

Women Security Index 2010: Kosovo Report

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ABBREVIATIONS

ADL	• Anti-Discrimination Law
CEDAW	• Committee on the Elimination of Discrimination Against Women
KP	• Kosovo Police
KPC	• Kosovo Protection Corps
KSF	• Kosovo Security Force
PD	• Purpose Documents
PKD	• Democratic Party of Kosovo
EU	• European Union
EULEX	• European Union Rule of Law Mission in Kosovo
NGO	• Non – Governmental Organizations
ICO	• International Civilian Office
SGCG	• Security and Gender Coordination Group
SOK	• Statistical Office of Kosovo
SRSB	• Special Representative of Secretary General
SWC	• Social Work Center
UNIFEM	• United Nations Development Fund for Women
UNDP	• United Nations Development Fund
UNFPA	• United Nations Population Fund
USAID	• United States Agency for International Development
WHO	• World Health Organization
WSI	• Women Security Index

EXECUTIVE SUMMARY

The Women Security Index is a new methodology developed with the objective of measuring the security of women across 6 dimensions/types of security, each measured through specific indicators. The methodology which has been developed by Kosovo Gender Studies Center and IQ Consulting is being piloted for the first time in Kosovo, and the testing shows that it most probably could be replicated in other countries as well. It was developed also based on the indicators for monitoring the implementation of UNSCR 1325 which include a total of 26 specific indicators¹.

The exercise was carried through three Experts' Panel Discussions, one with each representative of the Media, Civil Society and Public Institutions. An additional discussion was carried out with the Security and Gender Coordination Group (SGCG). The latter is not part of the standardized methodology, but it was carried out as the project staffs consider that the contribution of this body is very important. In total, over 30 experts from different sectors have participated in the exercise. Some of the stratifications of expert sample used to ensure representation were sector, location (center-periphery), experience and type of expertise.

The overall country score for Kosovo for 2010 Women Security Index is 3.41. This score places Kosovo in the foreseen mid-range of the 7.00 point scale, indicating that despite a lot has been accomplished to ensure women security, there is still plenty of work to be done. The most positively rated dimension is Education which was rated at 3.06 in 7.00 scale. Contrary to this the least positively rated dimension is Economic Security which was rated at 4.16.

Equal access to education, non-discrimination in enrollment and assessment/grading has been the main reasons why expert panels have rated this dimension so highly. On the other hand, poor inheritance practices, unequal access to the job market, and poor enforcement of alimony rights have caused that Economic Security Dimension has been rated the worst.

In the latest political and institutional events women have played a significant role. The presidential election crisis was resolved by electing

¹ The indicators can be found at the official UN website: http://www.un.org/ga/search/view_doc.asp?symbol=S/2010/173

a woman president for the first time in Kosovo and the region. The most sensitive political and peace building process is being led by a woman. One of the most important government measures to establish control over the northern part of the country was taken a by a woman.

The pilot exercise of the methodology has been completed with great success. It is the opinion of the methodology authors and the entire project staffs, that the methodology was tested successfully and immediate action should be taken to replicate this exercise in other countries, hence contributing to a structured monitoring of women security indicators in a wider geographical region and even globally.

COUNTRY SCORE

The total country score for Kosovo has been set as a result of all Experts' Panels Discussions and individual ratings of over 30 experts from public institutions, local and international organizations, and the media sectors. The average value of the six dimensions defining this index totals at 3.41. The individual values of the dimensions are presented in the Figure 1 below.

Women Security Index Kosovo 2010 - 3.14

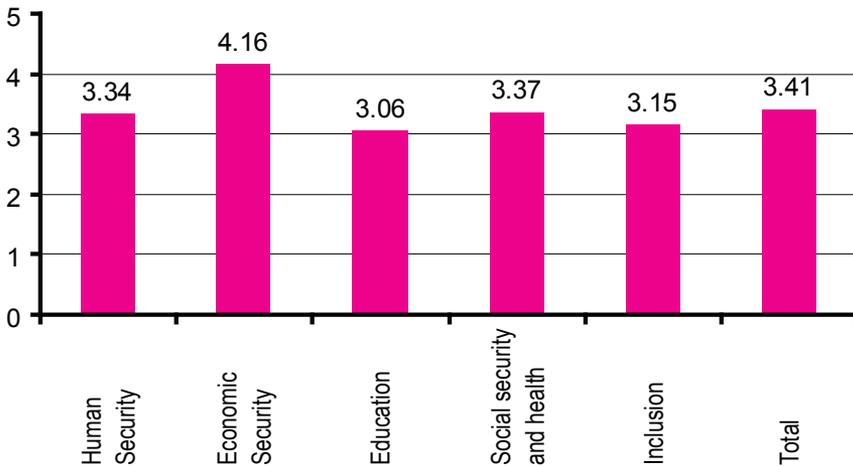


Figure 1. Kosovo Women Security Index

As it is to be expected, the scores obtained from different groups of experts, often differ substantially. As a clearly observable trend, journalists tend to be most critical in their individual scoring as well as perceptions about the situation pertaining different indicators and dimensions. Second to them are the civil society experts who recognize some progress made, but remain quite critical. Most optimistic perceptions come from institutional representatives who during discussions were quite firm in arguing their positions and individual scores. Figure 2 below, presents the difference in scores obtained from the three groups.

As it can be seen in both Figure 1 and 2, the experts of all groups believe

that the most advanced situation pertaining to dimensions of women security covered by the index is Education, which is ranked at 3.06. on the contrary, Economic Security is ranked as the worst aspect concerning women security in Kosovo.

