



Kosovo Women's Network

Serving, Protecting and Promoting the Rights of Women and Girls



GENDER MAINSTREAMING THE EU ACCESSION PROCESS

Country Assessment Report

Kosovo

2023

INTRODUCTION

Kosovo submitted its application for European Union (EU) membership in December 2022, so no chapters have been opened yet for screening.¹ Even so, the Government of Kosovo and EU have made several commitments to furthering gender equality, including as part of the EU Accession process.

Based on official policy indicators and a methodology shared across the Western Balkan (WB) region, this policy brief monitors and reports on progress made in furthering gender equality in relation to key EU Accession-related processes and political dialogues in 2023.² The brief aims to provide government and EU officials with insight and recommendations on how to further improve a gender perspective within these processes, as well as to inform women's rights organisations' (WCSOs) advocacy for a more gender transformative EU Accession process. The Kosovo Women's Network (KWN) conducted monitoring and produced this brief using a methodology developed by partner organisations of the Regional Coalition for Gender Equality in the EU Accession Process (EQUAPRO) during a recently closed joint Action "Furthering Gender Equality through the EU Accession Process" co-funded by the European Commission and Sweden. The indicators used derive from the [Joint Communication on the new Gender Action Plan III – An Ambitious Agenda for Gender Equality and Women's Empowerment in External Action](#) accompanied by its [Objectives and Indicators](#), also known as the EU Gender Action Plan III (GAP III). Monitoring focuses on two key actors responsible for integrating a gender-perspective in the EU Accession process: the EU and government. Notably, multiple EU bodies operate in Kosovo, and they are discussed as relevant: the European Union Office in Kosovo / European Union Special Representative (EUOK/EUSR) and the [European Rule of Law Mission in Kosovo](#) (EULEX), as a Common Security and Defence Policy (CSDP) mission. The methodology involved mixed methods including content analysis, participant observation, and data requests from key informants. For each indicator, tables compare findings from 2021, 2022, and 2023. The last column of each table assesses changes between 2022 and 2023, using a five-point scale where "-1" illustrates significant regression, "-0.5" signifies slight regression, "0" is no change, "0.5" illustrates improvement, and "1" is complete implementation. This is used to assess the regress or progress in further integrating a gender perspective in the EU Accession process.

FINDINGS

This section presents findings, divided in sub-sections as per each indicator, including summary tables regarding each indicator, followed by a brief qualitative explanation.

A. COUNTRY REPORTS ARE GENDER-MAINSTREAMED

This section examines the extent to which the country report has been gender-mainstreamed with reference to the European Commission (EC) Kosovo Report 2023.³ Indicators derive from GAP III, particularly EU commitments to ensuring a gender-transformative approach and integrating a gender perspective in political, security, and sectoral dialogue.⁴ The Kosovo Report is a key document guiding the EU's political and policy dialogue with the Government of Kosovo for the purpose of accession to the EU, so gender-mainstreaming the Report can contribute to ensuring that key gender equality issues are integrated in this reform dialogue with the Government across various sectors. Table A summarises findings.

¹ European Parliament, [Fact Sheets on the European Union European Parliament](#).

² This report was written by Valmira Rashiti and Nicole Farnsworth for the Kosovo Women's Network. It was financed by Sweden and the Kvinna till Kvinna Foundation, which do not necessarily agree with the opinions expressed within. The authors alone are responsible for the content.

³ EC, [Staff Working Document – Kosovo 2022 Report](#), Brussels, 12 October 2022.

⁴ GAP III, Objective 7.

Table A. Extent to which the Kosovo Report 2023 was Gender-mainstreamed	2021	2022	2023	Change
1. Number of times gender was mentioned in the Kosovo Report	28	38	51	+0.5
2. Number of times women/girls/female were mentioned in the Kosovo Report	57	73	80	+0.5
3. Number of times boys/men/male were mentioned in the Kosovo Report	13	11	10 ⁵	-0.5
4. Percentage of chapters gender-mainstreamed ⁶	50%	37%	55%	+0.5
5. Number of official recommendations on gender equality in the Kosovo Report ⁷	3	4	3	-0.5
6. Number of other recommendations with a gender perspective in chapters	44	35	29	-0.5
7. Extent to which Kosovo Report used sufficiently sex-disaggregated data	Moderately	Moderately	Moderately	0
8. Extent to which issues recommended by WCSOs were included	Moderately 50%	Extensively 70%	Extensively 70%	0

Each year, KWN together with its diverse WCSO member organisations, produces a commentary on the extent to which the EC’s Kosovo Report has attended to gender equality-related issues.⁸ Ideally, in accordance with EU commitments, all chapters of the Report should be gender mainstreamed. The Kosovo 2023 Report continued to include input provided by WCSOs during consultations; gender was mainstreamed in diverse chapters; and in phrasing related to gender equality and women’s rights. Overall, the Report addressed approximately 70% of the recommendations put forth by KWN and its members. Four commitments directly address gender equality, included based on input sent by KWN and other WCSOs. Specifically, the 2023 Report emphasises that Kosovo must:

- On Rule of Law: “Improve the capacity of judges and prosecutors to handle cases of gender based violence in accordance with laws, the 2022-2026 strategy against domestic violence and violence against women and the new State Protocol for the treatment of sexual violence cases.”
- On Fundamental Rights: “Reinforce the protection of women’s civil and fundamental rights by adopting the Civil Code, by implementing the Law on prevention and protection from domestic violence, and by strengthening the implementation of the Law on gender equality and the strategy on gender-based violence”
- On Social Policy and Employment: “Adopt the amendments to the Law on Labour to align with recent EU acquis, particularly in relation to non-discrimination in employment and parental leave; Pursue thorough reforms in the area of the social assistance schemes to ensure better targeting and impact, and improve access to social services”.

In the 2023 Report, more chapters were gender mainstreamed: Generally, the Report mentioned women, men, gender equality, and gender more than in prior years, totalling 141 times, compared to 125 times in 2022. The Report attended to gender equality issues in different chapters, including: Fundamentals First (Democracy, Parliament, Governance, Public Administration

⁵ All mentions were quantitative, not qualitative (i.e., number of females and number of males).

⁶ Chapters were assessed as “gender-mainstreamed” if they included attention to issues pertaining to gender equality within that chapter.

⁷ “Official recommendations” were defined to include those in grey boxes, and “other recommendations” as those in other sections, phrased as: “Kosovo needs to...”.

⁸ KWN, Commentary: [A Gender Reading of the European Commission’s 2023 Report](#), November 2023.

