

WOMEN IN SENIOR DECISION-MAKING POSITIONS IN PUBLIC SECTOR AND POLITICAL PARTIES



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Acknowledgment:

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Kosovar Gender Studies Center (KGSC) KGSC has been contributing to gender mainstreaming since 2002 and continuously makes efforts to achieve gender equality in Kosovo. It has been pioneering changes to the discriminatory system, social norms, and double standards, and is very active in monitoring public institutions. KGSC mission is to integrate gender-sensitive analysis, programs, and policies in all sectors of Kosovar society by increasing gender awareness and focus on gender issues, developing gender studies and ensuring the inclusion of gender-sensitive policies through research, policy development, advocacy, and lobbying.

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ABBREVIATIONS

AGE	Agency for Gender Equality
AAK	Alliance for the Future of Kosovo
AMMCK	Agency for the Management of the Memorial Complexes of Kosovo
ACA	Anti-Corruption Agency
CBRK	Central Bank of the Republic of Kosovo
CEC	Central Election Commission
IMC	Independent Media Commission
ICMM	Independent Commission for Mines and Minerals
KGSC	Kosovo Gender Studies Centre
MAFRD	Ministry of Agriculture, Forestry and Rural Development
MCR	Ministry for Communities and Return
MCYS	Ministry of Culture, Youth and Sport
MD	Ministry of Diaspora
MED	Ministry of Economic Development
MEI	Ministry of European Integration
MEST	Ministry of Education, Science and Technology MF Ministry of Finance
MFA	Ministry of Foreign Affairs
MH	Ministry of Health
MI	Ministry of Infrastructure
MIA	Ministry of Internal Affairs
MJ	Ministry of Justice
MKSF	Ministry of Kosovo Security Force
MLGA	Ministry of Local Government Administration
MLSW	Ministry of Labour and Social Welfare
MMPH	Ministry of Environment and Spatial Planning
MPA	Ministry of Public Administration
MTI	Ministry of Trade and Industry
NAPDP	National Agency for Personal Data Protection
OPM	Office of the Prime Minister
PRB	Procurement Review Body
PAK	Privatization Agency of Kosovo
RAKR	Regulatory Authority of Kosovo Railways
LDK	Democratic League of Kosovo
LGE	Law on Gender Equality
PDK	Democratic Party of Kosovo
VV	VETËVENDOSJE (Self-Determination)

EXECUTIVE SUMMARY

Gender Equality in senior decision-making positions in the public sector remains a distant objective across public institutions and political parties in Kosovo. Despite having the most favorable Law on Gender Equality in the region, its fulfillment remains considerably low. Even though the rhetoric of commitment towards LGE has been abundant in recent years across public sector, in reality, little progress has been noted in the agendas of the public institutions and political parties to comply even with the minimum legal requirements foreseen by the Kosovo legislation.

The aim of this publication is to monitor the participation of women in public and political life and identify inhibitors and advocacy strategies for their increased participation. KGSC has embarked upon itself to continue advocating for this aspect of women's participation, as the impact from such participation is much greater both in terms of economic and financial empowerment of women as well as in effectively embedded core values of equality across the public system in Kosovo.

Based on the data collected from the responsible institutions, at the central level, Government, Presidency and Assembly portray similar grim picture pertaining to gender equality in decision-making positions. Whilst at the Office of Prime Minister there is only 11% representation of women in senior decision-making positions¹ in 2016, in Presidency and Assembly no women held such positions.

¹ Senior Decision Making Positions in the Office of Prime Minister Include the following positions: Secretary General, Chief Executive Officer and Executive Director

The 30% quota² in national and local assemblies has been successful in maintaining the participation of women to the minimum requirement by law, but has failed to get greater involvement of non elected women in public sector and politics.

At the local level, the situation is similar to central level, with women in senior decision-making positions representing a rare encounter. Compared to other (i.e. appointed) positions in public institutions, elected positions (assemblies) represent much higher percentage of women in most municipalities in Kosovo³. The total number of women representation in senior decision-making positions in municipalities in 2014 was 4.4%, with a slight increase in percentage in 2015 with 10.1% and 11.4% in 2016.

With regards to gender representation in senior decision-making positions in independent public agencies⁴, the current situation is worse compared to the local and central level. The overall number of women representation in senior decision-making positions in the independent agencies that this research has included is only 20% or 2 women in these positions out of 10 positions. This situation has remained unchanged over the period of 2014-2016.

Political parties have a crucial role in enhancing women's participation in politics and thus promoting a well-functioning democracy. However, based on the data received from the parliamentary political parties in Kosovo, underrepresentation of women is evidenced by the fact that no woman has emerged as

2 Law No. 03 / L-073 on National Elections of the Republic of Kosovo. Also see Law no. 03 / L-072 on Local Elections of the Republic of Kosovo

3 Kosovar Gender Studies Center: Women's Participation in Decision Making in Kosovo

4 The independent agencies involved in this research are: Agjencitë e pavarura të përfshira në këtë hulumtim janë: AMKMK, ASHMDHP, AKK, KQZ, KPMM, ARH, AKP, BQK, KPM, OshP

a party leader, president or deputy president within the party. In addition, there is no evidence that women head any of the branches that parties have across Kosovo.

This mapping is part of continuous work of KGSC in monitoring the women representation in the public sector and political parties. KGSC intends to continue monitoring this aspect of gender equality and advocate for implementation of laws in practice. The importance of such periodic measurements comes in terms of scrutinizing the political and institutional leaders to take measures in improving the gender balance and implementing the Law on Gender Equality. KGSC has made some suggestions and recommendations towards increased implementation of LGE across public sector.