Women Security Index according to Ekpert Panels

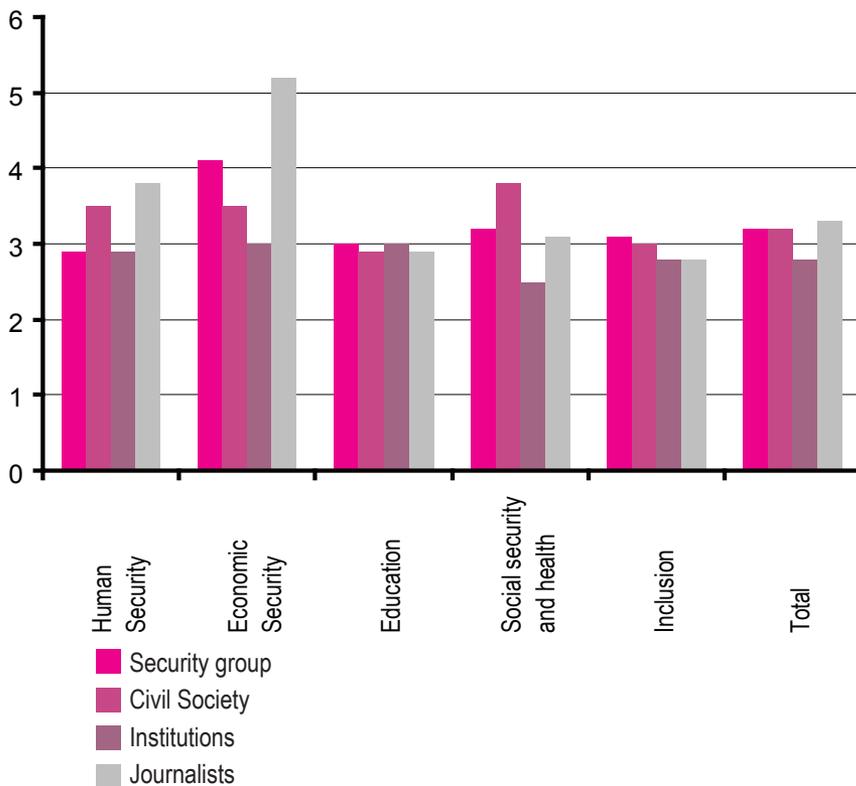


Figure 2. Kosovo Rating according to panels

CURRENT AFFAIRS

The past couple of months have marked the most vibrant period for the newest country in Europe in terms of political developments since the declaration of independence and women have played important roles in all of these processes. With prolonged electoral process and coalition building, the government was formed by the political party winning the largest amount of votes—the incumbent, PDK with the New Kosova Alliance and minority communities parties. The coalition got its first blow from the ruling of the Constitutional Court of Kosovo regarding the election of the President Pacolli. The new situation led to longer negotiations and stalemate position regarding the vacant position of the President. A consensual president was elected only after the continued pressure on Prime Minister Mr. Thaci was exercised by a number of international actors present in Kosovo. After the consensus was reached, the Kosovo parliament voted Ms. Atifete Jahjaga as the first woman to occupy the highest ranking public post in Kosovo.

The first challenge of the fragile government coalition came shortly after election and it involved an energy-consuming process of discussions with Serbia. The process was portrayed as a dialogue on technical issues that the two neighbors need to resolve in favor of improving the lives of their citizens, while in Serbia, the same was considered as a process that will bring them the status of Candidate Country for Accession to the EU.

The Head of the Kosovo Delegation in the dialogue with Serbia was appointed Ms. Edita Tahiri the Deputy Prime Minister, the second woman to play a key role in high-level political processes. The process was mediated by the European Union and sponsored by the same as the common denominator of the 27-member consensual stand. The role of the EU in the process was not very favorable position, given that at Serbia they only had Candidate status as both the stick and carrot, while for the Kosovo Government, there was no luring offer as the country does not even have a clear idea on its potential visa free regime with the countries of Schengen Accord, as the very first step in the integration process. Having five of its members not recognizing Kosovo's independence, has caused the Union could not adapt a more clear policy towards Kosovo.

While the dialogue was said to have been productive and led to some concrete agreements, and positive results, the entire process came to a halt when Serbia refused to recognize the Kosovo Customs Stamps, an issue on which Kosovo Government insisted. Non-resolution of the issue left the

small number of Kosovo's exporters with no easy access to western markets. The problem persists since the declaration of the independence, despite numerous petitions of the Kosovo Government to International authorities including CEFTA, where the two are signatories.

Failure to reach an agreement on the issue of Customs Stamps and the postponement of the dialogue for September and clear signals from Serbia that they will not compromise its positions, another woman came to the spotlight. The Deputy Prime Minister and Minister of Trade and Industry, sponsored a government decision on reciprocity measures towards Serbia and Bosnia and Hercegovina, which implied that no goods originating from Serbia would be allowed to enter Kosovo, while those from Bosnia would be charged with 10percent Import Tax. Once taking this decision, the Government of Kosovo was before another major challenge. The decision was difficult to implement in the defiant northern part of Kosovo, inhabited by a Serbian majority population, where there was no Kosovo Government presence since the declaration of independence in 2008. At that time, local Serbs had set the border-crossings 1 and 31 on fire, marking the beginning of a 'customs-free' heaven for traffickers of all ethnicities that caused Kosovo budget hundreds of millions in income.

As a step of implementing the reciprocity measure towards Serbia, Prime Minister Thaci authorized an action of Kosovo special police forces to reclaim presence in the border crossings 1 and 31, after continuous refusals for assistance by EULEX, the EU Rule of Law Mission in Kosovo, who has executive functions in some areas. The plan somehow leaked and the police units were ambushed by armed local Serbs causing one police dean and several injured. On the second attempt, the special police took control of the two border crossings, but with no clear vision on how to proceed further. The local Serbs led by the 'parallel authorities' of republic of Serbia present in this part of Kosovo, blocked the roads leading to the border crossings as a sign of protest to the intervention. While the tensions were high, sniper shots had also been targeting KFOR helicopters who were the first international actor to respond to the situation by deploying an increased number of soldiers to diffuse the situation. Deployment of KFOR soldiers in the field made possible the retrieval of the special forces of the Kosovo Police, while maintaining control over the northern border crossings and enforcement of the reciprocity measure throughout the territory of Kosovo. At the time of reporting, the tensions are on the fall due to increased activity of KFOR, the final resolution of this situation will either be dealt with through CEFTA mechanisms or through the dialogue, which is demanded to continue by the EU.

