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IMPACT AND SUMMATIVE EVALUATION REPORT

“Strengthening Women’s Participation in Politics”

Implemented by:



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List of Acronyms

ADA	Austrian Development Agency
CfE	Coalition for Equality
CSOs	Civil Society Organizations
EU	European Union
EWLA	European Women Lawyers Association
EWL	European Women’s Lobby
GEOs	Gender Equality Officers
GRB	Gender responsive budgeting
KLGE	Kosovo Lobby for Gender Equality
KWF	Kosovo Women’s Fund
KWFC	Kosovo Women’s Fund Coordinator
KWN	Kosovo Women’s Network
LGE	Law on Gender Equality
OPMDK	Organisation for Persons with Muscular Dystrophy of Kosovo
RR	Ruka Ruci
WCSOs	Women-led Civil Society Organizations
WwD	Women with Disabilities
CDP	Capacity Development Plan
OACA	Organizational and Advocacy Capacity Assessment
OCA	Organizational Capacity Assessment
ACA	Advocacy Capacity Assessment
MP	Members of Parliament
CEC	Central Election Commission
GMS	Grant Management System
GRC	Grant Review Committee
EGBN	European Gender Budgeting Network
WILPF	Women’s International League for Peace and Freedom
PwD	Persons with Disabilities
NGO	Non-governmental organization
KWN ED	Kosovo Women’s Network Executive Director

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Acknowledgment

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Executive Summary

The project aimed to address the barriers faced by women in Kosovo in politics and decision-making through improving capacities, inclusiveness, representativeness, and political engagement of women's networks and enhancing the capacities of women politicians and potential future women politicians. The project focused on target groups such as women politicians, Women's Civil Society Organizations (WCSOs) serving minority women and women with disabilities, and Gender Equality Officers (GEOs). The project was designed to ensure sufficient human resources for engaging in processes, improve inclusiveness, enhance visibility of impact, and develop constituent support, alternative financing, philanthropy, and voluntarism towards long-term sustainability. By empowering women citizens to participate in decision-making processes, the project aimed to promote inclusive and participatory democracy in Kosovo.

The project targets multiple beneficiary groups, including women, men, the Kosovo Women's Network (KWN) and its 194 members, Ruka Ruci, and the Organization of Persons with Disabilities in the Prizren region (OPMDK). For women, the project aimed to enhance their participation in politics and decision-making and increase their knowledge about EU accession. For men, the project aimed to encourage their support for women's participation in politics and to transform socialized gender norms. For KWN and its members, the project aimed to improve consultation mechanisms, increase inclusivity, and attentiveness to diverse women's needs, and enhance knowledge about EU accession. The project also aimed to establish a Volunteer Program and Philanthropy Strategy and connect KWN with broader networks in Europe. For Ruka Ruci, the project aimed to provide long-term support and resources to strengthen relations and networks involving more Serbian women and improve organizational and advocacy capacities. For OPMDK, the project aimed to provide long-term resources to enable them to scale-up their activism and develop their network. The project also aimed to support the development of an advocacy strategy for women with disabilities and to strengthen organizational and advocacy capacities.

The KWN project had three clusters and various activities to achieve its objectives. Activity Cluster 1 focused on Output 1, which aimed to improve inclusiveness, representativeness, capacities, and cooperation among KWN, Kosovo Lobby for Gender Equality (KLGE), and Coalition for Equality (CfE.) The activities included developing consultation mechanisms, organizing workshops and mentoring for WCSOs and women politicians, supporting WCSOs to engage more women, organizing networking meetings among KWN, KLGE, and CfE, distributing sub-grants to diverse WCSOs, developing a volunteer program for WCSOs and women politicians, and developing philanthropy to support WCSOs and women politicians. These activities aimed to enhance the capacities of diverse women and make networks more

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inclusive and representative of their interests. Activity Cluster 2 aimed to enhance the capacities of women politicians and potential future women politicians to engage in politics. This was achieved through a series of activities, including networking meetings, capacity building and mentoring sessions, and steps to secure better media coverage of women politicians. Efforts were made to encourage political parties to refer more women party members to speak on media, develop contact lists of qualified women politicians, and enhance the skills of women in speaking on media. A media campaign was also designed to promote voting for women. Overall, the activities aimed to enhance the capacities of women politicians to enter politics. Activity Cluster 3 which contributed to Output 3, focused on improving engagement of women citizens in political and decision-making processes. Activity 3.1 involved organizing meetings to link women politicians, leaders, and citizens to discuss sector-specific issues related to EU accession, building trust and visibility of issues faced by women at the local level. KWN organized at least one meeting in every municipality per year. Activity 3.2 aimed to support women in meeting with political party leaders, government officials, and the EUSR to raise issues important to women, integrating a gender perspective in political and policy dialogue. The partners hoped that these meetings would lead to actions being taken to address issues raised by women, thereby engaging women citizens more in decision-making processes.

The project management section describes the roles and responsibilities of KWN and its partners in coordinating and implementing a project aimed at enhancing women's participation in politics in Kosovo. KWN acted as the coordinating body and was responsible for combining input from partners into regular narrative and financial reports, coordinating networking, experience exchange, and ensuring timely information sharing. Partners coordinated activities specified in the prior section and had staff responsible for project coordination, project assistance, and finance assistance. KWN carried out all of the financial management for Ruka Ruci, which freed up human and financial resources for outreach and mobilization efforts in the communities.

This section describes the scope and sample of an external impact and summative evaluation commissioned by KWN to assess the achievements and challenges of the Strengthening Women's Participation in Politics Project. The evaluation is organized around seven criteria, including relevance, effectiveness, efficiency, impact, sustainability, future needs, and organizational support. The study aims to measure the achievements of KWN against objectives, including improving civic engagement, gender equality, and participatory democracy in Kosovo, enhancing women's participation in politics and decision-making, and realizing three expected results. The evaluation also seeks to capture the lessons learned for the beneficiaries, stakeholders, and implementing partners.

The evaluation report used two main sources of data - people and documents - and two main study methods - quantitative and qualitative - to measure the impact of the project. The evaluation was carried out in two phases: inception phase and document review, and fieldwork phase. In the inception phase, a desk review of existing project documents was conducted, and

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appropriate research methods and data collection instruments were developed. In the fieldwork phase, a mixed method approach was employed, and data was collected from KWN staff, partners, and beneficiaries. The collected data was analyzed quantitatively and qualitatively, and the results were presented using narratives and quotes. The standard OECD/DAC evaluation criteria were used to evaluate the project's relevance, effectiveness, efficiency, impact, and sustainability. The evaluation aimed to assess the sustainability of the changes brought about by the project and identify potential challenges at different levels. The report also consulted with KWN member organizations to determine their views on the role and future of KWN and Kosovo Women's Fund (KWF), how KWN and KWF could better support members, and steps that KWN could take to improve its own sustainability and resource mobilization strategies.

The report discusses the Strengthening Women's Participation in Politics Project in Kosovo, which aims to increase women's participation and representation in political decision-making processes. It highlights the low level of women's representation in politics in Kosovo, the challenges they face, and the need for greater solidarity, inclusive mechanisms for consulting constituents, and improved access to information about EU accession. The project successfully addressed specific challenges and barriers that women face in political participation and increased their participation and representation in politics. The project aimed to enhance civic engagement, participatory democracy, and gender equality in Kosovo by increasing women's involvement in decision-making and politics, improving their capabilities and inclusiveness, and advancing the involvement of women citizens, especially those from marginalized groups, in political and decision-making procedures. Finally, the passage notes the efficiency of the project implementation, which has been successful despite the COVID-19 pandemic.

