment of psycho-social and economic problems in women caused by the COVID-19 pandemic	€9,965	The initiative aims to improve the psycho-social and economic condition of women following COVID-19, as well as to motivate women to have a better life, focusing on preventing gender-based violence through workshops and meetings with relevant institutions.
Medica Kosova	Enhancing the well-being of children/students for a life free of violence	€9,998	The aim is to raise awareness of teachers, students, and parents about the protection and treatment of children who are victims of violence and abuse and those who suffer from the consequences of COVID-19 through meetings with officials from Directorate of Education, Gjakovë, school principals, trainings, and legal-educational sessions.

Member	Title	Amount	About the Initiative
Women Association Zana	Economic and political empowerment of women in the municipality of Klina	€9,506	The initiative aims to increase cooperation between women in public and private sectors and those in civil society and the media, as well as to increase the involvement of women in decision-making positions by lobbying for more women directors of schools, nurseries, and other institutions.
Association for Education and Family Care	Improving knowledge and empowering young people for a life without violence and sexual harassment	€9,900	The initiative aims to raise the awareness of young people about the phenomenon of sexual harassment, as well as to raise the awareness of institutions about the effects that the COVID-19 pandemic has had on young people in Gjakova through educational sessions, lectures in schools, advocacy, and a roundtable.
Organization for Legal and Social Research - OMNES	Institutional advocacy for protection against violence and the impact the COVID-19 pandemic has had on stress and depression among women	€9,803	The aim is to raise awareness and inform women about protection mechanisms against violence against women in Kosovo through informative meetings, workshops, and psychosocial sessions.
NGO Foleja (Nest)	The impact of the COVID-19 pandemic on	€9,989	The aim is to raise the awareness of Roma, Ashkali, and Egyptian girls, women, and men about the importance of



Member	Title	Amount	About the Initiative
	women and girls in Roma, Ashkali, and Egyptian communities		respecting their rights in the family, and more broadly; and about the services provided by relevant institutions for the protection of women and girl victims of domestic violence, through door-to-door visits, awareness sessions, psychosocial sessions, and advocacy meetings.
Association of Retired Women "Vita Jeta"	Impact of the COVID-19 Pandemic on Diabetes in the Elderly	€9,795	The initiative aims to raise awareness among women and men about their rights to healthcare, as well as violations of their rights through informative trainings, lectures, social media campaigns, and advocacy meetings.
YMCA Movement	Promoting the feminist movement through girls' and boys' empowerment	€9,868	The aim is to generate among young men and women a sense of responsible citizenship and ownership of the actions they undertake in their communities, as well as to reduce interpersonal violence and gender-based violence among young men and women.
Youth Council of Gracanica	Empowering young women with the aim of achieving economic independence and active participation in decision-making processes	€10,000	The initiative aims to influence economic independence among young women through success stories and education.

Member	Title	Amount	About the Initiative
The Rule of Democracy in Kosovo	Strengthening mechanisms for gender responsive budgeting	€9,994	The aim is to raise public awareness about gender responsive budgeting, as well as to support women in addressing issues related to gender equality through meetings and advocacy campaigns.
Center for Women's Welfare	Providing shelter, legal and psychological support to women survivors of violence	€9,996	The aim is to provide a safe place, temporary shelter, support, and access to relevant services for children, victims of gender-based violence.
Safe House	Psychosocial empowerment of women who have experienced domestic violence and raising awareness of abusive partners through psychosocial counseling	€10,000	The initiative aims to prevent domestic and gender-based violence through counseling for women and girls, as well as treatment through psychosocial counseling for perpetrators.
Women's Inclusive Center	Furthering the rights of victims of domestic violence through digital and advocacy activities	€9,996	First, the aim is to contribute to women's participation in politics and decision-making by trying to change social norms according to which women are often seen as housewives and mothers, but not as political leaders. The shelter will contribute to their visibility at the local



Member	Title	Amount	About the Initiative
			level. A second aim is to address gender-based violence by providing social services to victims and by spreading information about the need for a coordinated response to violence, including improved rehabilitation and reintegration services in shelters.
Center for Victim Protection and Prevention of Trafficking in Human Beings	Protection, advocacy, and promotion of the rights of victims of human trafficking	€9,953	The aim is to increase organizational capacities for better quality services, to provide support, and to promote the rights and interests of victims and potential victims of trafficking through awareness-raising sessions and awareness campaigns.
Center for Protection of Women and Children "Raba Voca"	Raising awareness against violence against women	€9,993	The aim is for women and girls to have access to and information about state legal mechanisms through tele-counseling, as well as to influence the improved the implementation of the legal framework on domestic violence, including the institutional responsibility to help persons who have suffered violence.
Center for Protection	Providing shelter, rehabilitation, and	€9,993	The initiative aims to improve services in accommodating victims in the shelter, as well as to improve the well-

Member	Title	Amount	About the Initiative
of Women and Children	reintegration for women and children victims of domestic violence		being of women and their integration into society through tele-counselling, psycho-social sessions, and advocacy to relevant institutions.
Center for Protection and Rehabilitation of Women and Children LIRIA	Involvement of relevant state institutions in a coordinated approach to violence against women and domestic violence according to the Istanbul Convention	€9,565	The aim is to draft the Action Plan for protection from domestic violence in the Municipality of Gjilan, as well as to influence the improved functioning of the municipal Coordination Mechanism for protection from domestic violence.
Centre for Sheltering Women and Children Prizren	Raising awareness and empowering victims of domestic violence	€9,983	The aim is to raise awareness among students and society in Prizren, especially in rural areas, about the importance of reducing domestic violence, based on the legislation in force; and to improve the lives of women and girls by promoting the creation of an environment free from violence.
Center for Protection of Women and Children My Home	Strengthening the Coordination Mechanism for Protection from Domestic Violence for the Ferizaj Region	€9,837	The aim is to improve institutional and public support, as well as to raise the awareness of relevant institutions in the prevention, protection, and rehabilitation of victims of domestic violence.



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