On another note, economic development and poverty eradication also represent two of the most pressing issues for Kosovars. Women, represent one of the most disadvantaged groups in the economy. One sign of the disadvantaged situation of women is poverty prevalence, whereby women comprise 70percent of the unemployed people living in poverty. Another indication of the economic discrimination against women is the very limited percentage of women owning property, whereby it is calculated that only around 8percent of real estate and 6percent of private companies are under women ownership. Participation of women in the economy is among the lowest in Europe with only around 35percent of women actively participating in the labor market. In addition, women rarely own property and often have had to give up their right to property in inheritance cases.

The traditional mentality prevailing in Kosovo and the social balances can also be observed when it comes to education. It is estimated that 14percent of rural women as compared to 4percent of rural men are illiterate in Kosovo. Financial, cultural, and other circumstantial factors that have lead to this disturbing situation pertaining to education of women.

Women still do not have access to quality health care in Kosovo. Hospitals and most of the health centers are in a bad condition. The maternal, prenatal, infant and child health indicators are poor compared to the rest of Europe. The high maternal, prenatal and infant mortality rates reflect poor accessibility, and lack of quality health services and protection.

In terms of basic human security, it is unfortunate that the state and the society do not provide even the basic protection for women that are victims of violence. Services and protection of victims is considered to be insufficient. While the official number of reported cases is still considered not to be very high, women rights advocates have repeatedly voiced out their concern about the unreported cases, which they argue represent the majority of cases.

HUMAN SECURITY

Human Security 3.34

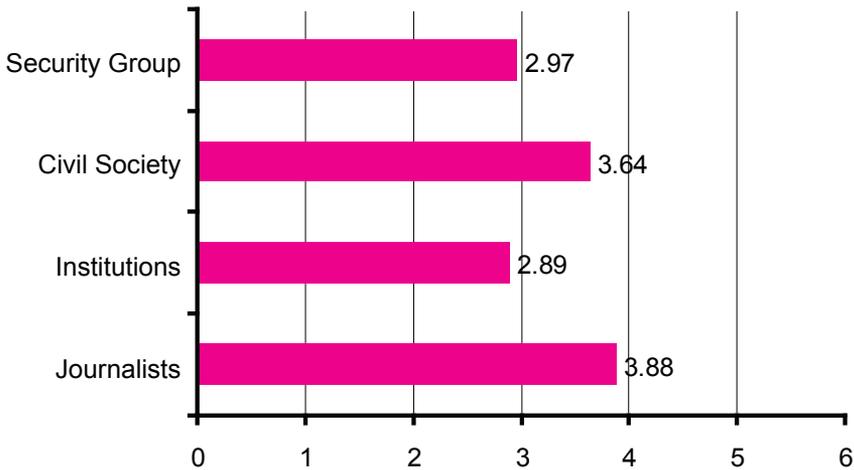


Figure 3. Human Security Ratings by Group

The total rating for the Human Security Dimension is 3.34. This score represents the average score of all experts' panels. The overall quite positive score was mainly argued in terms of legal infrastructure (i.e. constitution and laws) and provisions set forth in them. It should be noted that the project team has used and expanded the definition on human security used by UN Women which has been codified in numerous legal and normative acts of which one of the most important is UNSCR1235 on Women, Peace and Security². The landmark resolution specifically addresses the situation of women in armed conflict and calls for their participation at all levels of decision-making on conflict resolution and peace building.³

While all indicators within the Human Security Dimension were rated positively by most of the experts, the most positive situation pertains to

² For more information, see www.unwomen.org

³ Ibid

Indicators 1⁴ and 3⁵ of this dimension. With the exception of several issues that appear to be more problematic, in general the basic human rights of women in Kosovo are both guaranteed by legal acts, but also are respected.

One of the instances, where women rights are violated especially in rural areas is voting, where women often abide by the will of 'the man' of the house and comply with family voting practices. On another note, one of the Experts in the civil society panel indicates cases in some Kosovo courts, in which for the same type of crime, depending on the sex of victims, different punishment levels have been applied. Aside from these two more negative examples of human rights infringements, most of the discussion on these indicators was quite positive.

The situation as seen by experts of Indicators 2⁶ and 4⁷ of Human Security Dimension is far more negative than those for 1 and 3. All experts agree that trafficking is not a tolerable phenomenon by social standards in Kosovo and that it is generally condemned. The experts also note that prostitution is present in Kosovo and that users of commercial sex services apply double standards, by condemning the trafficking the phenomenon, but at the same time, use those services.

While all experts agree upon that the law does not discriminate women, the application of these legal provisions in practice is not at the desirable level. The source of this discrimination according to the experts is the double moral standards applied towards men and women.

The most concerning aspect covered in the discussions of all expert panels concerns domestic violence and its effect in the overall social setting in Kosovo. Experts have repeatedly argued during the discussions that the shelters for victims of abuse are insufficient, and often financially unstable. The lack of protection by the state and the cultural aspect of divorcee women being stigmatized by their families and the society in general, is believed to be the major reason for the non-reporting of all cases of domestic violence. Additionally, participants in the experts panels have also noted that peer pressure and psychological abuse against women who report domestic violence is high and discourages many women to do so.

4 **Indicator 1:** Women's life is guaranteed by law/constitution and has equal value with that of men. The state respects human life equally regardless of gender.

5 **Indicator 3:** Women enjoy the same constitutional rights as men including the right to vote, the right to property and employment.

6 **Indicator 2:** Women are free to chose their fate, and live a dignified life free of being trafficked or forced into slave labor. The society generally condemns trafficking and slave labor. Women are free to live their lives independently and not forced to trafficking.

7 **Indicator 4:** Women are treated by the same moral code as men. The law forbids discrimination of women.