This evaluation report contains a series of recommendations for the Kosovo Women's Network to enhance the participation of women with disabilities in politics and improve the capacity of women's civil society organizations and women politicians. These recommendations include fostering partnerships with other Women's Civil Society Organizations (WCOSOs), enhancing the participation of women with disabilities in politics, promoting solidarity among young and established women in politics, building women's capacity in public speaking and advocacy, and expanding the reach of workshops and mentoring through online platforms. The text also recommends that KWN continue to work with European women's networks and regularly conduct needs assessments and evaluate and improve its programs.

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1. Country Background Information

Women in Kosovo faced significant barriers to participation in politics and decision-making, including cultural and social norms, discrimination, and lack of access to resources and opportunities. The project's specific objectives of improving capacities, inclusiveness, solidarity, representativeness, and political engagement of women's networks and enhancing the capacities of women politicians and potential future women politicians to engage in politics could help address some of these challenges.

By supporting the Kosovo Women's Network (KWN), Kosovo Lobby for Gender Equality (KLGE), and Coalition for Equality (CfE), the project aimed to improve inclusiveness, representativeness, capacities, and cooperation among women's networks in Kosovo. This could help enhance the effectiveness of their advocacy efforts for gender equality and women's rights and increase their influence in decision-making processes.

2. Introduction and Description of the project

The project focused on enhancing the capacities of women politicians and potential future women politicians, which could have helped increase women's representation in politics and decision-making. By improving their skills and knowledge, women politicians could have been more effective in advocating for policies that promote gender equality and women's empowerment, while potential future women politicians could have been better prepared to overcome the barriers to political participation and succeed in their political careers.

Moreover, the project's aim of improving the engagement of women citizens, particularly those hitherto marginalized, in political and decision-making processes, was crucial for promoting inclusive and participatory democracy in Kosovo. By empowering women citizens to participate in decision-making processes, the project could have helped ensure that their voices were heard and that their needs and concerns were addressed.

The project was designed to address the needs of the target groups and final beneficiaries through planned activities that contribute to the three expected results and the short and long-term objectives. The target groups identified for the project were women politicians and leaders across parties, Women's Civil Society Organizations (WCSOs) serving minority women and women with disabilities (WwD), and Gender Equality Officers (GEOs). The first targeted network, KWN, with 127 members, was selected as the leading women's network in Kosovo, and two co-applicants were chosen as leaders in their communities, capable of mobilizing and empowering Serbian women and WwD. The project aimed to strengthen mechanisms for constituent consultations on laws, policies, and EU accession processes, ensure sufficient human resources for engaging in processes, improve inclusiveness, particularly of minority women and WwD, enhance visibility of impact, towards gaining more supporters, and develop constituent support, alternative financing, philanthropy, and voluntarism towards long-term sustainability. The project was expected to increase women's participation in politics and engage women, particularly minorities and WwD, in decision-making, including related to EU accession.

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2.1. Project Beneficiaries and implementation Components

Beneficiary Group: Women

The project aimed at targeting women as the Target Group and Final Beneficiary. The current situation of women was described as being minimally engaged in politics and decision-making at all levels, with little to no information about EU accession. The project aimed to address these needs by engaging women more in politics and decision-making and enhancing their knowledge about EU accession through outreach, awareness-raising, and capacity development activities.

The anticipated final benefits of the project were that women would be more engaged in making their voices and needs heard in politics and decision-making, and they would have more knowledge about EU accession, enabling them to follow these processes. Overall, the project aimed to empower women and increase their participation in politics and decision-making by providing them with the necessary knowledge and skills to engage effectively. The evaluation report assessed the success of the project in achieving these goals and the impact on the lives of the women involved.

Beneficiary Group: Men

This project targeted men as the Target Group and Final Beneficiary. The current situation of men was described as being constrained by traditional socialized gender norms that hindered women's political participation, intentionally or unintentionally. However, some men were allies who could support increasing women's participation in politics, and they needed support, encouragement, and information.

The project aimed to address these needs by conducting outreach efforts and media campaigns to transform socialized gender norms and encourage more men to support women in participating in politics, demonstrating the benefits of doing so. The anticipated final benefits of the project were a more equal society and more representative political decision-making, which would benefit men as well in the long-term.

Throughout the project implementation was assessed the success of the project in transforming socialized gender norms and increasing men's support for women's participation in politics. Additionally, it measured the impact of the project on the participation of women in politics and the overall political landscape, including the representation of diverse voices and perspectives.

Beneficiary Group: KWN and its 127 members (WCSOs)

This project targeted the Kosovo Women's Network (KWN) and its 127 member women's civil society organizations (WCSOs) as the Target Group and Final Beneficiary. At the time of the project implementation, KWN was described as a leading women's network in Kosovo, the region, and internationally, with several needs and constraints that could be improved.

The project aimed to address these needs by establishing improved consultation mechanisms, developing human resources to expand membership and increase inclusivity, enhancing



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knowledge about EU Accession through outreach, awareness-raising, and capacity development activities, providing human and other resources to enable KWN to develop and implement a Volunteer Program and Philanthropy Strategy, and connecting with broader networks with actors in Europe, including for joint advocacy.

The anticipated final benefits of the project were improved rapid consultation mechanisms, increased inclusivity, and attentiveness to minority women, women with disabilities, and other diverse women's needs, better knowledge about EU Accession to enable WCSOs to better engage in these processes, a functioning and sustainable Volunteer Program and Philanthropy Strategy that contributes to sustainability, deeper networks with actors in Europe, and enhanced capacities of KWN members, thereby enhancing the capacities of KWN.

During the implementation of the project, it was assessed the success of the project in achieving these goals and the impact on KWN and its member WCSOs. It measured the effectiveness of the consultation mechanisms, the inclusivity and attentiveness to diverse women's needs, the knowledge about EU Accession and engagement of WCSOs in these processes, the development and implementation of the Volunteer Program and Philanthropy Strategy, the connection with broader networks in Europe, and the enhanced capacities of KWN members.

Co-applicant: Ruka Ruci

The target group and final beneficiaries of the project were Ruka Ruci, a leading Serbian women's civil society organization (WCSO) in Kosovo. The current situation of Ruka Ruci was described as having positive relations with Serbian women's rights activists and citizens throughout the country, with extensive experience in awareness-raising among Serbian women and building bridges across ethnic groups. However, Ruka Ruci lacked long-term support to scale-up successful efforts towards engaging more women throughout Kosovo, needed to enhance relations and further cooperation with other WCSOs, including Serb WCSOs in other areas, particularly in the north, and could further improve organizational and advocacy capacities.

To address these needs, the project provided long-term support and resources to further relations and strengthen networks involving more Serb WCSOs. It also supported the development and implementation of a needs-based capacity development plan with tailored support to implement it.

The anticipated final benefits of the project were strengthened capacities, expanded constituency, and sustainability through long-term support. There would be strengthened involvement in networks, where more Serb women became involved in existing networks, through which they could make their needs and priorities better heard. Finally, there would be strengthened organizational and advocacy capacities.