METHODOLOGY

The method used to carry out the mapping is qualitative in nature and is aimed at presenting information in a systematic manner. The monitoring target institutions for this mapping include central level institutions (Government, Presidency, and Assembly), local level (Municipalities), Independent Public Agencies, and Political Parties in Kosovo.

This research report has been carried out as part of the project “Improving Accountability for Gender Equality in Decision-Making”, which seeks to maximize existing legal and institutional infrastructure to advance gender mainstreaming and gender equality across public sector. One dimension of the analyses is the historical comparison of women participation in senior decision making positions throughout the years, which is an important trajectory that this mapping aims at monitoring. The timeframe that this research is focused on includes the three year period analysis between 2014-2016. The research has been carried out by AnketaCo research company and information was obtained by institutions responsible for rendering the information presented in the report. More specifically, the information (primary data) on central level has been obtained by the senior Officer for Human Resources at MPA whereas information on local level has been obtained by the Senior Officer for Gender Equality at MLGA. Information on political parties has been obtained by contacting Presidents of Women Forums within political parties. Meanwhile, information on Independent Agencies has been obtained by contacting responsible persons on each agency.

In addition, AnketaCo team reviewed secondary literature and data available in the public domain⁵, relevant documents from previous studies of KGSC, and used raw primary data from other sources to complete the data interpretation. During this time the KGSC staff has continually edited and reviewed the data together with AnketaCo to draw conclusions and recommendations put forth in this mapping.

One of the major difficulties of this research has been the non-responsiveness of some independent agencies and political parties to provide their information on participation of women in senior decision making positions. Even within the extended period to provide the required data, some parties and independent agencies have failed to send relevant information as requested, or have sent partial/incomplete information and thus not relevant to the main topic of this mapping. Another difficulty that was faced while analyzing the provided data by MPA, was the lack of disaggregation of data in the Office of the Prime Minister. The boards of independent agencies that operate within the framework of the Office of the Prime Minister were included in the senior decision positions and thus changing the overall results of the data.

⁵ Agency for Gender Equality: Women in the work process and decision making in Kosovo
 Agency for Gender Equality: Participation, the role and the position of women in central and local institutions and political parties in Kosovo

LEGAL FRAMEWORK

Gender equality as a fundamental human right is solidly enshrined in the Constitution of Kosovo. The principle of gender equality is regulated by the Constitution of Kosovo⁶ and other applicable laws through different civil and criminal legislations including the package of human rights legislation. In addition, other international instruments and agreements on human rights are directly applicable according in the Constitution of Kosovo⁷. Among others, the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)⁸, adopted in 1979 by the UN General Assembly and described as an international bill of rights for women, is also enshrined in Article 22 of the Constitution of Kosovo. Amongst others, CEDAW recalls that discrimination against women violates the principles of equality of rights and respect for human dignity, thus, is an obstacle to the participation of women, on equal terms with men, in the political, social, economic and cultural life of their countries⁹.

In 2014, the Government of Kosovo has adopted its first National Action Plan¹⁰ for the implementation of the United Nations Security Council Resolution 1325 on Women, Peace and Security¹¹ which amongst others aims to increase the participation of women in decision-making positions.

6 Constitution of the Republic of Kosovo Article 7.2

7 Constitution of the Republic of Kosovo Article 22

8 The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)

9 The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)

10 National Action Plan

11 United Nations Security Council Resolution 1325 on Women, Peace and Security

The adoption of a relevant legislative framework for the achievement of gender equality including the Law on Gender Equality¹² and Anti-discrimination Law¹³ are significant attempts to facilitate the promotion and protection of human rights more broadly in Kosovo.

The Law on Gender Equality, which replaced its predecessor in 2015, in its article 3, point 1.15¹⁴ defines Unequal Representation as the representation of one gender below fifty percent (50%) at any level of decision-making body in political and public life. The same Law, in its Article 6 and point 8¹⁵ ensures a minimum representation of fifty percent (50%) for each gender in the highest levels of decision-making positions of public sector. Gender-based discrimination is also included under Article 1 of the Law on Protection from Discrimination which prohibits direct or indirect discrimination on gender basis¹⁶.

However, it should be noted that despite the legal provisions on LGE, they are not completely implemented as they are not included and reflected in other laws such as the Law on General Elections¹⁷. Whilst the Law on Gender Equality defines equal representation of 50% of women and men in all state bodies and institutions, the Law on General and Local elections has a quota representation of only 30%. Thus, this is a clear reflection that laws that do not reflect with LGE require additional amends.

¹² Law No. 05 / L -020 on Gender Equality

¹³ Law No. 05 / L -021 Anti-Discrimination

¹⁴ Law No. 05 / L -020 on Gender Equality

¹⁵ Law No. 05 / L -020 on Gender Equality

¹⁶ Law No. 05 / L -021 Anti-Discrimination

¹⁷ See Law No. 03 / L-073 On National Elections in the Republic of Kosovo. See also Law No. 03 / L-072 On Local Elections in the Republic of Kosovo.

Despite the legal provisions, the implementation of LGE requires serious effort. As a result, many significant structural challenges remain, where women continue to remain unrepresented in the senior decision-making positions in the public sector.

BACKGROUND INFORMATION

Participation of women in public decision-making positions in Kosovo has faced countless challenges and obstacles throughout the decades. In Kosovo, the main problems associated with the low participation of women in senior positions in public sector are related to the patriarchal mindset¹⁸. There were several attempts made to undertake continuous institutional measures to correct and fill in the existing gaps.