ECONOMIC SECURITY

Economic Security

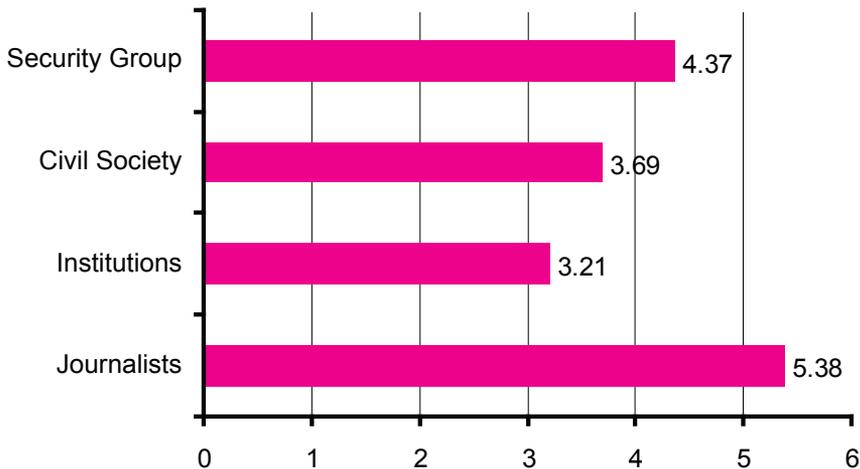


Figure 4. Economic Security Ratings by Group

This dimension is rated with the lowest scores of all, by all three experts panels. While the experts acknowledge that Kosovo constitution and other laws apply fair treatment for men and women, in practice this does not occur. The experts unanimously agree that this dimension is the most problematic and also depict it as the source for the low scores in other dimensions.

Some of the data available indicate that only 13percent of women in Kosovo live off their own income, while the percentage of men in the same category is 41percent. These disturbing figures speak of an 87percent of women who are financially dependent on their families and spouses for survival, and who in turn are more risked to all forms of discrimination.⁸ Unemployment, which with Kosovo women has been recorded to reach a total of 68percent of labor active women, is also a very concerning phenomenon.⁹

Experts believe that women are discriminated against in the labor market and face unfair competition from men. Often private businesses specify age and gender in job descriptions and job advertisements, despite clear legal provisions against that. While there are no visible difference in pay for the two sexes, panelists express their fear that the new labor law will be a source for discrimination of women. The maternity leave provisions foreseen in the

⁸ Valur Ingimundarson. Nën patriarkalizëm dhe paqeruatje: Gratë në Kosovë që nga lufta. <http://www2.hi.is/page/RIKK-womeninkosovo>.

⁹ Zymberi Fikrije. Korniza Kombëtare për Kualifikim e Kosovës deh Punësimi i të Rinjve, MASHT, 2008.

law, may prove to be one of the biggest obstacle for young women to find employment, as it is expected that private employers will hesitate to employ young women, which represent potential mothers. While currently there is no evidence on the presence of gender discrimination due to labor law provisions on maternity, most of the panelists in the discussions have argued that it will most definitely represent a challenge for the labor inspectorate and other institutions responsible for ensuring equality.

Inheritance rights are guaranteed equally for men and women according to the applicable law in Kosovo. In practice however, largely due to cultural and social pressures, most of the Kosovo women relinquish their inheritance rights in favor of their male siblings. Indicators 5¹⁰ and 6¹¹, which covers all of these aspects have been rated by the experts as the worse under this dimension.

Another indicator that should be noted in this dimension is number 8¹², which covers the alimony rights and their enforcement. Similarly to other aspects under this dimension, there is a mismatch between legal provisions and the situation in practice. Alimony rights for divorcees are guaranteed by law in Kosovo, but there are no functional mechanisms to ensure these rights in practice. Instead, payment of alimony is left up to the good will of the other partner.

10 Indicator 5: Women have equal access to the job market as men and get equal pay with men when in same position. Public and private employers do not discriminate on the basis of gender and do not specify gender when hiring.

11 Indicator 6: Women have inheritance rights and can enter into financial/commercial transactions with property. There are no legal or cultural obstacles for women entering such transactions.

12 Indicator 8: Family laws ensure alimony rights for women as well as wealth generated while in marriage (before divorce). There are no legal or cultural impediments for women exercising these rights.

EDUCATION

Education 3.06

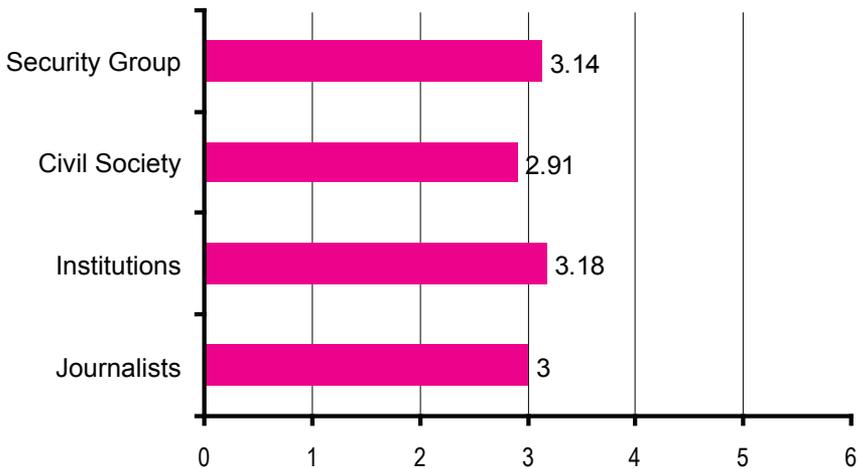


Figure 5. Education Ratings by Group

Education is the highest rated dimension of all, but there is still room for improvement. According to the experts participating in the panels, the Kosovo education system is in good path but is not quite there yet. The illiteracy is still present with women (more than with men), and very little is being done to combat this phenomenon of dropouts for school among young girls. Before the law, education rights are guaranteed for both women and men, but in practice dropouts more often occur with girls than boys. The discussion around this indicator in most panels focused on the need to develop and practice tools and mechanisms available for effectively combating the phenomenon of school dropouts and illiteracy with women and young girls.

On another note, panelists consider that the education system in Kosovo is fair in terms of assessing the performance of boys and girls. There is no systemic discrimination of women in the education system that would hinder their enrollment and consequent performance. In addition, the experts tend to agree that women can pursue careers and reach highest levels of educational development. Despite the fairness of the education system, the cultural and social factors are perceived to be the most important factors causing such high illiteracy rates among women. Because of economic

factors, the relative benefit from the education of boys (who normally remain to live with their parents) and girls (who mostly marry and leave the family), and other cultural factors are the source of this prevailing discrimination against women in education.