Reform, Public Finance Management, Human Resources) and Rule of Law and Fundamental Rights (Judiciary, Domestic Handling of War Crimes, Prison, Intimidation of Journalists, Internet, Property Rights, Gender Equality, Protection from Discrimination, on the Rights of LGBTQI+ persons, Persons with Disabilities, Trafficking in Human Beings, Procedural Rights, Fight against Organised Crime, Migration). This was one of the main recommendations WCSOs sent the EU, emphasising the need to address gender-based violence in the Rule of Law and Fundamental Rights chapter. Despite improvements in this regard, some significant issues related to Rule of Law were still reported under gender equality (Fundamental Rights), such as on policing.⁹ The 2023 Report contained a more thorough intersectional approach, reporting on challenges faced by diverse women and men, persons with disabilities, LGBTQI+ persons, rural inhabitants, Roma, Ashkali, Egyptians, and girls. However, attention to boys remained minimal. The Report contained improved inclusion of gender-disaggregated data in diverse chapters, such as in reporting on the composition of the judiciary, unemployment among women and men, property ownership, and migration.

The 2023 Kosovo report also showed significant improvement in including input from WCSOs related to topics that were not part of previous reporting, such as: gender mainstreaming, online threats towards women and girls, gender stereotyping and insensitive gender language in the parliament, and safeguarding prisoners’ rights, especially women, girls, and non-majority groups.

Overall, and despite improvements, the Kosovo Report can further strengthen the language it uses in relation to gender equality. KWN observed that although gender equality was mentioned more in the Report, these related primarily to the context. They involved less language requiring the government to act than in 2022 (i.e., through “other” recommendations). KWN enlisted other shortcomings in its [Commentary on the EC Kosovo Report 2023](#), published in November 2023.

B. EXTENT TO WHICH STABILISATION AND ASSOCIATION STRUCTURES MEETINGS INCLUDE GENDER ISSUES

This criterion examines the extent to which a gender perspective has been included in the EU – Kosovo joint stabilisation and association institutional structures created through the Stabilisation and Association Agreement (SAA). In Kosovo, these are referred to as SAA structures. Meetings of SAA structures are among the main ways through which the EU conducts political and policy dialogue discussing EU accession reforms with governments and other public institutions (such as parliaments, justice institutions, regulators, etc.). Therefore, ensuring that SAA meeting agendas and conclusions integrate attention to gender equality issues, where relevant to the sectors, is important as part of GAP III commitments to raise gender equality issues in designing and implementing EU Accession reforms in respective countries. As experts in these issues, WCSOs can provide important support to the EU and countries’ governments and other public institutions in identifying key gender equality issues and inequalities requiring discussion and attention. Historically, KWN has monitored the SAA structures, specifically meetings of the SAA Committee and Subcommittees (SC).

Table B. Extent to which Meetings of SAA Structures Include Gender Issues	2021	2022	2023	Change
9. Percentage of SAA Committee meetings with gender equality issues on the agenda	50%	100% ¹⁰	50%	-0.5
10. Percentage of SAA SC meetings with gender equality issues on the agenda	33%	33%	50%	+0.5

⁹ KWN, Commentary, 2023.

¹⁰ Through correspondences with the OPM, KWN learned that only one SAA Committee meeting was held in 2022. The percentage is based on the conclusions received.

Table B. Extent to which Meetings of SAA Structures Include Gender Issues	2021	2022	2023	Change
11. Extent to which WCSOs were consulted by the EU ahead of SC meetings	Moderately	Moderately	Significantly	+0.5
12. Extent to which SAA Committee and SC meeting conclusions attend to gender equality issues	33% (SAA SCs) 50% (SAA CM)	40% (SAA SCs) 50% (SAA CM)	50% ¹¹	0

In 2023, as per the governmental calendar, KWN only received three invitations to attend regular meetings of the eighth round of SAA structures, including three SAA SC meetings, to which KWN contributed from a gender perspective. The following SAA SC meetings were held in the beginning of 2023:

- SAA SC on Information Society, Social Policy, and Employment, Consultation meeting of the government with civil society¹²
- SAA SC on Internal Market, Competition, Health, and Consumer Protection¹³
- SAA SC on Transport, Environment, Energy, and Regional Development

KWN received invitations, agendas, and conclusions from the Government related to all of these meetings, except the SAA SC meeting on Transport, Environment, Energy, and Regional Development. In parallel, the EU also held consultations with civil society prior to all three SC meetings between the EU and Kosovo. Of the three agendas received, one included a gender perspective: the agenda on Information Society, Social Policy, and Employment, where the labour law was discussed, from the perspective of aligning it with the EU Work-Life Balance Directive on maternity, paternity, and parental leave, among other issues.

KWN also received an agenda and invitation both from the Government and the EU, to meet prior to the government and EU SAA SC meeting on Justice, Freedom and Security (JFS) in early June 2023. The agenda had a thorough gender perspective, including a specific discussion section on gender equality and gender-based violence. However, due to the EU measures towards Kosovo in June 2023, the SAA SC JFS meeting was cancelled. The measures included the EU postponing formal political and policy dialogue with the Government of Kosovo until these measures are lifted, so no further SAA structure meetings were held in 2023.

KWN received conclusions of two SAA meetings from the Government of Kosovo: the SC on Internal Market, Competition, Health, and Consumer Protection and the SC on Innovation, Information Society, and Social Policy. Only the conclusions of the SC on Innovation, Information Society, and Social Policy had a gender perspective, noting the need to amend the labour law in relation to maternity, paternity, and parental leave, in line with the EU Work-Life Balance Directive, among others. However, as the Government's office in charge of this area within the European Integration section at the Office of the Prime Minister (OPM) noted, conclusions of the SC on Innovation, Information Society, and Social Policy meeting remain draft conclusions because the EU and Government of Kosovo did not finalise the process of agreement and approval amid the suspension of SAA structures in June 2023, due to the EU-imposed measures.¹⁴

KWN received invitations to all consultative meetings organised by the EU. Thus, KWN assessed the EU's consultations with civil society ahead of these meetings as occurring to a significant extent. During these consultations, civil society representatives could provide their views on the agenda content and discussion points. In most consultations, KWN prepared and

¹¹ Out of two rounds of conclusions which KWN received.

¹² Held on 3 February 2023 at the Ministry of Education, Science, Technology, and Innovation.

¹³ Held on 22 March 2023 in the Government building.

¹⁴ Office of the Prime Minister (OPM), data request response by the Office for Economic Criteria and Internal Market of EI, 23 August 2024.

presented input on how agenda points could better attend to gender equality. The EU tended to provide immediate feedback to civil society during these consultations, or, as relevant, to revert to civil society representatives afterwards, regarding their questions and recommendations made during consultations. While the consultations are open to all civil society, civil society participation continues to be low, and diverse CSOs, including WCSOs, have not always participated. Small and medium-sized WCSOs, particularly those outside Pristina, said that they had not received invitations to participate in consultations from the EU or the Government.¹⁵ Language barriers (with most consultations held in English), the location of consultations in Pristina, and minimal knowledge of the EU Accession process and how to engage in it have been factors limiting smaller, grassroots organisations' participation.