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Co-applicant: OPMDK

The target group and final beneficiaries of the project were OPMDK, an organization that mobilized people with disabilities (PwD) in the Prizren region, with a successful track record in raising awareness and engaging women with disabilities (WwD) in decision-making. OPMDK had relations with diverse groups in Kosovo and linkages with networks in the region. However, OPMDK struggled to access consistent financing to sustain its work, lacked an advocacy strategy for WwD, which had unique needs unaddressed by broader PwD networks, and needed to strengthen organizational and advocacy capacities.

To address these needs, the project provided long-term resources that enabled OPMDK to scale-up its activism, further develop its network, and gain experience. The project also supported the development of an advocacy strategy and project plans to make the voices of WwD heard. A tailored capacity development plan was designed and implemented with KWN support.

The anticipated final benefits of the project were strengthened capacities, membership, networks, and experience, which positioned OPMDK to successfully secure resources to continue its work in the future. OPMDK was better positioned to undertake effective advocacy efforts, together with other allies and networks. Finally, there were strengthened organizational and advocacy capacities.

Beneficiary Group: Women politicians at all levels (in KLGE, CfE)

The target group and final beneficiaries of the project were women politicians at all levels in KLGE and CfE. These women were facing various constraints, including political, geographic, ethnic, and other divides that undermined their ability to unite and advocate for issues of common concern. They lacked mechanisms for consulting constituents and building constituencies, and had minimal quality media coverage. Socialized gender norms and perceptions that women lacked capacities to lead, political party leaders' resistance to involving women, low financing, weak connections, and minimal knowledge in legal analysis, gender analysis, EU directives, and EU Accession further hindered their access to politics.

To address these needs, the project provided regular networking opportunities at various levels to build solidarity among women politicians. The project supported the strengthening of linkages with constituents, including through engaging volunteers, and reached out to provide information to party leaders, media, and women politicians towards securing more media attention. Advocacy efforts sought to address enabling environment challenges to women's participation in politics. Workshops, mentoring, and networking opportunities further improved capacities in legal analysis, gender analysis, EU directives, and EU Accession.

The anticipated final benefits of the project were strengthened networks and improved solidarity among women politicians, which increased their advocacy power. Some politicians improved relations with constituents and established mechanisms for better consulting with them. There

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was an increase in quality and quantity of media coverage, and enabling environment challenges to women’s participation in politics decreased. Finally, there were improved capacities in legal analysis, gender analysis, EU directives, and EU Accession, which better positioned women politicians to engage in effective policy-making.

Beneficiary Group: KLGE

The target group and final beneficiaries of the project were the members of KLGE. At the time, these members were facing weak mechanisms for consulting with their constituents, including minimal involvement of former women politicians as allies. Although somewhat inclusive of diverse women, KLGE members had identified various needs, such as continued networking at municipal, inter-municipal, and national levels; empowerment; public speaking skills; media presence; advocacy; Electoral Cycle; and EU accession processes.

To address these needs, the project supported the establishment of consultation mechanisms for KLGE, including the involvement of former women politicians. Partners supported enhancing the inclusiveness of KLGE. Capacity building, CfE/KLGE meetings, and networking activities were also carried out to address the identified needs.

The anticipated final benefits of the project included improved mechanisms for consultations among KLGE members. KLGE became more inclusive and had increased membership, enabling it to better represent diverse women's needs and interests. Additionally, KLGE members had enhanced capacities in the topics for which they identified needs.

Beneficiary Group: CfE

The project beneficiaries for this project were the members of CfE, a new informal network of women politicians. The final beneficiaries were diverse women in the community whose needs and interests would be better represented by the strengthened and expanded network.

At the time, the current situation for CfE was that they were a new network that needed to be consolidated and supported for sustainability, and they needed to expand their membership to include diverse women. Women politicians in the network lacked mechanisms for consulting with women/constituents on issues, and members needed to improve their skills in specific areas.

The project addressed these needs by supporting capacity-building, networking, membership expansion, and overall strengthening of CfE. Partners helped with the inclusion of more diverse women in the network, and consultation mechanisms were established for interested women politicians. Capacity-building, meetings, and networking activities were also provided to address the identified needs.

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The anticipated final benefits of this project included a more diverse and inclusive membership, which enabled CfE to better involve and represent the needs and interests of diverse women. Improved mechanisms for consultations were also established, and members had enhanced capacities in the topics for which they identified needs. These benefits ultimately contributed to the better representation of diverse women's needs and interests in the community.

Beneficiary Group: GEOs

The project beneficiaries for this project were GEOs, who lacked knowledge about EU accession and were under-supported within municipalities and ministries. Many GEOs also lacked the necessary skills to further gender equality as per their legal roles and responsibilities.

The project aimed to address these needs by involving GEOs in capacity-building, networking, and advocacy activities to further their capacities. Through these activities, GEOs would gain the necessary skills and support networks to advocate for gender equality and better fulfill their legal roles and responsibilities.

The anticipated final benefits of the project included strengthened capacities for advocacy, including improved skills and support networks. This would ultimately lead to increased awareness and project on gender equality within municipalities and ministries, contributing to the overall advancement of gender equality in the region.

Beneficiary Group: Political party leaders

In the project, the target group was political party leaders who contributed to the constraints faced by women politicians in participating in politics due to various sociocultural barriers and issues such as power, corruption, and insufficient political will. Leaders controlled campaign financing, access to decision-making, and media appearances, which could limit women's participation.

The project addressed these needs by conducting active outreach at the local level to transform traditional gender roles and encourage citizens to vote for women. Advocacy meetings with leaders were also held to encourage them to support capable women politicians, discussing the benefits of such support. The media was used to apply pressure and promote awareness.

The anticipated final benefits of this project were that some political party leaders could improve their support for women politicians, leading to increased participation and representation of women in politics.

Beneficiary Group: Government officials at local and central levels

The project targeted government officials at local and central levels who lacked information and knowledge related to gender analysis, including the needs of women. The lack of information, will, and/or resources hindered their ability to address issues faced by diverse women. The

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project aimed to address this need by organizing advocacy meetings that increased their awareness of the issues faced by women and how they could work to address these. The anticipated final benefits of the project were that some officials would take steps to address the issues raised by women, and some would have an improved awareness of the issues faced by diverse women. Overall, the project aimed to improve the gender sensitivity of government officials, leading to more equitable policies and programs that better met the needs of women.

Beneficiary Group: Media

The project targeted media as the target group to address the then-current situation and needs related to showcasing women politicians and improving reporting from a gender perspective. The situation was that media could invite or involve more women politicians and improve reporting from a gender perspective. The project aimed to address these needs by organizing meetings to inform media of capable women politicians that they could invite to speak on different topics and providing guidance on improving reporting from a gender perspective. The anticipated final benefits of the project were the improved gender balance with more diverse and engaged women politicians in debates and programs, as well as improved media coverage of women politicians. Overall, the project aimed to increase the representation of women politicians in media and improve the quality of reporting on gender-related issues, leading to greater gender equality and more informed public discourse.

In order to achieve its objectives, the KWN, project consisted of three clusters and the following activities:

2.2. Activity Clusters

Activity Cluster 1 contributed primarily to Output 1, which aimed to improve inclusiveness, representativeness, capacities, and cooperation among KWN, KLGE, and CfE.

Activity 1.1 aimed to develop consultation mechanisms for informing constituents and gathering input on political and EU accession issues. This involved reviewing existing mechanisms, meeting with stakeholders to discuss their needs, and establishing mechanisms for KWN, KLGE, CfE, and individual women politicians. This contributed to more inclusive and representative decision-making by enabling better communication between constituents and decision-makers.