The only disagreement of the experts within the Education Dimension concerns the freedom of choice and equal access to all professions. While there were experts who believe that women are free to chose their professional orientation, there were also others who considered that still some of the low level and low pay positions/professions are being 'reserved' for women. Some of these examples include teaching in pre-elementary and elementary level, a sector which is heavily dominated by women.

SOCIAL SECURITY AND HEALTH

Social Security and Health 3.36

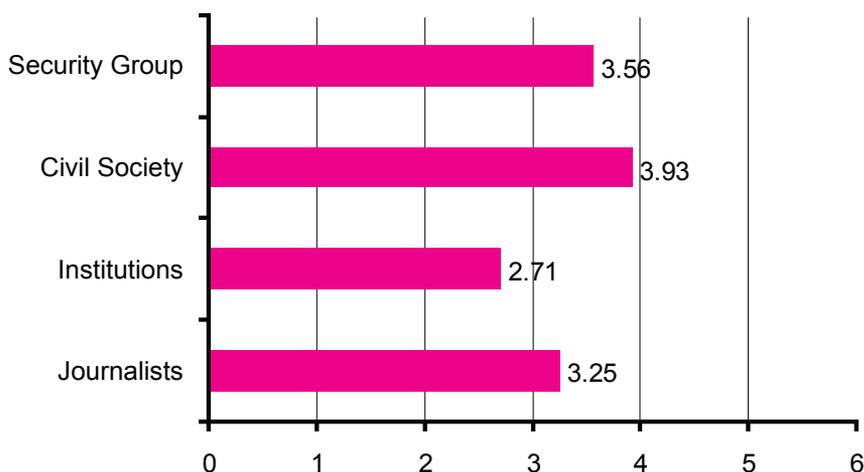


Figure 6. Social Security and Health by Group

Health and Social Security dimension have been rated by the experts at 3.36. Similarly to the other dimensions, the most optimal rating has been given by the representatives of institutions and the most negative rating from the civil society. The top rated indicators in this dimension are numbers 15¹³ and 16¹⁴. The vast majority of panelists in all discussions seem to agree that there is no gender-based discrimination in terms of social security benefits both in cash and in-kind. Furthermore, since the beginning of 2011, Kosovo legislation has been enriched with an important law that governs the relations employee-employer. The provisions in this law guarantee paid maternity leave for women for a period of 6 months, with an additional optional 6 months with reduced/partial pay. It should be noted however, that there was a dose of skepticism among the panelists about the negative impact of this law (maternity leave more specifically) in terms of women employment.

On the negative note, the widespread opinion of expert panelists is that women are not entirely free to take decisions pertaining to their own body. This has been argued to be the case especially for married women in rural

13 Indicator 15: Women are not discriminated against in social security benefits including pensions, invalidity, survival/family pensions, etc.

14 Indicator 16: Women are entitled to paid maternity leave if pregnancy occurred while being employed.

areas, where they are not allowed to even go to gynecologists without being accompanied by another family member from the in-laws' family. The topic tackled in all discussions and characterized as concerning is that pertaining to abortion. It is the opinion of the majority of panelists that in more traditional families women cannot freely chose to engage in abortion of undesired/ unplanned children.

The panelists also note that not all women in Kosovo have easy and free access to gynecologists and oncologists. This holds especially for rural and more remote areas, where specialized (tertiary) health services are not available at public health service institutions. Moreover, even in regional hospitals where such services should be offered, due to unethical behavior of doctors and poor condition of equipment often these services are not offered. In such circumstances women from low income households are deprived from these services. Some of the panelists even provided examples of women being divorced after their spouses have discovered they have terminated pregnancies.

POLITICAL AND INSTITUTIONAL REPRESENTATIVENESS

Political and Institutional Inclusion 3.15

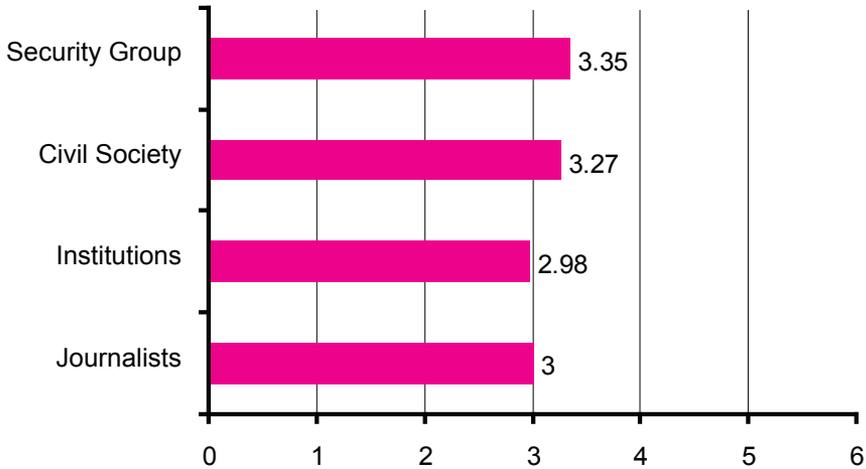


Figure 7. Political and Institutional Inclusion Ratings by Group.

The last dimension rated during the course of this exercise was that of political and institutional representation of women. The dimension has received some of the most positive scores of all dimensions. The reason behind such scores is the gender quotas reserved in political and administrative structures (Parliament, administration, etc) while the panelists generally express satisfaction with women representation in the public administration, they have recorded numerous concerns regarding the representation at decision-making positions. As noted in the current development section, the reporting period has put several women in the spotlight of political and institutional developments. Largely because of circumstantial reasons (which do not undermine the end result), Kosovo has for elected its first women president, hence becoming the first country in the region to set such example. The head of the Kosovo delegation leading the dialogue with Serbia is Ms. Edita Tahiri, renowned women politician, who is also member of the Regional Women’s Lobby. The third woman in a position of power that has been at the center of political developments is Ms. Mimoza Kusari Lila, Deputy Prime Minister, who invoked reciprocity measures towards Serbia, and consequently starting one of the most serious endeavors of the Kosovo government to bring its three northern municipalities under the

constitutional order of Kosovo since the declaration of independence.