Overall, the EU-imposed measures against Kosovo, which entered into effect in June 2023, have had a detrimental effect on civil society participation in SAA structures and thus EU Accession-related reforms, which also has hindered the extent to which reforms include a gender-responsive approach. As noted in the letter of concern that KWN shared with various EU actors in July 2023 related to the EU-imposed measures, SAA SC meetings, hitherto accompanied by civil society consultations with the Government and EU, respectively, are an important mechanism for civil society to engage in the SAA process as well as to hold the Government accountable to justice and fundamental rights. Through these meetings and with EU support, KWN and other CSOs have pushed forward important reforms towards improving peace, justice, and security for women and girls. Discontinuing these meetings removed this opportunity for civil society pressure and to enhance Government accountability, potentially harming women and girls. Discontinuing dialogue also undermines the EU's recurring emphasis on the importance of civil society. As of June 2023, KWN and its members' consultations and dialogue with the Government was significantly reduced and information related to reforms, new policies, as well as measures aimed to tackle topics that the SAA SC meetings targeted, were not shared with KWN or its members.

C. EU STRATEGIC ENGAGEMENT AT COUNTRY-LEVEL ON GENDER EQUALITY IN PLACE

This criterion examines the EU's strategic engagement at a country level related to gender equality. The indicators used are commitments and indicators taken directly from EU GAP III (see Table C), including EU commitments to United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace, and Security (WPS),¹⁶ within GAP III. UNSCR 1325 and its sister resolutions are of particular importance to Kosovo, considering that it is a post-conflict country and that peace processes, including the official Dialogue between Kosovo and Serbia, remain ongoing under EU leadership. As per EU commitments, the EU has a responsibility to ensure women's engagement in these processes.¹⁷

Table C. Extent to which EU Strategic Engagement at Country Level on Gender Equality is in Place	2021	2022	2023	Change
13. Country-level Implementation Plan (CLIP) for GAP III agreed and transmitted to Headquarters (HQ) in Brussels (GAP III indicator 5.1)	Yes	Yes	Yes	0
14. Gender Country Profile conducted or updated	Yes	Yes	No	-1
15. Fully-fledged gender analysis conducted or updated	Yes	Yes	No	-1

¹⁵ Conversations of KWN with members, including Mitrovica Women Association for Human Rights in Mitrovica, Divine Women in Gjilan, EcoKos women, etc.

¹⁶ United Nations, Security Council, [Resolution 1325 \(2000\)](#), adopted by the Security Council at its 4213th meeting, on 31 October 2000.

¹⁷ Council of the European Union, [Women, Peace and Security - Council conclusions](#), 10 December 2018.

Table C. Extent to which EU Strategic Engagement at Country Level on Gender Equality is in Place	2021	2022	2023	Change
16. Number of sector-specific gender analyses for the priority areas under the programming cycle 2021-2027 developed and transmitted to HQ (Brussels) (GAP III indicator 5.2)	0	2	1	-0.5
17. Extent ¹⁸ to which EUO engages in dialogue on gender equality with governments, national gender equality mechanisms, parliaments, and other institutional actors (GAP III indicator 7.1)	Moderately	Moderately	Moderately	0
18. Extent to which EUO consulted civil society including WCSOs for developing the CLIP	Fully	Fully	NA	NA
19. Extent to which EUO engages in dialogue on gender equality with civil society including WCSOs (GAP III, indicator 7.2) ¹⁹	Moderately	Moderately	Minimally	-0.5
20. Extent to which EUO engages in dialogue with civil society on women, peace, and security issues in partner countries (GAP III, indicator 7.2)	Minimally	Minimally	Minimally	0

In 2021, Kosovo's process of drafting the [Country-Level Implementation Plan \(CLIP\)](#) was rather unique compared to other countries,²⁰ as the EUOK engaged KWN, as a WCSO network with expertise to develop the CLIP via a very consultative process. As of 2023, the EUOK had not updated its CLIP, so civil society engagement could not be assessed during this period.

As of 2023, Kosovo did not have an updated country gender profile, and the Kosovo Gender Analysis conducted by KWN in 2018 became outdated; the EU requires that the analysis be less than five years old. Regarding gender analyses for specific sectors, the EU produced a [report](#) on local mechanisms working to address gender-based violence via Suisse Solidar. The EU also supported two sector gender analyses in 2023: *At the Centre of IT... and Beyond It – A Gender Analysis of Digitalization in Kosovo* and *In the Shadows – A Gender Analysis of Informal Work in Kosovo*, both conducted by KWN. The EU was also engaged in a synergy effort with the UN Food and Agriculture Organisation (FAO) for a sector gender analysis on rural economies and agriculture. Although the EU supported these three analyses in 2023, they were published in 2024 and will be reported in the next report.

The EUO continued to engage with the governments, national gender equality mechanisms like the Agency for Gender Equality (AGE), and other institutional actors related to gender equality. Related to this, the EUO launched the new Gender Equality Facility, implemented by UN Women, which seeks to further institutional capacities for improving gender equality, among other aims. The EUO continued its participation in meetings related to the Security Gender Group and its attendance of various conferences and discussions related to gender equality

¹⁸ Extent was defined as the number of times per year the EU met WCSOs to discuss gender equality issues. Dialogue was defined to include discussions on various political issues (not only "women's issues").

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²⁰ KWN, [Kosovo 2023 Country Assessment Report](#), December 2023. In 2021, as noted in the Kosovo 2023 Country Assessment Report, the EU organised several consultations with various stakeholder groups (e.g., civil society, government, UN agencies, EU Member States, and EU staff members) to gather their input for the CLIP. The civil society consultations were organised together with EU Technical Assistance to Civil Society Organisations (EU TACSO), broadly advertised through CSO networks, and open to all members of civil society interested in attending. This very consultative process ensured that the CLIP was based on gender analysis, needs, and input from diverse WCSOs, among other stakeholders.

organised by the Government and civil society. Aside from speaking at some public events, the EU Senior Management engaged very minimally with WCSOs in 2023, including on the WPS Agenda.

EULEX reported discussing gender equality in most meetings held with the Presidency and government institutions.²¹ EULEX reported that its management level, advisors, and operation officers met WCSOs on a weekly basis. Senior Management and the Gender Adviser engaged with the Presidency of Kosovo and the Government (i.e., the Prime Minister, Minister of Justice also in her capacity as National Coordinator on Domestic Violence and Gender-based Violence, and the Minister of Interior), as well as with the Kosovo Police General Directorate to assist them and Kosovo institutions in advancing the WPS Agenda, furthering gender equality, and addressing gender-based violence within the overarching umbrella of the Council of Europe Convention on preventing and combating violence against women and domestic violence (also known as the “Istanbul Convention” [IC]), directly applicable in Kosovo since September 2020. Further, the Mission implemented several small-scale projects together with small WCSOs. The Mission continued participating in the Kosovo Security and Gender Group. EULEX’s dialogue with the parliament continued related to the compliance of draft national legislation with gender equality principles. Key counterparts remained the Women’s Caucus and the Parliamentary Committee on Human Rights, Gender Equality, Missing Persons, and Petitions. In December 2023, the Head of Mission also met with the Ombudsperson to discuss promoting gender equality.