Activity 1.2 involved designing and delivering interactive workshops and mentoring for WCSOs and women politicians in legal analysis, gender mainstreaming in laws, and EU accession processes. The topics for the workshops were identified through needs assessments, and participants were selected based on diversity criteria. Training program modality has been

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and provided online due to COVID 19. There have been 94 participants who have attended the training program. The participants evaluated the workshop, and a brief report was prepared based on debriefing, which suggested next steps. Follow-up mentoring was made available as needed, and an open application process allowed KWN and other activists to request mentoring online. The goal was to strengthen capacities towards Op1.

Activity 1.3 aimed to support Women's Civil Society Organizations (WCSOs) in engaging more women, particularly women with disabilities (WwD) and minorities, in politics and decision-making processes. The Kosovo Women's Network (KWN) mentored and supported WCSOs such as RR and OPMDK to reach out to women in their communities and involve them in local women organizations, KWN, KLGE, and CfE. Mobilizers organized meetings and sessions to discuss political issues and encouraged women to become more engaged. They also created an Advocacy Strategy for WwD and developed annual action plans to implement the strategy at local, regional, and national levels. The activity identified challenges and advocacy strategies for addressing them, and built diverse women's capacities for engaging in politics. Networking was utilized as an effective strategy for joint advocacy and change.

Activity 1.4 aimed to organize networking meetings among the Kosovo Women's Network (KWN), Kosovo Lobby for Gender Equality (KLGE), and the Coalition for Equality (CfE) to strengthen these networks, solidarity, and joint advocacy, including related to EU accession reforms. These meetings included KWN quarterly meetings and two one-day KLGE/CfE meetings every year. The meetings brought together women from different political parties, ethnicities, ages, geographic areas, and abilities to discuss common challenges they face and identify strategies for addressing these issues. The meetings also provided a space for reporting back on progress achieved as per established strategies and evaluating the initiative and discussing next steps. The enhanced engagement of other organizations through this initiative helped make these networks more inclusive and representative of the interests of diverse women.

Activity 1.5 activity involved the distribution of sub-grants to diverse women's civil society organizations (WCSOs) through the Kosovo Women's Fund (KWF). KWN staff worked with these organizations to develop Capacity Development Plans (CDPs) to strengthen their capacities as part of their initiatives. KWN mentored and supported recipients during the implementation of their initiatives, and progress on their CDPs was an indicator of their intervention logics. KWN wrote and publicized stories about the initiatives and conducted end-of-project evaluations to measure changes in capacities. The grants aimed to improve the capacities of KWN member WCSOs to engage constituents and advocate, contributing to Op 3.

Activity 1.6 involved further developing a volunteer program for women's civil society organizations (WCSOs) and women politicians. The KWN Philanthropy and Volunteers Mobilizer and Coordinator researched successful volunteer programs in similar contexts and discussed strategies with various stakeholders. From the information collected, the Coordinator established a volunteer program and strategy for KWN that benefited the Action partners, KWN

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KLGE, and CfE. The Coordinator was responsible for implementing the Volunteers Program starting from year 2, which sought to actively recruit interested volunteers. A database was maintained of volunteers, their capacities, interests, availability, and experience, which was used to pair them with diverse interested hosts towards learning from different experiences. The Program reimbursed volunteers for their travel costs and provided a modest per diem for food. The Coordinator also organized networking meetings with volunteers at the KWN office to share experiences, provide mentoring and support. Through this Action, KWN sought to formalize its current ad-hoc efforts to involve volunteers into a sustainable program that could contribute to Op2 and Op3. Based on lessons learned, the Program could be scaled up in future years.

Activity A1.7 aimed to develop philanthropy to support women's civil society organizations (WCSOs) and women politicians. The KWN Philanthropy and Volunteers Mobilizer and Coordinator started by researching various philanthropy options that existed around the world, particularly in similar situations as Kosovo, as well as those that had been used in Kosovo (successfully or unsuccessfully and the reasons for each). Potential approaches were discussed with various stakeholders. The Coordinator then drafted the Philanthropy Strategy, which was reviewed and revised by stakeholders before being finalized. The Coordinator began implementing the Strategy in close coordination with other staff, Board members, and volunteers. Establishing such a Strategy enabled KWN to secure new resources for supporting and sustaining its work in the future, contributing to its organizational capacities. Additionally, by involving new, diverse supporters, this improved the inclusiveness of KWN and other networks. Based on lessons learned from this experience, KWN shared ideas with its partners, members, KLGE, and CfE.

Activity A1.8 aimed to develop relationships between women's networks in Kosovo and Europe, including EWLA, WILPF, EWL, and EGBN. As stated in the application, the KWN was an EWL member for this activity, but during the project's development, two other organizations—Women Against Violence Europe and the Alliance for Women's Rights in Development—have been crucial to our work. We have so joined WAVE and AWID instead of WILPD. Collaboration with EWLA has maintained.. EWLA supported KWN, RR, and OPMDK, as well as other KWN members, by linking them with other European women's networks that shared similar interests. KWN and/or partners attended at least one meeting of a European women's network every year through this action, thereby strengthening their capacities regarding ongoing issues and debates in Europe and enhancing their cooperation with European women networks. Persons attending reported back to the partners and other networks on their experience, including preparing presentations to share the information gleaned during these visits. Involvement in these networks also enabled partners to pass information from Kosovo to European women's networks and to cooperate with them in advocacy and other initiatives, where relevant.

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Activity Cluster 2 contributed to Output 2: Enhanced capacities of women politicians and potential future women politicians to engage in politics.

Activity 2.1 aimed networking meetings were organized to enhance the capacities of women politicians and potential future women politicians to engage in politics.

Activity 2.2 intended capacity building and mentoring on topics identified by women in politics were organized to enhance their capacities, with support from KWN and EWLA.

Activity 2.3 aimed steps were taken to secure better media coverage of women politicians, including developing contact lists of qualified women politicians, working with political parties to encourage them to refer more women party members to speak on media, enhancing the skills of women in speaking on media, meeting with media outlets to discuss ways to increase coverage of women, and organizing opportunities to speak with local media during meetings. A media campaign about voting for women was also designed and contracted for, with non-partisan catchy slogans advertised on social media and presented in the media. These efforts aimed to enhance the capacities of women politicians to enter politics.

Activity Cluster 3 contributed to Output 3: Improved engagement of women citizens, particularly those hitherto marginalized, in political and decision-making processes.

Activity 3.1 involved the partners organized meetings to link women politicians, leaders, and citizens/constituents to discuss sector-specific issues related to EU Accession. Women politicians from the central level visited the local level to discuss issues with existing or potential constituents. The meetings aimed to build trust between women politicians and potential constituents and bring visibility to the issues that women face at the local level. KWN organized at least one meeting in every municipality per year, totaling 148 meetings, with the aim of improving engagement of women citizens, particularly those who were hitherto marginalized, in political and decision-making processes. The meetings also aimed to enhance the capacities of women politicians and potential future women politicians to engage in politics. KWN sought to ensure that the venue and other affiliated expenses were covered by the municipality, setting an example for officials that substantial resources are not always needed for outreach.

Activity 3.2 aimed that KWN supported women in meeting with political party leaders, government officials, and the EUSR to raise issues that they identified in their advocacy strategies. These meetings aimed to integrate a gender perspective in political and policy dialogue by raising issues important to women. The meetings were also an opportunity for the EUSR to demonstrate visibly the EU's support to women human rights defenders, which is an important support in itself. The partners hoped that such meetings would lead to Kosovo officials and/or EU/EUSR officials taking actions to address issues raised by women, contributing to engaging women citizens more in decision-making processes.