A significant step towards improving this situation was first made in 2000 when quotas for representation of women in election lists were introduced. The quota requires that 30%¹⁹ of the seats in the Kosovo Assembly and in Municipal Assemblies be reserved for women. This measure started to yield its results gradually in the Kosovo parliamentary life and also having an impact on the overall political image of Kosovo. Although the gender quota is often challenged, with its application of 30%, there has been a significant increase in the number of women in assemblies and improvement in the gender rapport in favor of women compared to the period before quotas. As a result, women now hold 32.5%²⁰ of the seats in the Assembly of Kosovo. In other words, there are 39 women MPs in the current legislature²¹.

18 Kosovar Gender Studies Center: Impact of the Labor Law on Women in Kosovo

19 See Law No. 03 / L-073 On National Elections in the Republic of Kosovo. See also Law No. 03 / L-072 On Local Elections in the Republic of Kosovo.

20 National Democratic Institute (NDI), Kosovo: Overcoming Barriers to Women's Political Participation

21 Kosovar Gender Studies Center: Women's Participation in Decision Making in Kosovo.

Despite these positive changes with the introduction of the quota system and the relatively high representation of women in the Assembly of Kosovo, this is not the case in other (appointed) positions across the public system. Public administration in both local and central level continues to be reserved for men, particularly at the senior decision-making levels. Given the level of politicization of public system in Kosovo, failure to have gender equality in high decision-making bodies and positions is also conditioned by the unfavorable position of women in political parties.

MAIN FINDINGS

The aim of this research was to assess women’s participation in senior decision-making positions at the central level (Government, Presidency, and Assembly), local level (Municipalities), Independent Public Agencies, and Political Parties in Kosovo. The sections below present an overview of representation of women in the senior decision-making positions of governance in the aforementioned public institutions.

Women in Senior Decision-Making Positions in the Government

The executive branch of the state in Kosovo holds key competencies for drafting policies needed to empower women and promote gender equality. Through Agency for Gender Equality at the Office of the Prime Minister, the executive holds the responsibility of coordinating efforts of streamlining gender through its network of Gender Officers in ministries and municipalities. However, even at the level of the government, representation of women in senior decision-making positions remains low. While general participation of women at lower levels of the hierarchy is much higher than that of senior decision-making positions (the percentage of women employed in the public administration in the Government is 40.6% for 2016)²², in senior decision-making positions the presence of women is quite scarce. Below is the visual illustration of gender representation in the government (The Office of the Prime Minister and Ministries) by years.

²² Kosovar Gender Studies Center: Women’s Participation in Decision Making in Kosovo.

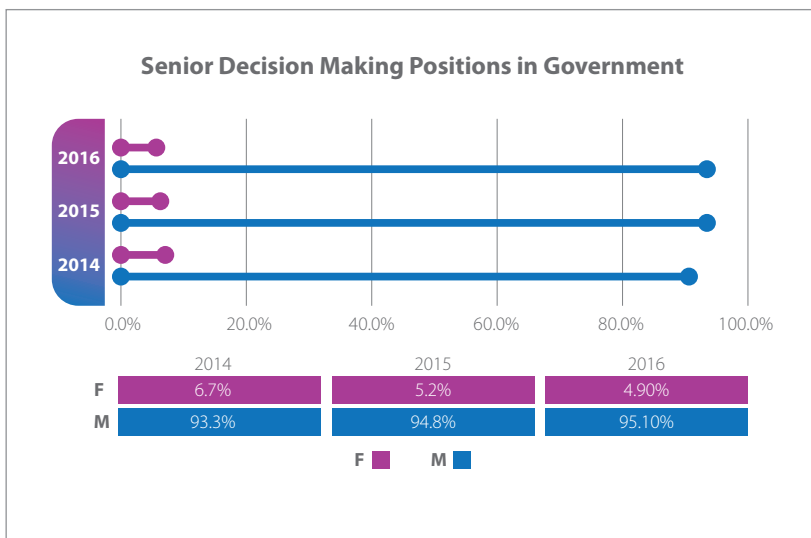


Figure 1. Senior decision-making positions by years in Government

Concerning the senior decision-making positions at the Office of the Prime Minister, they continue to be male dominated. The percentage of women in these positions remains marginal and reaches only 1 out of 8 positions or 11% for 2016. Figure 1. shows the representation of men and women in senior decision-making positions²³ at the Office of the Prime Minister for the past three years (2014, 2015, 2016). In 2016, only one senior decision-making position, out of 8²⁴ was held by a woman. Meanwhile, there were no women in those positions during 2014 and 2015.

²³ Senior decision making positions in the Office of Prime Minister include the following positions: Secretary General, Chief Executive Officer and Executive Director

²⁴ In the office of Prime Minister for senior decision making positions in 2016 the independent agencies that operate within the framework of this office are included as well.