D. EU MAINSTREAMS GENDER IN ALL ACTIONS AND TARGETED ACTIONS

The Organisation for Economic Co-operation and Development, Development Assistance Committee (OECD DAC) has established specific criteria for gender markers for programs. This criterion examines the extent to which the EU has mainstreamed gender in all its actions, based on set criteria, as well as whether the EU has planned targeted actions towards furthering gender equality as set out in GAP III. The timeframe refers to actions developed in 2023.

Table D. Extent to which EU Mainstreams Gender in All Actions and Targeted Actions	2021	2022	2023	Change
21. Number and % of new actions ²² that are gender responsive or targeted (GM1 + GM2) at country level (GAP III, indicator 1.1)	7 ²³ (100%)	4 (100%)	6 (100%)	+0.5
22. Number and % of new gender targeted actions (GM2) implemented from national allocation (GAP III, indicator 1.2)	0 (0%)	0 (0%)	2	+0.5
23. Total funding in support of gender equality at country level (GM1 + GM2) (GAP III, indicator 1.3)	€71.21 million	€62.25 million	€1.3 million	-0.5
24. Amount of funding directed towards women’s organisations and movements at country level (GAP III, indicator 1.4)	€488,300	€0	€204,000	+0.5
25. % of new actions supporting public finance management reforms that include a gender budgeting component (GAP III, indicator 3.1)	100%	Not applicable	Not applicable	Not applicable

There were no new IPA III actions for Kosovo in 2023. This was a result of the EU measures towards Kosovo, according to which the EU has suspended temporarily the financial instrument for pre-accession (IPA). Funding allocated for civil society continued but details about Actions were not published. As such, the extent to which civil society financing contained a gender

²¹ KWN, data request responses from EULEX.

²² This refers to Action Documents and not to contracts. “New” refers to those approved in 2022.

²³ This has been adapted since the 2021 monitoring report because the EU published the Action Document on the [EU Civil Society Facility and Media Programme for Kosovo* 2021-2023](#) after the 2021 monitoring report had been finalized. This has been updated to reflect this Action Document, approved in 2021.

perspective was difficult to assess. For this, KWN used data requests and correspondences with the EUOK. According to the EUOK, the following were GM1 and GM2 actions approved in 2023:

1. Uncovering the Truth: Combating Mono-ethnic Journalism and Advocating for the Missing Persons in Kosovo with BIRN KOSOVO (GM1 - €216K)
2. Advancing Gender Equality and Diversity through Elimination of Gender-Based Discrimination at Workplace with Kosovar Gender Studies Center (GM2 - €204K)
3. Sport 4 Inclusion with Play International (GM1 - €226K)
4. Enhancing the efforts on shedding light on the fate of missing persons in Kosovo Humanitarian Law Center (GM1 - €205K)
5. Rights Amplified: Inclusive Development and Social Inclusion for children and families most impacted by discrimination in Kosovo with Save the Children (GM1 - €215K)
6. Supporting Women Integration in Kosovo rural municipalities – WIntegra with Arbeiter-Samariter-Bund Deutschland EV (GM2 - €236K)

As the EU financed fewer actions amid the aforementioned measures, fewer contracts overall, and related specifically to gender equality, were signed in 2023 than in prior years. Thus, there were two GM2 actions. As KWN noted in the 2022 Country Assessment Report, the EU does not yet have a system for tracking total funding in support of gender equality specifically. The EU uses the standardised OECD gender marker, and this can contribute to a misrepresentation of actual resources allocated, given the nature of the OECD methodology. Notably, in a GM1 action, only a percentage of the funds contribute to gender equality; other funds may be used for other purposes. Yet, there is no way of tracking the precise amount of funds spent on gender equality in GM1 actions. Therefore, as per GAP III indicator 1.3, the EU can only arrive at a rough estimate of the total amount of funding that will contribute to gender equality. In Kosovo, funding explicitly towards gender equality was estimated at €440,000. The EU does not yet have a way of measuring funding for WCSOs and movements through its existing systems, but it can be estimated that €204,000 supported WCSOs, namely the Kosovar Gender Studies Centre.

Finally, in relation to indicator 25, percentage of new actions supporting public finance management (PFM) reforms that include a gender budgeting component (GAP III, indicator 3.1), the EU noted that they do not have any new PFM actions since 2017.

E. THE EU LEADS BY EXAMPLE

This criterion examines the extent to which the EU is leading by example, by establishing gender-responsive and gender-balanced leadership at top EU political and management levels, as per GAP III, pillar 4. It discusses the leadership of both EUOK/EUD and EULEX, as a CSDP mission.

Table E. The Extent to which the EU Leads by Example	2021	2022	2023	Change
26. Number and % of women in senior and middle management positions in the EU Office, EUSR, and EULEX, as a CSDP mission (GAP III, indicator 10.1) ²⁴	0%	0%	0%	0
27. % of management trained on gender equality and GAP III in EU Office and CSDP mission (indicator 10.2)	92%	0%	75%	+0.5
28. % of management trained on women, peace and security in EU Office and CSDP mission (indicator 10.2)	14%	0%	0%	0

²⁴ Senior Management is defined to include: Secretary Generals, Deputy Secretary Generals, Managing Directors, Directors, and some Ambassadors (at the Directors level). Middle management is defined as Heads of Division and most Ambassadors. In practice, within a given mission like Kosovo, additional positions may participate in management meetings, but this indicator refers only to this definition.

29. Number of Gender Adviser / Gender Focal Points in the EU Office and CSDP mission	14	13	13	0
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According to the EC definition of management, senior management positions are considered the Heads of Delegations, whereas middle management positions are considered Heads of Cooperation.²⁵ In 2023, in the EUOK, the Head of Mission and Head of Cooperation have been men. In the EUSR, the EUSR/Ambassador has been a man. At EULEX, both the Head of Mission and Deputy Head of Mission are men.

The EU has a full-time Gender Advisor and a gender focal point in the EUOK/EUSR, a full-time Gender Advisor in the CSDP EULEX mission, and 10 gender focal points in EULEX, totalling 13 persons. Aside from the Gender Advisor who reports to the EULEX Head of Mission, none of the gender focal points sit at a management level or report directly to the Heads of Mission. This limits the influence of gender focal points at the EUOK. Given her other responsibilities, the EUOK Gender Focal Point can only spend a limited time furthering gender equality. EULEX has a full-time Gender Advisor with a clear job description, and the EULEX gender focal points have a clear Terms of Reference.