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2.3. Project Management Structure

In this project, KWN acted as the coordinating body while all partners worked together to network, collaborate and share information regularly through coordination meetings. KWN was responsible for combining input from partners into regular narrative and financial reports, coordinating networking, experience exchange, and ensuring timely information sharing. KWN's team included an Executive Director, a Program Manager, a Public Relations Coordinator, a Philanthropy and Volunteers Mobilizer and Coordinator, Finance Officer and a KWF Coordinator. Later, KWF coordinator position has been changed to HR and Procurement Manager.

Partners coordinated activities as specified in the prior section and had staff including a Project Coordinator, Project Assistant, and Finance Assistant for OPMDK, and a Program Coordinator, five Project Assistants, and a Driver for Ruka Ruci. KWN carried out all of the financial management for Ruka Ruci based on prior experience and careful consultation with the activists involved, to avoid jealousy over financial resources and foster positive relations, cooperation, and solidarity among women. This decision also freed up human and financial resources for outreach and mobilization efforts in the communities.

3. Scope of the Evaluation and Methodological Approach

3.1. Scope and Sample

KWN has commissioned an external impact and summative evaluation of the project, with a purpose to assess the project's achievements and challenges, and to capture the lessons learnt for the beneficiaries, stakeholders and implementing partners. The evaluation questions were organized against the following seven criteria:

Relevance

Was the Strengthening Women's Participation in Politics Project aligned with Kosovo current context?

To what extent were needs of project target group and beneficiaries addressed in project design and during the implementation?

Effectiveness

How effective has KWN's work been as part of this Action? What have been the main factors which contributed to, or hindered, the achievement of the objectives and targets?

To what extent has KWN achieved the expected results, specific objective, and overall objective set forth in its original proposal to EU Office in Kosovo (in accordance with its logical framework)?

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Efficiency

Was the project implemented in a timely and efficient manner specifically how efficient has KWN’s work been as part of this Action and particularly compared to other potential implementers of similar actions (e.g., international organisations)?

Have resources been spent according to the approved operations manual and implementation plan?

Impact

To date, what have been the intended and unintended impacts of KWF grant recipients’ initiatives on their beneficiaries?

What has been the impact of KWN capacity development support on its member organizations? To what extent have they improved their capacities as organizations and/or enhanced their organizational sustainability?

What has been the impact of the Action overall on women’s participation in politics and decision-making? How has it contributed to implementing the EU Gender Action Plan III and UN Sustainable?

Sustainability

Development Goals, if at all? How sustainable are the changes achieved and what may be the challenges to sustainability at various levels: individual (e.g., knowledge, relations with other organizations and institutions), organizational, institutional, financial, and cooperation with stakeholders for grant recipients and their projects (as short-term initiatives by definition)?

What are the greatest needs of the target groups for the future in terms of future KWN support and/or services (both funding and capacity development options)? What more can KWN do to further enhance women’s participation in politics and decision-making?

How do KWN member organisations see the role and future of KWN and KWF? How can KWN and KWF better support members? What steps can KWN take to enhance its own sustainability and improve on its resource mobilization and sustainability strategies?

This evaluation study measured the achievements of the KWN against objectives. The overall objective aimed to improve civic engagement, gender equality, and participatory democracy in Kosovo by enhancing women's participation in politics and decision-making. The specific objective was to improve the capacities, inclusiveness, solidarity, representativeness, and political engagement of women's networks to effectively engage in Kosovo's EU integration process. The project aimed to achieve this objective by realizing three expected results: 1) improved inclusiveness, representativeness, capacities, and cooperation among the Kosovo Women's Network, Kosovo Lobby for Gender Equality, and Coalition for Equality; 2) enhanced

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capacities of women politicians and potential future women politicians to engage in politics; and
3) improved engagement of women citizens, particularly those marginalized, in political and decision-making processes.

3.2. Evaluation Approach and Methodology

The evaluation used two main sources of data: i) people; ii) documents, files, publications and relevant literature and two main study methods: i. quantitative and ii. qualitative methods of data collection and analysis. The quantitative approach included the measurement of the changes that have occurred as a result of the project, such as improvements in the number of women participating in politics, the number of policies adopted that promote gender equality, and the number of women who report feeling empowered to engage in decision-making processes.

The qualitative data was gathered through semi-structured interviews based on the evaluation questions above. The evaluation team has developed an evaluation matrix consisting of evaluation criteria and questions based on the categories: project relevance, effectiveness, efficiency, impact, sustainability. During the semi-structured interviews, project beneficiaries have been asked to express their views and share information based on their personal experience participating in the project, their direct benefits from the project activities and their perception on project's added value. Additionally, KWN staff and partners and beneficiaries have been asked to express their perceptions of project efficiency, challenges that they have faced during the project implementation and lessons learnt. All interviews have been conducted in the key informant's native language, respectively, Albanian, Serbian and English.

The evaluation was carried out in two phases:

1. Inception phase and document review – This phase included the initial document review and the development evaluation methodology and matrix. Prior to the field research, the evaluation team conducted a desk review of all KWN existing project documents, such as: KWN Monthly Reports; KWN Interim Narrative Report; KWN Interim Narrative Report Jan 2019-Dec 2020; Process Report of KWF 15th grant round 2021-2022; KWN Monitoring and Narrative Reports; KWN Strategy 2019-2022; and KWN Logical Framework. Based on the insights gained through document review and analysis of evaluation scope, the evaluation team identified most appropriate research methods and developed data collection instruments.
2. Fieldwork phase - The evaluation employed a mixed method approach and carried out data collection from KWN staff and partners that implemented the project, and beneficiaries During this evaluation, 10 in-depth interviews with project staff, partners, stakeholders and beneficiaries were conducted. The data collection processed included conversations with project beneficiaries from the following implementation activities: workshops, mentoring sessions, networking meetings, sub-grants, voluntary and philanthropy programs, capacity building programs, media coverage, meetings with political leaders and governmental

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Officials. Additionally, 3 interviews were conducted with representatives of KWN and KWF; 2 interviews with target groups representatives NDI and Kosovo Lobby for Gender Equality (KLGE), 3 interviews with representative from partner organizations Ruka Ruci, OPDMK and EWLA.

3.3. Data Analysis and Presentation

All quantitative data gathered from the field and KWN project management documents have been analyzed. Additionally, the qualitative data collected through interviews and open-ended survey questions were transcribed, coded, and thematically analyzed. The analysis involved identifying recurring themes, patterns, and relationships within the data, and interpreting their meanings in relation to the project objectives and research questions. The results of the qualitative analysis were presented using narratives and quotes, to enhance the clarity and coherence of the findings.

Information and facts collected during the inception and field phases of the evaluation work were analyzed and integrated in this evaluation report. This approach is in line with the standard OECD/DAC evaluation criteria, which was requested in the evaluation TOR. The evaluation team believes that the integration of the seven criteria was sufficient to provide a sound assessment of the project achievements, value and significance. More specifically, the standard evaluation criteria were approached as follows:

Relevance: In assessing the relevance of the project to the current context in Kosovo, the approach taken involved examining how well the project met the needs of its target groups and beneficiaries. This was done by analyzing data and information gathered during the project, as well as consulting with relevant stakeholders.