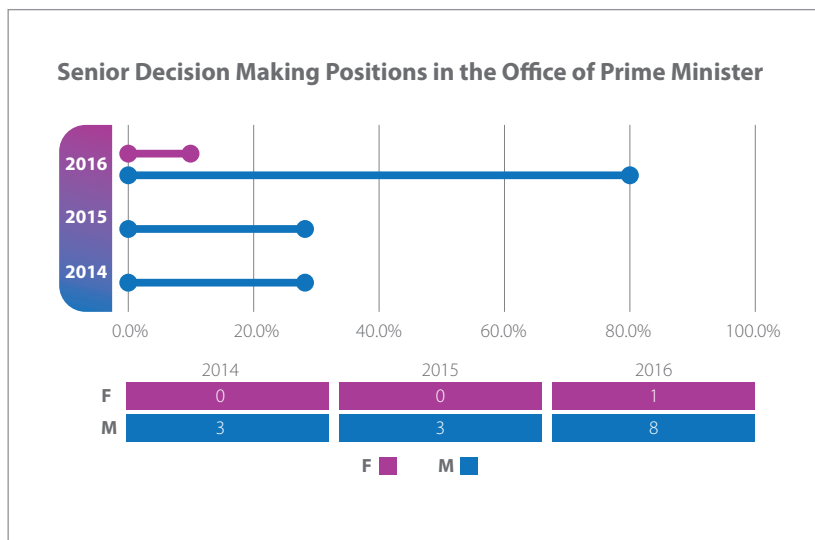


Figure 2. Senior decision-making positions in the office of Prime Minister

A similar situation is also evidenced in ministries of Kosovo. The MLGA is the only ministry that in 2016 has shown a slight improvement in gender representation compared to the two previous years. In 2014 and 2015, in MLGA the senior decision-making position was held by a man, whereas in 2016 this position was held by a woman. Similarly, in 2014 the MPA had no women in senior decision-making positions, whereas in 2015 and 2016 a woman was heading one out of three such positions.

MFA is one of the examples of such deterioration in gender representation in these positions. Whilst in 2014 this Ministry had one out of three women in senior decision-making positions (1 out of 4 in 2015), in 2016 this Ministry had no women in such positions. Ministry of Trade and Industry has also recorded a negative trend in terms of gender representation in senior-decision-making positions

in the last three years. In 2014 in MTI, 2 out of 7 senior decision-making positions were headed by women, whereas this number has decreased in 1 out of 7 in the two following years.

Table 3. provides a visual illustration of gender representation in the senior decision-making positions in the ministries of Kosovo in 2014, 2015, and 2016 respectively. As it can be seen clearly in the table, in 2014 3 out of 45 (6.7%) of total positions were held by women. In the two following years there has been a decrease in the total number of women representing senior decision-making positions. In 2015, 3 out of 58 positions (5.2%) were held by women and these numbers further decreased in 2016 with only 3 out of 61 (4.9%) of these positions being held by women.

	2014	2015[1]	2016
Senior decision-making positions	Ministry of Trade and Industry (2/7)	Ministry of Trade and Industry (1/7)	Ministry of Trade and Industry (1/7)
	Ministry of Foreign Affairs (1/3)	Ministry of Public Administration (1/3)	Ministry of Public Administration (1/3)
		Ministry of Foreign Affairs (1/4)	Ministry of Local Government Administration (1/1)
	3 out of 45 (6.7%)	3 out of 58 (5.2%)	3 out of 61 (4.9%)

Figure 3. Senior decision-making positions in Ministries by years

Women in Senior Decision-Making Positions in the Assembly

The legislative branch of the state has successfully complied to the 30% representation of women in terms of Assembly Members; however, it failed to comply with LGE and make it part of the legal infrastructure of the country. Despite the positive changes and an increase in the number of women having seats in the Assembly, the situation with civil servant women is completely different and in violation of LGE.

Since the first monitoring of KGSC in 2013 began, the Kosovo Assembly has not made any efforts to improve the gender representation of civil servants in the senior decision-making positions²⁵. In 2016, as in the two previous years covered by this research, there are no women in senior decision-making positions. All of the three senior leadership positions in the Assembly are held by men.

Women in Senior Decision-Making Positions in the Presidency

The Presidency, as one of the key constitutional institutions, continues to reserve its senior decision-making positions to men only. Since 2013, when KGSC commenced its monitoring activities, the Office of the President has failed to appoint any women in senior decision-making positions and thus being in violation of LGE.

Women in Senior Decision-Making Positions in Municipalities

Given the scale of decentralization in Kosovo and the attached large number of municipalities (relative to size), the local government

²⁵ Senior Decision positions in the Assembly include the following positions: Secretary General, Chief Executive Officer and Executive Director

level holds specific significance to Kosovo. The situation with the senior decision-making positions²⁶ in municipalities is much grimmer compared to the elected portion of the municipal government. Based on the findings, the total representation of women in municipal senior decision-making positions was slightly better as compared to the central level across the three year period that this research covers, however, still remains in a concerning low level. The graph below presents a yearly comparison of gender representation in the municipalities.

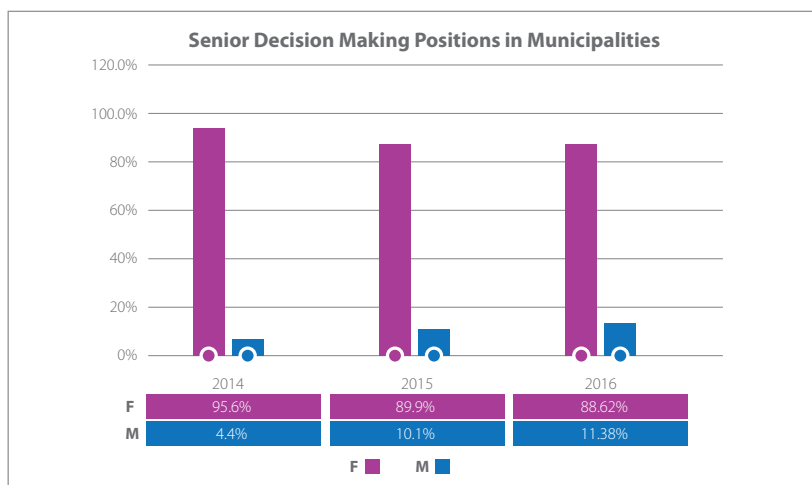


Figure 4. *Senior Decision-Making positions in Municipalities- Directors of Municipal Directorates.*