In 2023, the EUOK Head of Cooperation attended a workshop on GAP III, organised by UN Women, and the two EULEX managers were trained on EULEX internal guidelines on gender mainstreaming, as well as on preventing sexual harassment, exploitation, and abuse (SEA) at work.²⁶ Thus, three of four managers attended relevant training in 2023. There have been no new trainings on WPS in 2023, though briefings occurred during internal meetings. No known trainings were provided to senior EUOK management in 2023.

F. GOVERNMENT ADOPTS LEGISLATION IN LINE WITH THE EU ACQUIS COMMUNAUTAIRE ON GENDER EQUALITY AND CONSULTS WCSOS

This criterion examines the extent to which the Government has adopted legislation in line with the EU Acquis Communautaire on Gender Equality and has consulted WCSOs.

Table F. Extent to which the Government Adopts Legislation in Line with the EU Acquis Communautaire on Gender Equality and Consults WCSOs	2021	2022	2023	Change
30. Extent to which gender equality is addressed in the National Programme for the Adoption of the Acquis	Extensively	Extensively	Extensively	0
31. Extent to which key laws on gender equality and EU Accession are open for public consultation	Fully	Fully	Moderately	-0.5
32. Extent to which inputs on laws, amendments, and policies by WCSOs in line with the EU Acquis on gender equality are taken on board	Minimally	Minimally	Moderately	+0.5
33. Extent to which new sectoral strategies are publicly available	Fully	Fully	Fully	0
34. Extent to which new sectoral strategies mainstream gender equality	Moderately	Moderately	Moderately	0
35. % of sector working groups (or the like) with WCSOs included or represented	Not applicable	Not applicable	Not applicable	Not applicable

²⁵ EC, [Managers at the European Commission](#), "Job descriptions, key qualifications and vacancies for management positions in the European Commission".

²⁶ KWN email correspondence with EULEX.

The National Program for the Implementation of the Stabilisation Association Agreement is now called the National Programme for European Integration (NPEI) 2023-2027.²⁷ Published in June 2023, the document is significantly gender mainstreamed, including many gender equality related mid-term priorities, such as: overseeing budget expenditures of the Assembly during the fiscal year, including analysis, implementation, and monitoring of gender-responsive budgeting;²⁸ improving the human and technical capacities of one-stop-shop centres and business services and undertaking affirmative measures to encourage the under-represented gender, in accordance with the Law on Gender Equality (LGE);²⁹ full operationalisation of institutional mechanisms for protection against discrimination and empowering gender equality officers within ministries and municipalities; capacity building of institutional mechanisms for gender equality, protection from domestic violence, and violence against women by strengthening the role of women and girls in decision-making and economic empowerment to eliminate gender-based violence and domestic violence; development of relevant Gender Impact Assessment policies in addition to the current regulatory framework; and financial support to shelters for victims of gender-based violence.³⁰ The NPEI has continued to include many measures that were foreseen in the NPISAA 2022-2025. Monitoring reports of NPEI 2023-2027 include a gender perspective and report on activities that have been implemented with or without delays.³¹ They also report on measures that have faced delays in implementation. Meanwhile, the European Reform Agenda (ERA) III ended at the end of 2023.

Laws and public policies usually are made available for public consultations. Since 2016, this is an obligation of the Government as per the [Regulation \(GRK\) No. 05/2016 on minimum standards for public consultation process](#). Further, Kosovo has a [public consultation platform](#), through which both CSOs and individual women and men can upload their input on draft policies or send input directly to responsible officials in line ministries. KWN together with its member WCSOs regularly uses the public consultation platform to propose specific ways for improving attention to gender equality within draft laws, regulations, and documents. The Government also publishes on the same platform documents relevant to the EU Accession process and new sectoral strategies. Therefore, these documents are publicly available to a full extent. However, sometimes more time could be provided for public consultations, particularly for longer documents like the NPEI.

Meanwhile, WCSOs' input in line with the EU Acquis on gender equality is incorporated in these draft laws, amendments, and policies to a moderate extent. As mentioned, WCSOs' input has been incorporated in EU Accession documents and relevant strategies, such as the NPEI and relevant sectoral strategies. However, fewer recommendations made by WCSOs were incorporated in laws, regulations, and administrative instructions. The Government has not yet identified a way to include more, diverse WCSOs in public consultations, particularly those from the local level. Their input could inform the drafting of laws and policies so that they better respond to the needs of diverse women and men. Further, line ministries only minimally consult gender equality officers (GEO) in ministries during the drafting of public policies. The LGE foresees the inclusion of GEOs in policymaking working groups, though they seldom have been adequately included. GEOs tend to be in closer contact with WCSOs, so they could support improved engagement and incorporation of WCSOs' recommendations in policymaking.

²⁷ Republic of Kosovo, Government, OPM, [National Programme for European Integration 2023-2027](#), June 2023

²⁸ *Ibid.*, p. 17.

²⁹ *Ibid.*, p. 53.

³⁰ *Ibid.*, p. 81.

³¹ Republic of Kosovo, Government, OPM, [Report on Implementation of the National Programme for European Integration \(NPEI\) during January – June 2023](#), August 2023 and [Report on the implementation of the National Programme for European Integration \(NPEI\) during July – September 2023](#), November 2023.

However, most GEOs also need to further their capacities in policymaking to be able to contribute meaningfully to new policies from a gender perspective.³²

To assess the extent to which new sectoral strategies mainstream gender equality, KWN usually analysed the sectoral strategies enlisted in the Kosovo Strategic Documents Plan, which was open for public consultation in 2022.³³ KWN could not find a Strategic Documents Plan that opened for public consultations or was published by the Strategic Planning Office in 2023. Instead, for 2023, the Government only published a “List of Valid Strategic Documents”³⁴, with a timeframe for each of them. However, a plan for strategic documents being updated and drafted was not made public. Most strategies that are relevant to gender equality have been opened for public consultations and remain drafts. The published strategies do not include sufficient attention to gender equality. In most cases, they mention challenges and identify barriers related to the inclusion of a gender perspective in policy areas. They also tend to integrate WCSOs input, in relation to situation analysis, problems identified, and challenges. However, these strategies’ corresponding action plans do not include any objectives, measures, indicators, baselines, or targets related to gender equality. WCSOs inputs are also little integrated in Action Plans.³⁵

As Kosovo is still in an early phase of the EU Accession process, the Government has not yet created sector working groups for the different chapters of the Acquis.³⁶ KWN has advocated that it will be important to ensure that WCSOs are included in these working groups when they are created.

G. GOVERNMENT IMPLEMENTS RECOMMENDATIONS ON GENDER EQUALITY INCLUDED IN THE COUNTRY REPORT

This criterion examines the extent to which the Government and responsible institutions have implemented recommendations on gender equality, which were in the 2022 EC Kosovo Report. Recommendations refers to both the official recommendation in the grey boxes and the recommendations included in the narrative of the chapters. This rapid analysis is based on KWN’s assessment of implementation as per publicly available documents and data requests submitted through its research.