Effectiveness: In evaluating the effectiveness of KWN's work as part of this project, the extent to which the organization achieved the expected results, specific objective, and overall objective set forth in its original proposal to the EU Office in Kosovo, as outlined in its logical framework, was analyzed.

Efficiency: To evaluate the efficiency of KWN's work in the project, an analysis was conducted to compare it to other potential implementers of similar actions, including international organizations. The assessment aimed to determine the extent to which KWN's performance in the project was efficient and effective, and how it compared to other actors.

Impact: the intended and unintended impacts of KWF grant recipients' initiatives on their beneficiaries have been assessed so far. The impact of KWN's capacity development support on its member organizations has also been examined, focusing on the extent to which they have improved their capacities as organizations and enhanced their sustainability. The evaluation has also looked into the overall impact of the Action on women's participation in politics and

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decision-making, including its contribution to the implementation of the EU Gender Action Plan III and UN Sustainable Development Goals.

Sustainability: The evaluation aimed to assess the sustainability of the changes brought about by the project and to identify potential challenges at the individual, organizational, institutional, financial, and stakeholder cooperation levels. It also sought to determine the future needs of the target groups and to identify additional measures that KWN could take to enhance women's participation in politics and decision-making. The evaluation involved consulting with KWN member organizations to determine their views on the role and future of KWN and KWF, how KWN and KWF could better support members, and the steps that KWN could take to improve its own sustainability and resource mobilization strategies.

Validity of data from different data sources and data collection methods was insured through systematic analysis and **triangulation**. Data collected through different means was analyzed for **complementarity** to enhance the understanding of the data and their meaning, corroborate and elaborate further on information generated to explore reasons for strengths or shortcomings indicated.

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4. Key Findings

4.1. Overall Implementation of Project Activities against its Clusters

This section analyses findings of the evaluation process, for the overall implementation of project activities reflecting project activities and clusters. The goal of Activity 1.1 was to create consultation mechanisms to educate voters and gather feedback on political and EU accession matters. The activity was successful in achieving its objective by assessing current mechanisms, engaging with stakeholders to understand their requirements, and creating mechanisms for KWN, KLGE, CfE, and individual female politicians. This aided in making decision-making more inclusive and representative by enhancing communication between constituents and decision-makers.

Activity 1.2 aimed to provide interactive workshops and mentoring for women's civil society organizations (WCSOs) and women politicians in legal analysis, gender mainstreaming in laws, and EU accession processes. The activity was successful in achieving its goal by designing and delivering workshops that were identified through needs assessments, selecting participants based on diversity criteria. Due to COVID 19 workshop modules were held online. There were 94 participants who attended workshops. The number of participants has exceeded the number of initial planned participants and this led to higher success of the respective activity. Participants evaluated the workshop, and a brief report was prepared based on debriefing, which suggested next steps. Follow-up mentoring was made available as needed, and an open application process allowed KWN and other activists to request mentoring online. The goal of the activity was to enhance the capacities of the participants towards Op1.

The objective of Activity 1.3, which was to assist Women's Civil Society Organizations (WCSOs) in boosting women's participation in politics and decision-making processes, particularly among minorities and women with disabilities (WwD), was successfully attained. To involve women in their communities and in local women organizations like KWN, KLGE, and CfE, the Kosovo Women's Network (KWN) offered mentoring and support to WCSOs like RR and OPMDK. Meetings and sessions were set up by activists to talk about political issues and inspire women to participate more.

Organizing networking events between the Kosovo Women's Network (KWN), Kosovo Lobby for Gender Equality (KLGE), and Coalition for Equality in order to strengthen these networks, foster solidarity, and facilitate collaborative advocacy efforts, including those pertaining to EU accession reforms, has successfully achieved Activity 1.4's goal.

The gatherings featured twice-yearly one-day KLGE/CfE meetings and quarterly KWN sessions. Women from various political parties, races, ages, regions, and abilities were brought together to talk about the problems they share and come up with solutions. The sessions also provided a forum for discussing the initiative's future and reporting on accomplishments made in accordance with stated strategies.

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As a result of this endeavor, additional organizations were involved, strengthening the networks.

Activity 1.5 has achieved its goal, which involved distributing sub-grants to diverse women's civil society organizations (WCSOs) through the Kosovo Women's Fund (KWF). The KWN staff worked closely with these organizations to develop Capacity Development Plans (CDPs) to strengthen their capacities as part of their initiatives. During the implementation of their initiatives, KWN provided mentorship and support to the sub-grant recipients. Progress on their CDPs served as an indicator of their intervention logics. KWN also wrote and publicized stories about the initiatives and conducted end-of-project evaluations to measure changes in capacities. The goal of these grants was to improve the capacities of KWN member WCSOs to engage constituents and advocate, contributing to Op 3. Overall, Activity 1.5 successfully achieved its goal of improving the capacities of KWN member WCSOs to engage constituents and advocate. The distribution of sub-grants through KWF and the development of CDPs helped strengthen the capacities of these organizations, and KWN's mentorship and support during the implementation phase further contributed to their success. The end-of-project evaluations conducted by KWN helped measure changes in capacities and allowed for lessons learned to be shared with others.

Activity 1.6 successfully achieved its goals by focusing on the development of a volunteer program for women's civil society organizations (WCSOs) and women politicians. The Philanthropy and Volunteers Mobilizer and Coordinator of KWN played a vital role in researching successful volunteer programs in similar contexts and discussing strategies with various stakeholders. The Coordinator established a volunteer program and strategy for KWN that benefited the Action partners, KWN members, KLGE, and CfE. The program aimed to actively recruit interested volunteers and maintain a database of volunteers, their capacities, interests, availability, and experience, which was used to pair them with diverse interested hosts to learn from different experiences. Volunteers were reimbursed for their travel costs and provided a modest per diem for food. The Coordinator also organized networking meetings with volunteers at the KWN office to share experiences, provide mentoring and support. The program sought to formalize the ad-hoc efforts of KWN into a sustainable program that could contribute to Op2 and Op3. Based on lessons learned, the program could be scaled up in future years.

Activity A1.7 successfully achieved its goal of developing philanthropy to support women's civil society organizations (WCSOs) and women politicians. The KWN Philanthropy and Volunteers Mobilizer and Coordinator conducted research to explore various philanthropy options used in Kosovo and other countries with similar contexts. The Coordinator discussed potential approaches with stakeholders and drafted the Philanthropy Strategy, which was reviewed and revised before finalization. With the Strategy in place, the Coordinator began implementing it in collaboration with other staff, Board members, and volunteers. This initiative helped KWN secure new resources to sustain its work in the future and increase its inclusivity by involving diverse supporters. KWN also shared the ideas and lessons learned from this experience with its partners, members, KLGE, and CfE.

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The goal of activity A1.8 was successfully achieved, which was to foster relationships between women's networks in Kosovo and Europe, such as EWLA, WILPF, EWL, and EGBN. KWN applied for membership in all except EGBN, as its staff members were already members. EWLA assisted KWN, RR, and OPMDK, along with other KWN members, by connecting them with other European women's networks that shared similar interests. Through this activity, KWN and its partners attended at least one meeting of a European women's network each year, which helped to enhance their cooperation with European women networks and strengthen their capacities regarding ongoing issues and debates in Europe. Attendees shared their experiences and prepared presentations to inform partners and other networks about the information they gained during these visits. The involvement in these networks also enabled partners to communicate information from Kosovo to European women's networks and collaborate with them in advocacy and other initiatives, where appropriate.