In 2014 only 12 municipalities had women directors (Only 14 out of 301 director positions across Kosovo were headed by women)²⁷. The highest number of women in these positions in 2014, has been reported in municipalities of Fushë Kosovë and Gjakova with each having 2 women

²⁶ Senior decision-making Positions in municipalities include the following positions:
Directors of Municipal Directorates

²⁷ This information is based on the data provided by MAPL

directors. Figure 9 illustrates visually the gender representation in these positions in municipal administrations as reported in 2014.

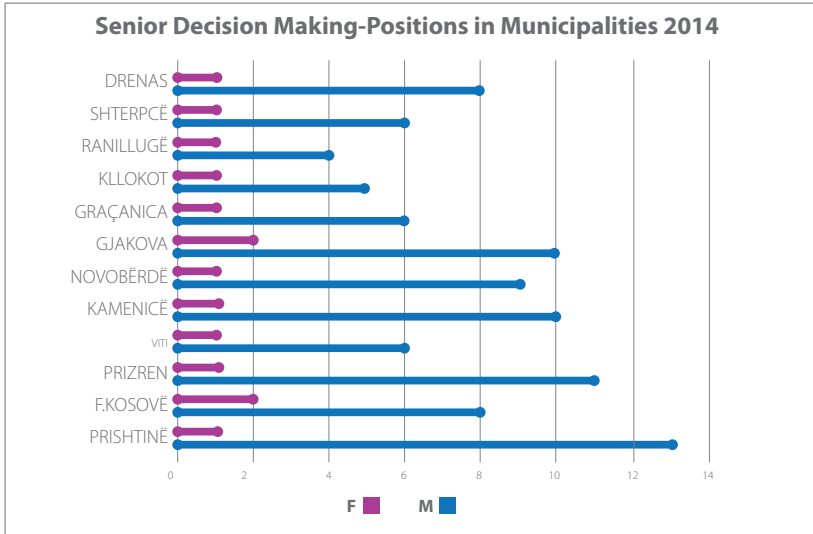


Figure 5. Senior Decision-Making Positions 2014²⁸

In 2015, the overall situation with women representation in senior decision-making positions in municipalities had improved, considering the low number of municipalities that had women directors in 2014. To this end, the highest number of women representation in senior decision-making positions has been recorded in the Municipalities of Vushtrri, Fushe Kosove and Kamenica with 3 positions each.

²⁸ Municipalities without any women in senior decision making positions in 2014 were as follows: Gjilan, Peja, Vushtrri, Suhareka, Shtime, Ferizaj, Mitrovica, Obiliq, Junik, Istog, Mamusha, Malisheva, Skenderaj, Dragash, Partesh, Klina, Kaçanik, Podujeva, Rahovec, Deçan, Hani i Elezit.

The municipalities with most significant deterioration of women representation in senior decision-making positions include the municipality of Klllokot, Graçanica, Novobërda, and Shtërpçë with each failing to maintain such positions for women in 2015.

Municipalities with women directors in their administration for 2015 are presented in the graph below.

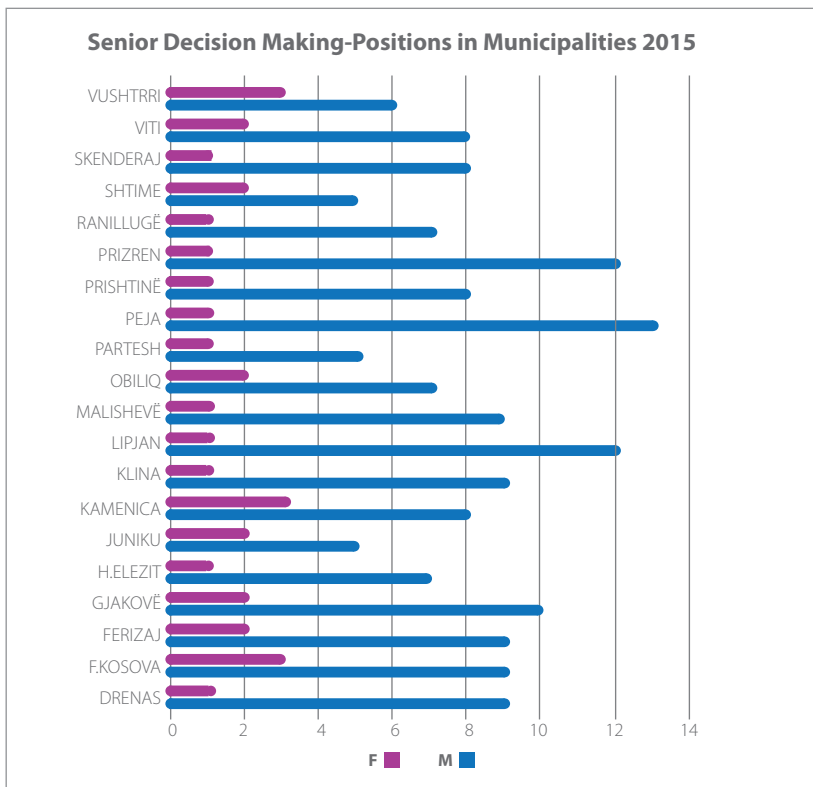


Figure 6. Senior Decision-Making Positions in Municipalities in 2015²⁹

In 2016, an increase is noticed in the number of municipalities that have women as directors of directories. The Municipality of Drenas has shown progress in terms of the number of women in senior decision-making positions in 2016 compared to the previous years. Drenas had 5 women directors of directories in 2016, meaning 4 more women compared to 2015. Municipality of Gjakova in 2016 had 4 women in senior decision-making position, 2 more women compared to 2015. Fushe Kosovo, Kamenica and Vushtrri are followed with each having 3 women in senior decision-making positions.