Table G. The Extent to which the Government Implements Recommendations on Gender Equality Included in the Country Report	2021	2022	2023	Change
36. Extent to which recommendations on gender equality included in the Kosovo Report have been implemented by the government or institutions	Minimally	Minimally	Minimally	0

Both the 2021 and the 2022 Kosovo Report recommended in a grey box “to strengthen the implementation of the LGE and ensure proper functioning of the system of protection, prevention and adjudication of all forms of gender based violence”. KWN’s monitoring and communication with key institutions as well as monitoring of the extent public policies are gender mainstreamed suggests that several aspects of the LGE have remained poorly implemented, such as ensuring availability of sex-disaggregated data, gender equality at all levels of Government and public administration, and gender-responsive budgeting, for example.

³² KWN observations while conducting interviews with GEOs related to its forthcoming report on “Gender and Digitalisation” throughout 2022 and 2023.

³³ Office of the Prime Minister, Office for Strategic Development, [Strategic Documents Plan 2020-2022](#), June 2020.

³⁴ Office of the Prime Minister, [List of Valid Strategic Documents 2023](#), June 2023.

³⁵ Such was the case, for example, with the Rule of Law Strategy 2021-2026 and the Digital Agenda 2030.

³⁶ KWN correspondence with the National IPA Coordinator, April 2022.

GEOs continue to lack adequate capacities for carrying out their responsibilities and are still side-lined from decision-making processes, which undermines the extent to which gender equality can be incorporated in policy and decision-making processes at all levels as per the LGE.³⁷ Despite improvements, such as the Ministry of Justice and Forensic Medical Institute collaborating with KWN and other actors to draft the State Protocol on the Treatment of Sexual Violence cases, attention to gender-based violence remained insufficient in 2023. Further funding needed to be allocated for all policies and strategies to be implemented; and rehabilitation measures for victims and perpetrators of violence were lacking.

Regarding the advancement of gender equality, the 2023 Report states that Kosovo should make improvements in the following areas:

- Rule of law: Improving the capacities of judges and prosecutors to handle cases of gender-based violence in accordance with the laws, the 2022-2026 Strategy against domestic violence and violence against women, and the new State Protocol for handling cases of sexual violence.
- Fundamental rights: Strengthening the protection of civil and fundamental rights of women by adopting the Civil Code, implementing the Law on prevention and protection from domestic violence, and strengthening the implementation of the LGE and the Strategy on gender-based violence.
- Social policy and employment: Adoption of changes to the Labour Law to harmonise it with the latest EU acquis, especially regarding non-discrimination in employment and parental leave; continuation of deep reforms in the field of social assistance schemes to ensure better targeting and impact and to improve access to social services.

KWN observed the ongoing absence of gender analysis related to security. The Government did not attend sufficiently to diverse women’s engagement in peace processes, negatively impacting the inclusiveness of the Kosovo-Serbia Dialogue.³⁸ The full treatment of gender-based violence as a rule of law issue remains pending, and there is a lack of sufficient sex-disaggregated data in various sectors, impeding a comprehensive understanding of needs as well as evidence-based policymaking. In its 2023 [Commentary](#), KWN recommended several actions for the EU and Government to advance gender equality.

H. PROGRAMMING OF IPA III AT NATIONAL LEVEL PRIORITISES GENDER EQUALITY

This criterion examines the extent to which Instrument for Pre-Accession (IPA) III Programming prioritises gender equality.

Table H. The Extent to which Programming of IPA III Prioritises Gender Equality	2021	2022	2023	Change
37. Extent to which responsible government bodies consulted women’s organisations for the development of the Multi-annual Indicative Programmes IPA III Strategic Response	Not at all	Not at all	Not applicable	Not applicable
38. Extent to which Multi-annual indicative Programme [IPA III Strategic Response] includes gender equality objectives	Cannot be concluded	Cannot be concluded	Not applicable	Not applicable
39. Extent to which annual Indicative Programs or Action Documents contain a gender perspective	Extensively	Moderately	Not applicable	Not applicable

³⁷ KWN observations while conducting interviews with GEOs related to its report on digitalisation.

³⁸ KWN’s correspondence with women activists and WCSOs in Mitrovica throughout 2023.

Historically, the Multi-Annual Indicative Programme for a given country sought to ensure consistency between key EU areas of intervention and the priorities expressed by the beneficiary country. With IPA III, in the WB, given the unique pre-accession context, rather than preparing these documents, governments have been asked to prepare a Strategic Response to IPA III. The Government did not consult WCSOs at all in developing this document. KWN had the opportunity to briefly review it only because the EUOK/EUSR shared the draft. The IPA III Strategic Response was not made publicly available, and therefore the extent to which it included gender equality objectives could not be analysed. Later, EU measures towards Kosovo resulted in a temporary discontinuation of IPA III funding. On 15 December 2021, the EC published the final [Commission Implementing Decision on the financing of the annual action plan in favour of Kosovo for 2022](#).

I. SEX DISAGGREGATED DATA IS COLLECTED BY NATIONAL STATISTICAL OFFICES

This criterion examines the extent to which sex-disaggregated data is collected by national statistical offices. Such data is essential for evidence-based policymaking.

Table I. The Extent to which Sex Disaggregated Data is Collected by National Statistical Offices	2021	2022	2023	Change
40. The Country has an updated Gender Equality Index (GEI) at national level	No	No	No	0
41. Whether National Statistical Offices publish a report with easily accessible sex-disaggregated data that is sufficient for the public's use	Moderately	Moderately	Moderately	0

AGE and KAS have continued to work on establishing three domains of the GEI for Kosovo: Knowledge, Power, and Money. However, these have not yet been published. The fact that Kosovo is not part of many EUROSTAT research initiatives, including the European Working Conditions Survey, combined with a lack of political will, has slowed collection of data necessary for establishing the GEI.³⁹

KAS, in collaboration with AGE, periodically publishes *Women and Men in Kosovo*, and the last such publication was in 2020 with data from 2019-2020.⁴⁰ The sex-disaggregated data is not fully sufficient for the public's use, as some data is unavailable. For example, several key indicators are not disaggregated by both gender and urban/rural location and/or ethnicity.

J. NATIONAL BODIES RESPONSIBLE FOR EU INTEGRATION INCLUDE STAFF WITH GENDER EXPERTISE

This criterion examines the extent to which national bodies responsible for EU Integration include staff with gender expertise.

Following government reforms in 2021, the Ministry of European Integration was abolished. The Office of the National IPA Coordinator (NIPAC), previously called the Department for Development Assistance, was integrated into the OPM. It was renamed the Office for Cooperation and Development but retained the same responsibilities and positions as in its previous role.