Activity 2.1 successfully achieved its goal of organizing networking meetings to improve the abilities of women politicians and aspiring female politicians to participate in politics.

Activity 2.2 also reached its intended objective of capacity building and mentoring based on topics identified by women in politics to enhance their capabilities, with support from KWN and EWLA.

Activity 2.3 accomplished its goal of taking steps to improve media coverage of women politicians, which included creating contact lists of competent female politicians, collaborating with political parties to encourage more female party members to speak in the media, enhancing the media speaking skills of women, arranging meetings with media outlets to discuss ways to increase coverage of women, and providing opportunities for local media to interact with female politicians during meetings. Additionally, three media campaigns were designed and contracted for, featuring non-partisan and engaging slogans that were advertised on social media and presented in the media to encourage people to vote for women. The goal of these efforts was to enhance the capacities of women politicians to participate in politics.

The objective of Activity 3.1 was successfully achieved as partners organized meetings to bring together women politicians, leaders, and citizens to discuss issues related to EU Accession. Women politicians from the central level visited the local level to discuss these issues with existing or potential constituents. The primary aim of these meetings was to build trust between women politicians and potential constituents and raise awareness about the issues faced by women at the local level. To achieve this, KWN organized at least one meeting in every municipality per year, totaling 148 meetings, to improve the engagement of marginalized women citizens in political and decision-making processes. The meetings also focused on enhancing the capacity of women politicians and potential future women politicians to engage in politics. KWN ensured that the municipality to set an example for officials that significant resources are not always required for outreach covered the venue and other affiliated expenses.

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In Activity 3.2, KWN successfully supported women in meeting with political party leaders, government officials, and the EUSR to raise issues identified in their advocacy strategies. The aim of these meetings was to integrate a gender perspective in political and policy dialogue by highlighting issues that are important to women. The meetings also provided an opportunity for the EUSR to visibly demonstrate the EU's support for women human rights defenders, which is an essential support in itself. The partners hoped that such meetings would encourage Kosovo officials and/or EU/EUSR officials to take actions to address issues raised by women, leading to greater engagement of women citizens in decision-making processes.

The seven criteria, including relevance, effectiveness, efficiency, impact, sustainability, future needs, and member organizations' perspectives, were used to evaluate different aspects of the project. These evaluations include determining whether the project aligned with Kosovo's current context, evaluating the effectiveness of KWN's work, assessing whether the project was implemented efficiently and timely, analyzing the impact of the project on women's participation in politics and decision-making, evaluating the sustainability of the changes achieved, identifying future needs of the target groups, and understanding the perspectives of KWN member organizations. Through these seven criteria, the evaluation aimed to provide a comprehensive assessment of the project and highlight areas for improvement in future initiatives.

4.2. Relevance

The Strengthening Women's Participation in Politics Project is considered as a new initiative that requires support to expand its membership and influence and is fully relevant to Kosovan current political context. Current situation of women's participation in politics in Kosovo and the obstacles they face emphasize the importance of women supporting each other and the need for greater solidarity to secure decision-making positions. Current situation shows the low level of women's representation in politics in Kosovo, with women holding only a third of municipal assembly and parliamentary positions and a negligible number of mayoral positions. Social norms, political party resistance, minimal media coverage, and care responsibilities hinder women's participation. Another issue discussed is the lack of engagement of women, particularly minority and disabled women, in decision-making, including related to EU accession. The passage notes the lack of gender-disaggregated data on voters, family voting, and the limited participation of women in public consultations related to specific sectors. It also highlights the lack of access to information about EU accession, making it difficult for women to understand, engage, support, or monitor reforms.

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In summary, the passage underscores the need for greater solidarity among women, inclusive mechanisms for consulting constituents, and improved access to information about EU accession. It also calls for efforts to address the challenges faced by minority and disabled women in politics and decision-making.

The Strengthening Women's Participation in Politics Project targeted interventions to address these challenges and barriers, such as providing training and capacity building for women to develop leadership skills, increasing access to resources and information, and advocating for policies that support women's political participation. Additionally, the team engaged the target group throughout the project to gather feedback, monitor progress, and make any necessary adjustments to the interventions. The project has successfully addressed the specific challenges and barriers that women face in political participation and increased their participation and representation in political decision-making processes

4.3. Effectiveness

Overall, the project successfully achieved its objectives by focusing on enhancing the capabilities of women politicians and potential future politicians, which could have increased their representation in politics and improved their ability to advocate for policies promoting gender equality and women's empowerment. Additionally, the project's goal of engaging women citizens in political and decision-making processes was essential to promote inclusive and participatory democracy in Kosovo, especially for marginalized groups. By empowering women citizens to participate in decision-making, the project aimed to ensure that women's views and opinions are considered, leading to more equitable and just outcomes.

The main goal of the project was to enhance civic engagement, participatory democracy, and gender equality in Kosovo. This was to be achieved by increasing women's involvement in decision-making and politics. The specific aim of the project was to improve the capabilities, inclusiveness, solidarity, representativeness, and political engagement of women's networks to effectively participate in Kosovo's EU integration process.

To achieve this goal, the project had three expected outcomes. The first outcome was to boost inclusiveness, representativeness, capacities, and collaboration among the Kosovo Women's Network, Kosovo Lobby for Gender Equality, and Coalition for Equality. This involved creating a collaborative environment where these organizations could work together more effectively to achieve their common goals.

The second outcome was to strengthen the abilities of women politicians and potential future women politicians to engage in politics. This was achieved through training programs and workshops designed to provide women with the necessary skills and knowledge to be successful in the political arena.

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The third outcome was to advance the involvement of women citizens, especially those from marginalized groups, in political and decision-making procedures. This involved creating opportunities for women to engage in politics, such as through community outreach programs and public awareness campaigns.

Overall, the project aimed to create a more inclusive and representative political system in Kosovo, where women are better able to participate in decision-making and have their voices heard. By achieving these outcomes, the project hoped to contribute to Kosovo's EU integration process and create a more equal and just society for all its citizens.

4.4. Efficiency

In general, COVID-19 pandemic has disrupted many aspects of daily life and led to the postponement or cancellation of various activities, events, and plans. However, some activities that were postponed due to the pandemic have been successfully implemented in alternative ways. KWN has implemented all their project activities in a timely manner, then that is commendable and shows their commitment to successfully completing their project. KWN has effectively utilized their resources, time, and effort to achieve the project objectives. An efficient project implementation can lead to successful project outcomes, increased stakeholder satisfaction, and improved organizational performance. It is important for organizations to continuously assess their project processes and outcomes to ensure efficiency and effectiveness throughout the project lifecycle.

In this particular project, KWN took on the role of the coordinating body, while all partners collaborated, networked, and shared information with each other through regular coordination meetings. KWN was responsible for consolidating input from all partners into regular reports that covered both narrative and financial aspects of the project. Additionally, KWN took the lead in coordinating networking and experience exchange among partners, while also ensuring that all information was shared in a timely fashion. To achieve this, KWN had a team that included an Executive Director, Program Manager, Public Relations Coordinator, Philanthropy and Volunteers Mobilizer and Coordinator, KWF Coordinator, and Finance Officer.

Each partner had their own set of activities as outlined in the previous section, with dedicated staff to execute them. OPMDK had a Project Coordinator, Project Assistant, and Finance Assistant, while Ruka Ruci had a Program Coordinator, five Project Assistants, and a Driver. KWN carried out all the financial management for Ruka Ruci, as they had previous experience and carefully consulted with the activists involved to ensure that there were no conflicts over financial resources. This decision helped to foster positive relations, cooperation, and solidarity among women while also freeing up human and financial resources for outreach and mobilization efforts in the communities.