In some municipalities, the progress achieved in 2015 in improving the gender representation was halted and remained the same during 2016. The overview of these changes is presented in the graph below:

²⁹ Municipalities without any women in senior decision making positions in 2015 were as follows: Deçan, Dragash, Gjilan, Graçanica, Istogu, Kaçaniku, Klllokot, Mamusha, Mitrovica, Novo Bërda, Podujeva, Rahovec, Shtërpce, and Suhareka.

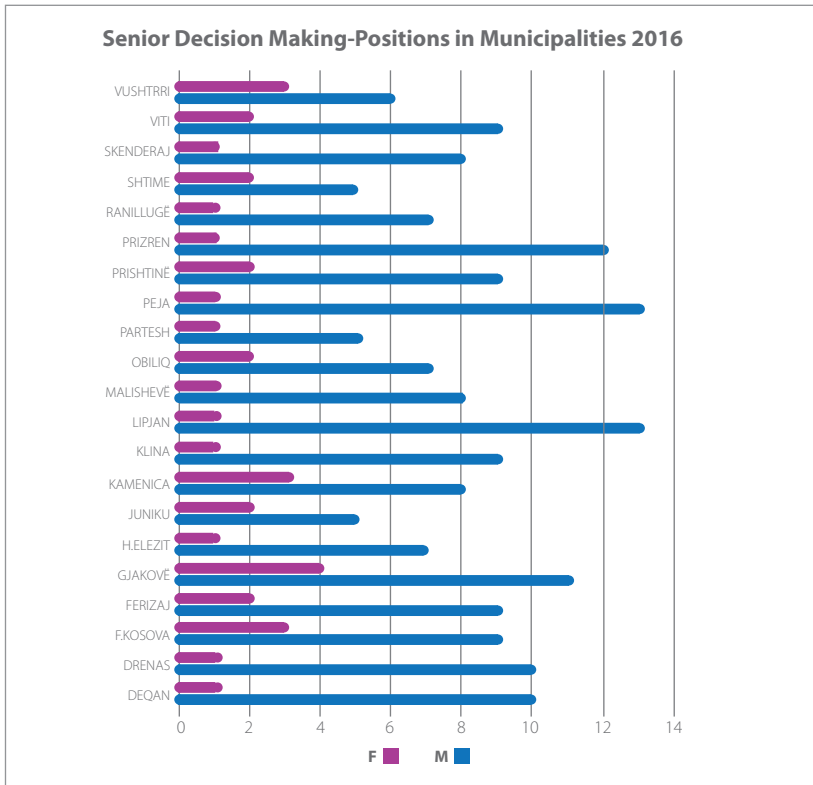


Figure 7. Senior Decision-Making Positions in Municipalities in 2016³⁰

It should be noted that the municipalities of Zvecan, Zubin Potok, and Leposavic were not included in the data provided by MLGA for the period between 2014-2016.

³⁰ Municipalities without any women in senior decision making positions in 2016 were as follows: Dragash, Gjilan, Graçanica, Kaçaniku, Kllokot, Mamusha, Mitrovica, Novo Bërda, Podujeva, Rahovec, and Suhareka.

Senior decision-making positions in the municipalities of Kosovo continue to be headed by men. The total number of women representation in senior decision-making positions in municipalities in 2014 was 4.4%, with a slight increase in the percentage in 2015 with 10.1 % and 11.4% in 2016.

Women in Senior Decision-Making Positions in Independent Agencies

Independent Agencies are another important component of this research. Out of the 24 contacted independent agencies, only 9 of them responded by providing data. However, most of the information provided were not relevant to the research and thus additional information was requested by MAP.

Independent Agencies, compared to central and local level institutions, scored worse in terms of equal gender representation in high decision-making positions³¹. Figure 12 illustrates total gender representation in ten independent agencies that this research covered for the three-year period, as no change has been recorded during these years with regard to gender representation in senior decision-making positions.

³¹ Senior Decision Making position in the Independent agencies include one of the following positions: Secretary General, Chief Executive Officer and Executive Director