While all panelists duly note the roles that these women have played in important processes for Kosovo, they also note that they would rather see these women being elected in such positions not because of influences of international offices in Kosovo, but as a result of peoples' will and generally accepted norm. While there may be cultural and social obstacles for rural women to run and be elected for public offices, panelists note that the situation for the current women politicians is completely different. One of the panelists from Kosovo Central Election Committee depicts that the heads of electoral camps for most of the women candidates in the last election, were their spouses. According to them, this phenomenon is proof that at least in more progressive families, women are free to choose to get involved in political and institutional careers.

As for the different branches and levels of government and the representation of women in them, panelists provide examples of non-fulfillment of quotas in many institutions, including the judiciary, municipal government, and the central government. The parliament is the only branch of government that fully respects the quotas reserved for women by the electoral law, it is important to note that the vast majority of panelists is in favor of gender representation quotas in Kosovo, as they see it as a vehicle that will in the future stimulate greater involvement of women in the political and institutional life. Despite the acknowledgements that the quality of representation of women is not necessarily ensured by quotas and that in the past women parliamentarians have not done much to advance the rights of women in the parliament, the most vocal argument in the discussions was that once a culture of participation is created, the competition will follow.

TECHNICAL INFORMATION

Project Background

Women Security Index (WSI) has been developed by IQ Consulting and Kosovo Gender Studies Center and it represents a standardized tool for measuring the Women Security level in different countries. It provides for horizontal comparison perspectives (between countries) of 4 different dimensions, each of which is evaluated based on 6 indicators. The Country Index is produced by averaging the values of these 24 variables equally weighted in importance.

The WSI has been conceptualized as a periodic measurement tool that can also be used to monitor progress/regress in time. The idea for developing this research and monitoring tool was triggered by the USAID NGO Sustainability Index, which aims at monitoring the health of civil society in transition countries (in Europe and Eurasia). The WSI methodology is based on the same logic of the NGO SI, but has been completely modified and adapted to suit the specifics of women security. The basis for development of the specific indicators that together (in groups of six) comprise dimensions (5 in total), has been the suggested list of indicators for monitoring the UNSCR 1325.

The WSI methodology has been developed as a pilot project commissioned by SGCG, financially supported by UN WOMEN in Kosovo and implemented by KGSC. The methodology takes into account both the specifics on the ground (Situation in Kosovo), but applies universally accepted standards of women security codified in the form of a UNSC Resolution 1325. The methodology can be implemented in any given country, but minor adjustments may be required.

KGSC and IQ Consulting intend to implement the Index methodology as an annual measurement tool that serves for accurately measuring progress/regress made in the field of women security. Additionally, the tool was conceptualized to provide grounds for horizontal comparisons between different countries hence, promoting successes made in women security in different countries.

Purpose and Utilization

The purpose of WSI is to provide a tool for measuring the progress/regress of women security across 24 different parameters. It has been designed to be suitable for application by NGO, INGO, IGO or national governments that aim at monitoring the improvement/deterioration of women safety and security. It is especially suitable tool for measuring the progress made in the implementation of 1325. Based on this rationale, the Women Security Index would be extremely useful for organizations such as UN Women Fund, which in a fair share of developing countries has a women security program.

In order to ensure that impartiality of the implementing entity/organization is maintained, the WSI methodology requires that three equally weighted expert panels are carried out, one with each:

- Civil society representatives,
- Representatives of public institutions
- Media representatives

This logical construction/setting of the WSI methodology, which requires the inputs of three target audiences, makes the Index more inclusive in nature, reliable and acceptable tool for wider audiences.

Because of the flexibility that the index methodology offers, the tool can also be used as a baseline research tool for projects focusing on women security and/or by civil society actors advocating for women rights and security.

The WSI methodology is especially suitable for regional organizations and networks that implement programs and projects in more than one country as it can offer such organizations a comparative perspective of the situations in the respective countries, and consequently, making programming and activity planning easier.

Scope

The Scope of the WSI is broad and it is founded on an arithmetic mean of 24 different variables/Indicators spread across 4 Dimensions. The basis for developing indicators has been the UNSCR 1325 guidelines for monitoring 1325 and the grouping by dimension has been based on the type of security. The WSI logic is based on a four dimensional definition of security that takes into account five (according to the authors) most important types of security:

- Human security
- Economic security
- Dimension education (future security)
- Health and social security
- Representation in decision making (political and institutional inclusion)

Geographically, the WSI methodology is universally applicable in all countries in the world. The dimensions used to define security and their respective indicators are universally applicable regardless of culture, ethnicity or religion. The WSI Index uses absolute values for perceived women security from three target audiences, hence making the WSI applicable/replicable in all countries with formal government and three government branches. Minor adaptations may be required to minimize the cultural bias on the part of implementing organization.

Project Methodology

The following steps should be followed to assemble the expert panel, to determine scores, and to draft a country report for the 2011 Women Security Index for Kosovo.

1. Select three groups with experts of size 8-12 persons that have knowledge on the matters discussed.

Expert Panel #1 should be comprised of civil society activists and women rights advocates from the non-governmental sector. The panel should include a diverse group of the following categories of experts:

- 2-3 Representatives of advocacy groups and organizations (i.e. think tanks, research centers, academia, policy development organizations)
- 2-3 representatives of service organizations (shelters, training and capacity building, women associations, professional women associations, etc.)
- 2-3 Business oriented organizations focusing on women
- a variety of international donors who work on civil society issues;
- 2-3 donor organizations that involve women security in their funding objectives.

It is recommended that at least 60percent of the Expert Panel #1 be local nationals with the remaining 40percent to be represented by international organizations working in Kosovo. To the extent possible, participants should represent a variety of regions; rural, urban and minority populations.