Table J. Extent to which National Bodies Responsible for EU Integration Include Staff with Gender Expertise	2021	2022	2023	Change
42. Extent to which gender expertise exists in the government body responsible for EU integration	Moderately	Moderately	Moderately	0

³⁹ KWN interview, 2022.

⁴⁰ KAS and AGE, [Women and Men in Kosovo](#), 2020.

43. % of staff trained in 2023 on gender equality in the national body responsible for EU integration	0%	0%	0%	0
44. Extent to which Gender Focal Points are consulted in IPA programming	Minimally	Minimally	Minimally	0
45. Extent to which gender equality expertise exists in national statistical offices	Minimally	Minimally	Minimally	0

To date, aside from AGE within the OPM, there is no gender expertise specifically within the Office for European Integration in the OPM. Nevertheless, public policies published by this Office and its dedication to communicating with civil society, including WCSOs, demonstrate that its internal gender expertise has improved.

NIPAC staff have received training on gender equality from KWN in prior years, as part of assistance provided with support from the EUOK. However, current NIPAC staff seem not to have received training on gender equality in 2023. Such training could support staff in ensuring attention to gender equality as part of the EU Accession process.

KWN's correspondence with gender equality officers and the NIPAC suggest that AGE was only minimally consulted during the process of IPA programming, and gender equality officers in the relevant ministries were not consulted.

KAS has a person who serves as a gender focal point, but it is unclear whether this is officially part of her job description. Moreover, the fact that she sits within one section may hinder the extent to which she can support the gathering and reporting of gender statistics across various sectors.

CONCLUSION

Overall, there has been slight regress in gender mainstreaming the EU Accession process in Kosovo (by 3%). Although the EC improved its gender-mainstreaming of the Kosovo Report in 2023, opportunities exist for further gender mainstreaming, including in different chapters, by presenting sex-disaggregated data and including more gender equality-related recommendations. While EU and Government consultations with CSOs, including WCSOs, have improved, further strategizing is needed to include more, diverse CSOs, as well as to ensure that attention to gender equality is integrated in all SAA structures' agendas and conclusions. The EU's engagement with civil society, particularly WCSOs, related to political dialogues, WPS, and as part of the Pristina-Belgrade Dialogue, respectively, has been insufficient, especially amid times of crisis and in relation to the EU measures in Kosovo. The EU has engaged moderately with Government counterparts on gender equality issues, but insufficiently with the parliament, AGE, and gender equality officers. The EU has mainstreamed gender in all action documents. However, the OECD and thus EU methodology for the Gender Marker neither enables tracking of the precise amount of funding allocated to gender equality, nor does it track adequately funding allocated to WCSOs (or other actors), as per the GAP III indicator. Further, gender marking was not always correct, and it did not fulfil all of the OECD DAC criteria. The EU leadership is not gender-balanced and has not undergone ongoing training on gender equality in 2023, including related to the WPS Agenda, despite its importance in Kosovo currently. Gender advisers and focal points exist in the EUO but are not in decision-making positions where they could better influence attention to gender equality throughout the EU's work.

The Government of Kosovo has substantially improved its gender mainstreaming of the EU Accession process compared to prior years thanks to its qualitative consultations with civil society and the integration of most input provided by WCSOs following these consultations. Some strategies relevant to gender equality have been opened for public consultations, though not all. Those that have been put up for public consultation still lack sufficient attention to gender equality especially related to indicators, baselines, and targets [Action Plans]. The Government has progressed minimally in implementing EC recommendations in the 2022 Kosovo Report.

The IPA III Strategic Response was neither made publicly available nor reviewed via public consultations during its preparation, due to the EU imposed measures as a result of which IPA funding has been pending for Kosovo since June 2023.

Kosovo does not have a Gender Equality Index yet, and although data on women and men is periodically published, data disaggregated by sex and ethnicity, and rural/urban location, remains unavailable. Kosovo has an institutional framework, including AGE and gender equality officers, that could inform IPA programming from a gender perspective. However, the Government has not involved AGE and gender equality officers adequately in designing IPA programs. Minimal gender expertise exists at KAS, and it is primarily located in one sector.

RECOMMENDATIONS

FOR THE EU

- Continue furthering knowledge and ownership of all EU staff members on how to integrate a gender perspective in all sections of the Kosovo Report, including using an intersectional and transformative approach as per GAP III.
- Organise more meaningful consultations with diverse WCSOs and seek to integrate their input in the Kosovo Report and related to SAA structures. In the absence of SAA consultations, continue consultations with civil society related to Kosovo's progress on EU reforms.
- Collaborate and strategize with CSO networks to increase consultations with diverse women and men, including at local levels, with disabilities, and of different ethnicities. Ensure diverse CSOs receive invitations to consultations and that consultations are accessible in terms of language, ability, and timing. Continue providing feedback regarding which civil society recommendations have been included in reports and consultations, and reasons why other input has not been included.
- Continue supporting and financing the planned sector specific gender analyses and a new, comprehensive, updated Gender Analysis for Kosovo.
- Continue improving attention to gender equality in political dialogue with the Government of Kosovo, including AGE and gender equality mechanisms in these dialogues related to different sectors.
- Ensure regular, quarterly dialogues are undertaken between the Ambassador and diverse WCSOs on issues relating to gender equality and women's rights, as well as related to the political context in general, as per EU commitments to the WPS Agenda and GAP III.
- Immediately take action to ensure improved, regular inclusion of diverse WCSOs in the Pristina-Belgrade Dialogue, including regular consultations, as per the WPS Agenda; conduct a gender-responsive conflict analysis to inform the EU's work in Kosovo.
- Reinitiate the good practice of engaging WCSOs as experts to support the gender mainstreaming of programming, while institutionalising such strategic consultations with civil society gender equality experts to inform programming.
- Strongly encourage the Government to better engage diverse CSOs, AGE, and gender equality officers in the process of IPA programming.
- Encourage the EC to improve the functionality of OPSYS to better track expenditures towards gender equality and on WCSOs and movements, respectively. This should include improving the system and indicators for tracking expenditures through sub-granting.
- Ensure continuous training on gender equality as well as the WPS Agenda for management. Continue the best practice of engaging WCSOs and gender experts to provide context-specific training and mentoring.

FOR THE GOVERNMENT OF KOSOVO

- Ensure regular collection and publishing of sex-disaggregated data in accordance with the LGE, ensuring the availability of data for informing the EU Accession process.