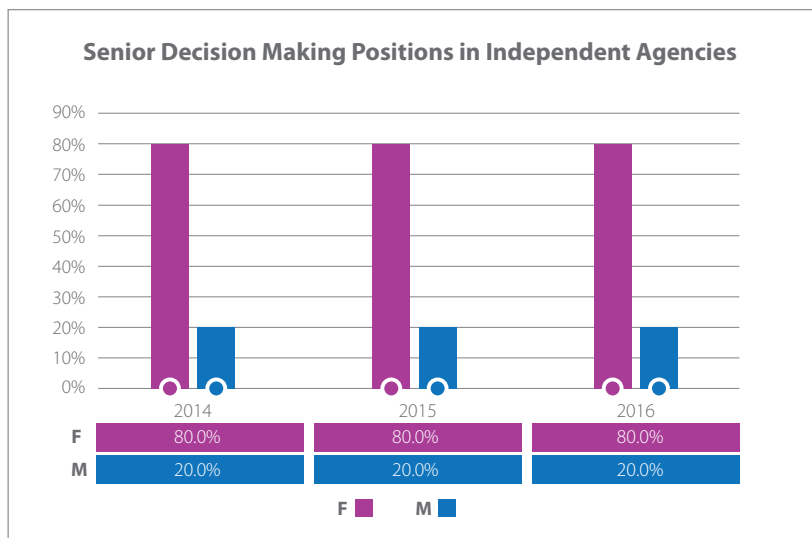


Figure 8. Senior decision-making positions in Independent Agencies by years 2014-2015³²

According to the data received, KPM and KQZ are the two agencies in which senior decision-making positions are headed by a woman. In all other agencies involved in this research these positions are headed by men.

Women in Senior Decision-Making Positions in leading Political Parties

Political parties are some of the most influential entities in Kosovo. The public administration has been often criticized for being over-politicized and ruled by political parties. Within political parties' structures, women have traditionally been in a marginalized position.

³² Independent Agencies included in this research are: AMKMK, ASHMDHP, AKK, KQZ, KPMM, ARH, AKP, BQK, KPM, OSHP

Given that political parties exercise power over all other sectors in Kosovo, not being part of influence and power-structures within political parties, has inhibited women also to take part effectively in public institutions, particularly in senior decision-making positions.

Given the influence that political parties have over the public system, the lack of women in senior decision-making positions within parties might also adversely affect in practice the participation of women in these positions in public institutions. Whilst for positions and functions governed by the Law on Elections (general and local), women's representation has been ensured through the 30% quota reserved for women, the participation of women in senior management positions in political parties is scarce.

Democratic League of Kosovo (LDK)

The Democratic League of Kosovo (LDK), the party that first introduced the model of Women Forums over two and a half decades ago, is still quite rigid to women representation within its senior structures.

Few women have been part of the otherwise male dominated structures for a significant period of time since its establishment. Also, being part of more government compositions than any other political party in Kosovo, LDK has not shown commitment to inclusion of women in its senior decision-making positions.

As for the gender representation within the political party management structure, LDK has scored lowest from all political parties submitting the gender representation data. Within LDK, there are no women deputy presidents, chairpersons, or presidents

of branches. The two main party structures, the Presidium and the General Assembly have 17% and 18% women representation respectively. The moderate participation of women in leadership structures within the party is an evidence of men-dominated political structure where few women manage to reach the highest levels of power and influence. Figure 10 presents the gender representation in decision-making structures within LDK.

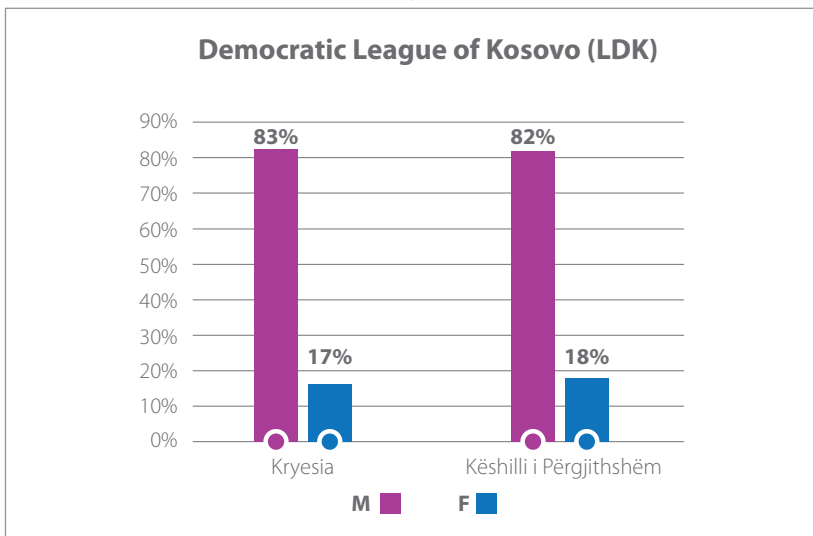


Figure 9. Senior decision-making positions in LDK 2014-2016

VETËVENDOSJE! (VV)

VETËVENDOSJE! political party is one of the newest political forces in Kosovo. Compared to other political parties Vetevendosje has scored best regarding the gender representation in party leadership forums and structures. A total of 26% of Presidium members at VV are women. This is the highest percentage of women in party

presidiums as reported by political parties themselves. The General Council, which is another key party structure has 25% women in its composition. This is also the highest rate of representation at the level of General Council in any of the parties that reported their gender representation. However, according to the data provided by this party there are no woman deputy chair, chair, or branch chair. Figure 11 shows the gender representation within leadership structures of VV.