Expert Panel #2 should be comprised of representatives of institutions of Kosovo. The panel should include a diverse group of the following categories of experts:

- 2-3 gender equality officers
- 2-3 top level civil servants from ministries
- 2-3 persons from the Parliament and Judiciary
- 2-3 persons from local government institutions

It is recommended that at least 80percent of the Expert Panel #2 be local nationals with the remaining 20percent to be represented by international organizations working in Kosovo (i.e. EULEX, ICO). To the extent possible, participants should represent a variety of regions and minority representatives. Regarding the local government representatives, it is advisable to ensure diverse geographic distribution of participants in the favor of non-Prishtina based institutions.

Expert Panel #3 should be comprised of representatives of media. The panel should include a diverse group of the following categories of experts:

-
- 2-3 Print (newspaper representatives)
 - 2-3 TV journalists
 - 2-3 radio and internet journalists
 - 2-3 representatives of periodicals and magazines

In some instances, it may be appropriate to select a larger group in order to reflect the diversity and breadth of the sector. Please keep in mind, however, that a significantly larger group will make building consensus more difficult. Alternatively, if regional differences within the country where the Index is carried out, it may be advisable to consider holding a series of regional panels which combined would produce the country index. If the implementing organization wishes to pursue this regional approach, the methodology should be outlined and submitted to Mr. Kushtrim Shaipi (kushtrim.shaipi@iqconsulting.biz) and Ms. Lule Vuniqui Iuljeta.vuniqui@gmail.com) for consideration and discussion **prior to undertaking these regional panels.**

2. Ensure that panel members understand the objectives of the exercise. The objective of each of the panels is to develop a consensus based rating for each of the dimensions of Gender Security covered by the Index and to articulate a justification for each rating consistent with the methodology described below. The overall goal of the Index is to track and compare progress in the sector, increasing the ability of local entities to undertake self-assessment and analysis. It also aims to develop an increased understanding of the NGO sector among donors, governments, and NGOs for the purposes of better support and programming.

We recommend distributing the instructions and rating description documents to the members of the Expert Panel a minimum of three days before convening the panel so that they may develop their initial scores for each indicator before meeting with the other panel members. Request from them that they come with individual scores completed.

3. Carry out meetings of the three Expert Panels. We recommend that you plan to complete this meeting no later than May 31st, 2011. **NOTE: Before the meeting, collect the individual ratings and insert them into an excel file that has been adequately prepared to calculate average values per indicator and dimension.**

4. At the Expert Panel meetings, please **remind participants that each**

indicator and dimension of Gender Security should be rated based on solid, country-relevant examples of recent or historical conditions, policies, events, etc. The argumentation/justification made during the expert panels should be the basis for the Index country report.

The rating process should take place alongside or directly following a review of the rating process and categories provided in “Ratings Descriptions.” For each indicator of each dimension, allow each panel member to share his or her initial score and justification with the rest of the group. At the end of the discussion of each indicator, allow panel members to adjust their scores, if desired. Then, **eliminate the highest score and the lowest score**, and average the remaining scores together to come up with one score for each indicator. Once a final score has been reached for each indicator within a given dimension, average these scores together for a preliminary score for the dimension.

During the panel discussion, specific attention should be paid to the justifications of panelists for their individual scores as these justifications should also be included in the report as evidence that support the scores. Ultimately, every rating awarded should be substantially supported by evidence, and should reflect consensus among group members.

5. Once scores for each dimension are determined, as a final step, **review the description of that dimension in “Ratings Descriptions.”** Discuss with your group whether the score for your country matches that rating description. For example, a score of 2.3 in Education would fall under the category ‘progressive; and . Please read the “progressive” section for education in “Ratings Descriptions” to ensure that this accurately describes the environment. If not, discuss with your group to determine a more accurate score that fits the description for that dimension.

6. Discuss each of the seven dimensions of the Index and score them in a similar manner. When done the scoring all seven dimensions, average the final dimension scores together to get the final country Index score. Be sure to include a synopsis of this discussion in your draft country report.

7. Please remind the group at this stage that reports will be reviewed by an Editorial Committee (EC) comprised of well-known women rights experts. The EC consists of representatives from NGOs, Academia, Local and International experts. The role of the EC will be more important in the other future editions of the Index when other countries are also included in the exercise. Then, the EC would play the role of cross checking the information

in the report and produce the comparative index publication for all the countries in the exercise. If there is substantiated and evidence support doubts about the score/rating in a given country, the EC may request more information from the implementing agency. If the EC does not feel that the scores are adequately supported, particularly in comparison to the scores of other countries in the region, they may be adjusted.

8. Prepare a Draft Country Report. The report should cover events during the calendar (as opposed to fiscal) year. The draft should include an overview statement, and a brief discussion of the current state of women security with regard to each dimension. The section on each dimension should include a discussion of both accomplishments and strengths in that dimension, as well as obstacles to security and weaknesses.

9. (Valid only for Kosovo 2011 Women Security Edition) Review by the Security and Gender Coordination Group (SGCG) which is headed by UNIFEM as the only formal body that has been a leader in promoting and mainstreaming women security in an integrated manner. The rationale behind such inclusion is based on the composition of the group, namely the presence of all major international and local organizations (and Kosovo institutions) that are active in the field. This step will also serve to build credibility of the index and ensure that the final report reflects the reality in the field.

In the Overview Statement, please include an estimated number of registered and active women rights/gender equality NGOs, as well as an overview of the primary fields and geographic areas in which these NGOs operate. Please limit your submission to the EC to a maximum of five pages, in English. Please keep in mind that we rely on your organization to ensure that reports are an appropriate length and well-written. We do not have the capacity to do extensive editing.

For our reference only and will not be made public.

While the individual country reports that go into the centrally-published 2011 Women Security Index must be kept brief, you may want to create a longer report for your own use in-country. In addition, you may want to consider translating the report so it can be disseminated locally as broadly as desired.

ANNEX1: Indicators for Personal Ratings

Instructions for Panelists:

The table below is the rating instrument comprised of 5 dimensions each having 4 indicators. Evaluate each indicator separately and then average the values of each indicator to produce the dimension score. The average of dimensions scores will comprise the national score. For accuracy purposes panelists are encouraged to use as precise numbers/ratings as possible (including 1-2 decimals).

The evaluation scale's logic is that the lower the rating is (closer to 1) it indicates a more advanced system and progressive practices and vice versa, the higher the rating is (closer to 7) the more backward/discriminatory system there is.