- Organise more, meaningful consultations with CSOs, including diverse WCSOs. Proceed with regular civil society consultations related to the SAA, demonstrating the Government's dedication to furthering progress towards Kosovo's EU Accession, despite EU measures. Once EU measures are withdrawn and SAA structures re-established, seek to ensure diverse WCSOs' meaningful participation in SAA structures and incorporate the issues they raise in agendas and conclusions. Ensure diverse CSOs with relevant expertise and knowledge on these issues receive invitations to consultations and that consultations are accessible in terms of language, ability, and timing. Consider providing written feedback or organising further consultations to better explain to civil society why certain recommendations are included or not.
- Consider publishing all agendas and conclusions from SAA structure meetings.
- Continue consulting civil society, including diverse WCSOs, in reviewing the NPISAA from a gender perspective and addressing their recommendations for gender mainstreaming it.
- Institutionalise consultations with diverse, qualified WCSOs during the process of drafting legislation and policies related to the EU Accession process, improving attention to gender equality in these documents. Relevant institutions should ensure engagement of CSO experts in consultations and working groups at the early stages of drafting policy and sector documents (e.g., before official public consultations) to ensure attention to gender equality is integrated within them from the beginning and to avoid any structural or systematic barriers to ensuring sufficient attention to gender equality in public policies.
- Continue making draft laws and policies available for public consultation through the public consultation platform, ensuring sufficient time for their review, particularly on longer documents. Continue ensuring inclusion of input from WCSOs, towards enhancing attention to gender equality as well as the needs of diverse women and men within public policies.
- Further the capacities of gender equality officers to engage in policymaking processes and ensure they are part of all working groups, towards integrating a gender perspective in new policies and laws. Consider earmarking scholarships from the Young Cell Scheme for gender studies, providing scholarships to educate new public servants in conducting gender analysis and using it to inform public policies.
- Ensure implementation of the EC's recommendations in the present and future Kosovo Report, including those related to gender equality.
- Institutionalise consultations with civil society, particularly WCSO experts, in the process of designing action documents, towards ensuring improved attention to gender equality in the initial design of these documents.
- Ensure that all NIPAC staff have received basic training related to furthering gender equality as part of the EU Accession process.
- Improve collaboration between the NIPAC and AGE within the OPM, ensuring AGE's engagement in all processes related to EU Accession.
- Ensure that AGE and gender equality officers are sufficiently consulted during the initial design of IPA action documents.
- Ensure that KAS has sufficient gender expertise in all sectors, who can ensure the timely collection and publishing of gender statistics.
- Finalise the Gender Equality Index for Kosovo.

FOR CIVIL SOCIETY

While this methodology focused on the EU and Government, as the duty-bearers responsible for ensuring a gender perspective during the EU Accession process, it revealed observations for ways that civil society can support these processes:

- Experienced CSOs can support and empower diverse other CSOs to participate in the EU Accession process. This includes "translating" the EU Accession process in a way that

diverse CSOs understand how it relates to their work, as well supporting diverse CSOs in formulating their priorities and vocalising them during government and EU consultations.

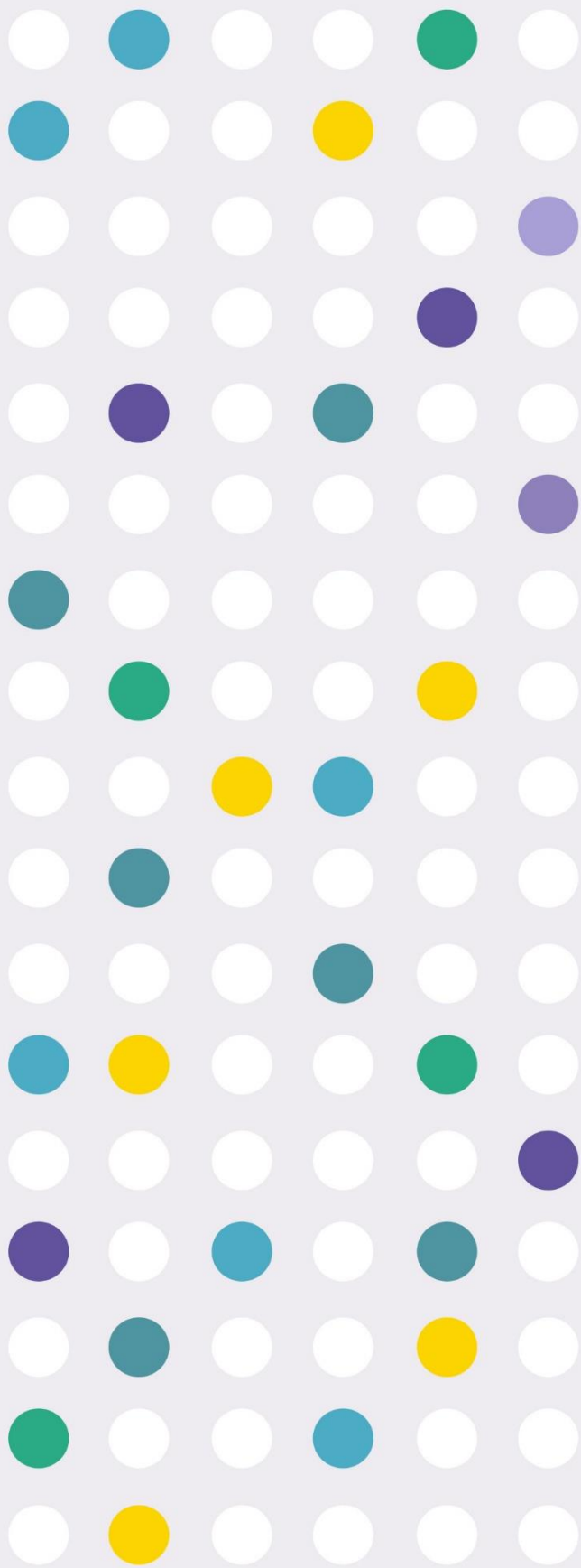
- Collaborate to establish a qualified, democratically elected, and representative consultative mechanism that would ensure representation of diverse civil society interests in official sector working groups when they are established in the future. Representatives should be elected, qualified with adequate sectoral expertise, and required to consult as well as report back to other CSOs, ensuring adequate representation of diverse interests.
- Continue reviewing draft laws and policies, integrating attention to gender equality.
- Continue monitoring the EU Accession process, ensuring it attends to furthering gender equality.
- Advocate for institutionalising inclusion of WCSOs in the process of designing and implementing Action Documents, particularly by the Government.

ANNEXES

ANNEX 1. DATA SOURCES

In addition to the policies and other documents mentioned herein, consultations with the following institutions and organisations either through exchange of data requests or via email correspondence informed this paper, enlisted in alphabetical order:

- Agency for Gender Equality in the Office of the Prime Minister (AGE)
- Offices in charge of European Integration in the Office of the Prime Minister
- European Union Office in Kosovo (EUOK)
- European Union Rule of Law Mission in Kosovo (EULEX)
- European Union Special Representative to Kosovo (EUSR)
- Kosovar Gender Studies Centre (KGSC)
- Development Cooperation Office / National IPA Coordinator (NIPAC) Office



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