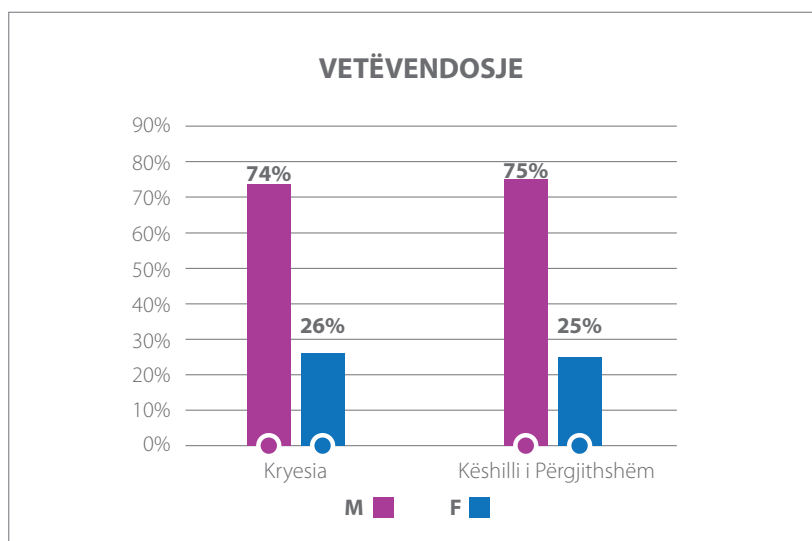


Figure 10. Senior decision-making positions in VV 2014-2016

Alliance for the Future of Kosovo (AAK)

Alliance for the Future of Kosovo – AAK has emerged immediately in the aftermath of the 1999 war. In terms of women’s participation in senior decision-making structures of the party, AAK scored better compared to LDK.

AAK reports that 19% of the members of its Presidium are women, which is 2% higher than LDK and 7% lower than VV. The General Council, as the highest decision-making body in all parties, at AAK comprises of 20% women and 80% men. In this structure too, AAK scores higher than LDK (by 2%) and lower than VV (by 5%). Even in AAK there is a lack of women in the positions of the deputy chairman, chairman, or head of branch. Figure 12 below represents the gender structure at AAK.

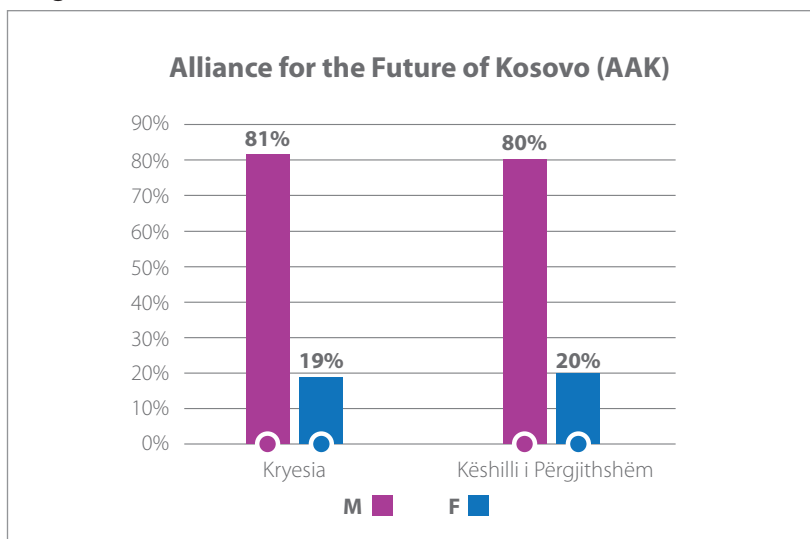


Figure 11. Senior decision-making positions in AAK 2014-2016

CONCLUSIONS AND RECOMMENDATIONS

Conclusions

As evidenced by the data presented in this report, nine years after independence and seventeen years into the process of state-building, the public sector and political parties of Kosovo have failed to comply with LGE. While gender-related legislation has been advanced and represents major achievement, its lenient implementation across public institutions testifies to the prevailing perception on gender equality.

Based on the findings provided, the women representation in the ministries for 2014 was only 6.7%, 5.2% in 2015, and 4.9% in 2016. The other central level institutions, such as Presidency and Assembly, have failed to comply with the LGE during the 2014-2016 period.

The total number of women representation in senior decision-making positions in municipalities in 2014 was 4.4% , with a slight increase in the percentage in 2015 with 10.1 % and 11.4% in 2016.

The situation of women's representation in senior decision-making positions in independent agencies as well continues to be unfavorable. These institutions have failed to comply with LGE during the period that this research covers. In 2014 and 2015 there only 16.83% women in senior decision-making positions whereas in 2016 there were 22.87% women in these positions.

Political parties, through their representation in the Kosovo Assembly, have also been identified as primary responsible entities for the overall legal and policy framework for promoting gender equality. However, they failed to comply with LGE in their internal decision-making positions. Their senior decision-making positions remained unchanged throughout the 2014-2016 period thus not noting any regress or progress for this matter. The best scoring political party was VV with 26% women members in its presidium, followed by 19% women members in presidium of AAK and 17% women members in the presidium of LDK.

Suggestions and Recommendations

KGSC, having in mind optimal measures that can effectively advance the gender representation across the public and political life in Kosovo, makes the following recommendations:

MPA is recommended to publish the collected statistics and data regarding public institutions in their official website; thus, making this information easily accessible to interested parties;

MPA is recommended to collect and report the data for the government separately from its affiliated agencies. Failure to disaggregate by gender the data collected results in the change of the overall result of women representation and thus not reflecting the exact outcome.

Gender quotas should remain as an effective mechanism of increasing women's political representation.

The gender quota to be applied not only in the political representation, but also in the decision making structures of the political parties.

Impunity for violators of LGE, which also includes all constitutional bodies in Kosovo, should be immediately addressed. Ombudsperson should pursue legal action against violators of LGE. The litigation processes that could be followed through the judiciary system would also serve as advocacy for revising LGE and introducing harsher punishment of its violation.

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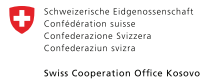
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