Please complete the ratings below before the panel takes place. Make sure that you have a clear understanding of why you have rated a certain indicator with a given rating. It is useful to provide evidence and examples for every statement and/or opinion.

Administrative Data

Name of Panelist: _____ Location: _____

Date: _____ Organization: _____

Description of Indicators		Rating
Dimensions and Indicators		1=advanced; 7=poor
Human Security Dimension		
Indicator 1	<i>Women's life is guaranteed by law/constitution and has equal value with that of men. The state respects human life equally regardless of gender.</i>	1 2 3 4 5 6 7
Indicator 2	<i>Women are free to chose their fate, and live a dignified life free of being trafficked or forced into slave labor. The society generally condemns trafficking and slave labor. Women are free to live their lives independently and not forced to trafficking.</i>	1 2 3 4 5 6 7
Indicator 3	<i>Women enjoy the same constitutional rights as men including the right to vote, the right to property and employment.</i>	1 2 3 4 5 6 7
Indicator 4	<i>Women are treated by the same moral code as men. The law forbids discrimination of women.</i>	1 2 3 4 5 6 7
Economic Security Dimension		
Indicator 5	<i>Women have equal access to the job market as men and get equal pay with men when in same position. Public and private employers do not discriminate on the basis of gender and do not specify gender when hiring.</i>	1 2 3 4 5 6 7
Indicator 6	<i>Women have inheritance rights and can enter into financial/commercial transactions with property. There are no legal or cultural obstacles for women entering such transactions.</i>	1 2 3 4 5 6 7
Indicator 7	<i>Family law guarantees women individuality and life free of violence and torture from spouses. Laws against domestic violence are in place and are enforced.</i>	1 2 3 4 5 6 7
Indicator 8	<i>Family laws ensure alimony rights for women as well as wealth generated while in marriage (before divorce). There are no legal or cultural impediments for women exercising these rights.</i>	1 2 3 4 5 6 7
Education Dimension		
Indicator 9	<i>Women have equal right to education as men do. There is no illiteracy amongst women and the government has inclusive education policies towards women.</i>	1 2 3 4 5 6 7
Indicator 10	<i>There are no legal or cultural impediments for women attending the highest levels of formal or non-formal education.</i>	1 2 3 4 5 6 7
Indicator 11	<i>Women have fair treatment in the public education system both entry requirements and evaluation while in school.</i>	1 2 3 4 5 6 7
Indicator 12	<i>Women are free to chose orientation/profession. There are no second/rate professions 'reserved' for women.</i>	1 2 3 4 5 6 7
Health and Social Security Dimension		

Description of Indicators		Rating
Dimensions and Indicators		1=advanced; 7=poor
Indicator 13	Women are entitled to take decisions concerning their body and health independently and unilaterally even if married.	1 2 3 4 5 6 7
Indicator 14	<i>Women are provided health services during pregnancy and have free access to a gynecologist and oncologist.</i>	1 2 3 4 5 6 7
Indicator 15	<i>Women are not discriminated against in social security benefits including pensions, invalidity, survival/family pensions, etc.</i>	1 2 3 4 5 6 7
Indicator 16	<i>Women are entitled to paid maternity leave if pregnancy occurred while being employed.</i>	1 2 3 4 5 6 7
Political and Institutional Inclusion (Decision-making inclusion) dimension		
Indicator 17	<i>Women are free to exercise association rights, organize themselves into formal or informal organizations, advocate for their rights and interests.</i>	1 2 3 4 5 6 7
Indicator 18	<i>Women are free to vote and be voted in local and national elections. The constitution and laws guarantee these rights and there are no real obstacles for women to exercise these rights.</i>	1 2 3 4 5 6 7
Indicator 19	<i>Women are represented in highest decision-making bodies in public institutions (judiciary, executive, legislative branches of government). There are no legal or cultural obstacles to exercising this representation.</i>	1 2 3 4 5 6 7
Indicator 20	<i>Women are free from harassment in the public institutions.</i>	1 2 3 4 5 6 7

ANNEX 2: List of Participants in the Experts' Panels

#	Name	Organization
Panel 1: Civil Society		
1	Valbona Salihu	The Lawyers Association Norma
2	Nafije Latifi	KCFBC "Jeta/Vita"
3	Adem Gashi	KIPRED
4	Shpresa Agushi	NRAEWOK
5	Ardiana Cela	SHE-ERA
6	Ardita Hima	KEC
7	Flora Macula	UNWOMEN
8	Advije Gashi	Women activist
9	Luljeta Vuniqi	KGSC
10	Nevenka Rikalo	RUKA RUCI
Panel 2: Institutions		
11	Ibrahim Makolli	Kosova Assembly Member
12	Valdete Daka	The Supreme Court of Kosovo
13	Premtime Preniqi	Municipality of Prishtina
14	Sylejman Sopa	Ministry of Justice
15	Petrit Hajdari	Agency for Gender Equality
16	Vjosa Nimani Zylfiu	The Supreme Court of Kosovo
17	Luljeta Domaniku	Ombudsperson Institution in Kosovo
18	Ferinaze Isufi	Ministry of Labor and Social Welfare
19	Fitore Zeneli	Agency for Gender Equality
Panel 3: Media		
20	Leonard Kerquki	Daily News Paper "Express"
21	Lindita Fetiu	National Television KLAN TV
22	Valbona Mehmeti	Daily News Paper "Koha Ditore"
23	Minire Krasniqi	Daily News Paper "Kosova Sot"
Panel 4: Kosovo Security Group		
24	Arbena Kuriu	OMCMR
25	Ardita Tahiruka	World Health Organization
26	Davis Morgan	ICITAP
27	Arianita Beqaj	ICITAP/CST
28	Linda Sanaja	UN Women
29	Vjollca Gjonbalaj	United Nation High Commissioner of Refugee
30	Visar Bivolaku	EUSR
31	Daniela Bogdanova	United Nations Population Fund
32	Ana-Maria Golu	United Nation Development Fund
33	Thomas Lamar	United Nations Population Fund