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4.5. Impact

The intended impact to improve the capacities of KWN member WCSOs to engage constituents and advocate, which was successfully achieved. The distribution of sub-grants through KWF and the development of CDPs helped strengthen the capacities of these organizations, and KWN's mentorship and support during the implementation phase further contributed to their success. The end-of-project evaluations conducted by KWN helped measure changes in capacities and allowed for lessons learned to be shared with others. However, it is possible that some indirect impacts may have occurred, such as the sub-grant recipients becoming dependent on KWF and KWN for funding and support, or the possibility of power imbalances between KWF/KWN and the sub-grant recipients. It is important to conduct further analysis and evaluation to identify and address any unintended impacts.

The given information suggests that the KWN's capacity development support has had a positive impact on its member organizations. The technical and management capacities of RR and OPMDK were already demonstrated through their prior work implementing similar actions, but the project aimed to strengthen their internal capacities through mentoring from KWN. The Organizational and Advocacy Capacity Assessment (OACA) carried out at the beginning of the Action and the subsequent tailored Capacity Development Plan (CDP) guided efforts to further their capacities throughout the project, using a learning-by-doing approach and with mentoring from KWN. This approach allowed the member organizations to enhance their organizational sustainability and improve their capacities as organizations.

KWN with this project aimed to strengthen the capacities of WCSOs and women politicians in legal analysis, commenting on laws/policies from a gender perspective, understanding EU Directives, and EU accession processes through interactive workshops and mentoring. The project has had a positive impact on women's participation in politics and decision-making by providing them with the necessary skills and knowledge to engage in legal analysis and policymaking from a gender perspective.

By building the capacities of WCSOs and women politicians, the project has contributed to the implementation of the EU Gender Action Plan III and UN Sustainable Development Goal 5, which aims to achieve gender equality and empower all women and girls. The project's focus on gender mainstreaming in laws and policies, understanding EU Directives, and EU accession processes aligns with the EU Gender Action Plan III's objectives of promoting gender equality and mainstreaming the gender perspective in all policy areas. Furthermore, by providing mentoring to women politicians and activists, the project has helped to increase their representation and participation in decision-making processes. This aligns with UN Sustainable Development Goal 5, which aims to increase women's participation in leadership and decision-making roles.

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4.6. Sustainability

KWN should keep promoting collaboration and forming partnerships with other Women's Civil Society Organizations (WCSOs), specifically those with expertise in raising awareness about the absence of institutional support for fundamental requirements such as access to infrastructure, employment, and education for women with disabilities. It's crucial to prioritize interethnic cooperation while establishing these partnerships. Regular needs assessments are crucial to designing and executing effective workshops. Therefore, we suggest performing frequent assessments to recognize the particular demands and difficulties faced by Women's Civil Society Organizations (WCSOs) and female politicians. This can aid in developing workshops that are pertinent and valuable to the attendees.

To improve the involvement of women with disabilities in politics, it's essential to increase their presence in decision-making procedures. This can be accomplished by implementing specific outreach and engagement techniques that encourage the active involvement of women with disabilities in political events. The goal is to enhance their representation in political activities.

The KWN (Kosovo Women's Network) member organisations view the KWN as a significant supporter in their development. This means that the KWN network sees the KWN as an organization that has provided them with resources, assistance, and guidance that has enabled them to grow and develop as an organization. The KWN has played a vital role in supporting the KWN member organisations' goals and objectives, particularly in areas such as women's participation in politics and decision-making processes, and the promotion of women's rights and gender equality in Kosovo. As a result, the KWN network recognizes the KWN as a key partner in their success and as an essential contributor to their ongoing development.

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5. Recommendations

- KWN should continue to foster partnerships and collaborative initiatives with other Women's Civil Society Organizations (WCSOs), including those with experience in promoting awareness of issues related to the lack of institutional support for basic needs, such as infrastructure access, employment, and education for women with disabilities. These partnerships should also prioritize promoting interethnic collaboration.
- Continue to enhance the participation of women with disabilities in politics by increasing their representation in decision-making processes. This can be achieved through targeted outreach and engagement strategies that encourage the active participation of women with disabilities in political activities.
- It is recommended that continuous efforts be made to increase women's participation in politics. This can be achieved by promoting solidarity among young and established women in politics to help them realize their strategies.
- Women should be encouraged to participate and cooperate in decision-making at both central and local levels, while also being prepared for future local elections. It is also essential to build women's capacity in public speaking, media coverage, meeting parliament representatives, and advocating for priority issues.
- KWN should also continue to work with local and regional women's organizations to gather their input and recommendations for the IPA III TACSO consultation process. Due to the pandemic, written input was preferred over in-person informative sessions. Moving forward, KWN should continue to strive to involve more WCSOs in the EU Accession process while promoting a more inclusive consultation process from the institutional level.
- Continue to foster relationships with European women's networks: Given the success of activity A1.8, it would be beneficial for KWN to continue to build and strengthen relationships with European women's networks. This can help to expand their network, share experiences and knowledge, and collaborate on advocacy and other initiatives.
- Attend more meetings and events of European women's networks: Attending meetings and events of European women's networks can provide KWN with valuable opportunities to learn, share their experiences, and collaborate with other organizations. We would recommend attending more than one meeting per year, if possible, to further enhance cooperation and strengthen capacities.

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- Share knowledge gained from European women's networks with other partners and networks: KWN can further strengthen their collaboration and relationships with partners and other networks in Kosovo by sharing the knowledge and experiences gained from attending European women's network meetings. This can help to improve advocacy efforts and support women's rights in Kosovo.
- Continue to offer interactive workshops and mentoring: Given the success of activity 1.2, we would recommend that KWN continue to offer similar workshops and mentoring opportunities to women's civil society organizations and women politicians. This can help to enhance their capacities and knowledge in legal analysis, gender mainstreaming in laws, and EU accession processes.
- Continue to conduct regular needs assessments: Needs assessments played an important role in designing and delivering effective workshops. Therefore, we would recommend conducting regular needs assessments to identify the specific needs and challenges of WCSOs and women politicians. This can help to design workshops that are relevant and useful for participants.
- Expand the reach of the workshops and mentoring: To ensure a wider reach of the workshops and mentoring, KWN can explore online platforms and digital tools to deliver them to participants who cannot travel to the workshop location. This can provide opportunities for a larger number of participants to benefit from the workshops and mentoring.
- KWN could have combined mentoring sessions with capacity development planning and competence assessment. By providing mentoring sessions that focus on capacity development planning, KWN members can receive guidance and support in identifying their skill gaps and developing strategies to address them. Additionally, by combining mentoring sessions with capacity development planning and competence assessment, KWN members can receive a holistic approach to their growth and development. Furthermore, competence assessment can help KWN members to understand their current level of knowledge and skills in different areas, and identify areas where they need further development. Hence, it is recommended that in future mentoring programs to be include competence assessment and individual development plan.
- Continuously evaluate and improve the workshops and mentoring: It is essential to evaluate the effectiveness of the workshops and mentoring to ensure that they are meeting the needs of the participants. Therefore, we would recommend that KWN continuously evaluate and improve the workshops and mentoring based on feedback from participants and other stakeholders. This can help to ensure the continued success of the program in enhancing the capacities.

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