

**The Star Network's
Women's Economic and
Political Empowerment Program**

**FINAL PROGRAM REPORT
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A. INTRODUCTION AND SUMMARY

This is the final program report for USAID Cooperative Agreement 167-A-00-03-00101-00 and covers the period September 1, 2003 – December 30, 2004. Originally, the Cooperative Agreement ran from October 31, 2002 until April 30, 2003. A draft report of that period was submitted to USAID on April 30, 2003 with a final of the report submitted on September 6, 2003. A copy is included here as Annex A. The Cooperative Agreement was awarded to World Learning and was administered from our project office in Prishtina with backstopping from our office in Zagreb and our project headquarters in Washington, D.C.

During the reporting period:

- With funding and technical assistance provided by the STAR Network, Kosovo Business Women Network (KBWN) established itself as the leading network on issues of women's economic empowerment in Kosovo. KBWN's membership increased to 103 formal members within a year and transparent and inclusive governance structures were put in place. KBWN provided its members with opportunities to participate in trade fairs in Kosovo and abroad, with direct benefits to members' businesses.
- In partnership with the Association of Kosovo's Municipalities, STAR Network provided training on gender budgets to 67 Municipal Gender Officers, Budget Officers, and NGOs from 24 municipalities and different ethnic backgrounds. Municipality-based Gender Budget Action Teams were established to develop and advocate for gender sensitive budgets. This was the first training of this kind in Kosovo.
- With co-funding and technical assistance by STAR Network, Kosovo Women's Network (KWN) organized the Kosovo-wide grassroots advocacy campaign "Political Parties Work for Women" to ensure gender sensitive electoral programs of political parties for the 2004 general elections. This advocacy effort targeted the local and central level of political parties' leadership in 30 municipalities with the full participation of women's groups from ethnic minorities. A total of 1,106 women and men participated in campaign meetings; 30 Women's Advocacy Groups were established at the municipal level; and two of the main political parties, AAK and ADK, formally adopted positions in relation to gender issues that were proposed by the campaign.
- STAR Network provided technical assistance to Kosovo Women's Network Kosovo-wide grassroots campaign "Women Propose!" that aimed at increasing women's participation in the October 23, 2004 general elections. Eighty-five women candidates from 17 political entities met with 762 voters in 24 municipalities. The majority of women candidates adopted positions on gender issues that were in line with those proposed by Kosovo Women's Network based on their grassroots advocacy campaign "Political Parties Work for Women."
- Together with NDI and Kosova Women's Lobby (KWL), STAR Network in June 2004 organized the conference entitled: "Women's Leadership – Strategies for Empowering Women in Political Decision Making" with the participation of 180 politicians, women's NGO representatives, and journalists from Kosova, the US, and various European countries. The conference led to the development of a Platform for Action on Empowering Women in Decision-Making, as well as to the publication in English, Albanian, and Serbian of the book "Strategies for Empowering Women in Decision-Making" that will be used both as a reference book and an advocacy tool for Kosovar NGOs and politicians.

- STAR Network supported the development of Kosova Women's Lobby, the first successful coalition of women leaders from the political, NGO, media, and the private sectors. KWL played a key role in the Campaign for the Electoral Law Reform, and took public stands on key political issues and events such as the dialogue between Prishtina and Belgrade, the March 2004 unrest, and women's participation in the new Kosovar government.
- STAR supported Kosova Women's Network and Kosova Women's Lobby participation in the Electoral Law Reform Campaign that took place in February and March 2004. The campaign that advocated for an open list electoral system, combined with geographical representation and a quota for women, targeted key international decision-makers in Kosovo and abroad. Despite the fact that the UNMIK highest officials disregarded the position proposed by the Electoral Law Reform Campaign the campaign was successful in terms of mobilizing a wide spectrum of Kosovar civil society in a joint advocacy efforts around a key issue of democratic development in Kosovo.
- With assistance by STAR Network, Kosovar women's groups participated in advocacy efforts around key legislation and programs on gender equality. In particular, Kosovo Women's Network played a key role in advocating with the government to adopt the Kosovo Action Plan for Achieving Gender Equality and in reviewing the draft Gender Equality Law before it went for approval to the Parliament.
- STAR supported and provided technical assistance and advocacy efforts to pass an Anti-Sexual Harassment Policy at Prishtina University. A group of campaign activists was established and meetings with professors and students in several faculties took place. A first draft of the policy was developed. The campaign will continue in 2005.
- STAR provided funding and technical assistance to the institutional capacity building program of Kosova Women's Network, the lead advocacy women's NGO network in Kosovo. KWN membership grew to 70 NGOs from all over Kosovo and from all ethnic groups. During the reporting period transparent and democratic governance structures were put in place, a three-year strategic plan was developed, and a policy manual was approved. As a result KWN was able to engage in several high profile public education and advocacy campaigns sometime focused on major political issues. This included the Electoral Law Reform Campaign, the campaign "Go to Vote!" to increase voters participation in the October 23 elections, and the Governmental Anti-corruption Program.
- STAR initially supported an exchange program between Kosovo Women's Network and the Network of Serbian Women's NGOs of Kosovo "Zora." After March 17, 2004 events this turned into support for institutional capacity building efforts of Kosovar Serbian women's NGOs.
- STAR Network leveraged funds from non-USAID sources in Kosovo to match funds made available by USAID under this agreement. STAR raised external funds for the Gender Budget Training Program, the conference "Women's Leadership - Strategies for Empowering Women in Political Decision-Making" and the publication of the conference proceedings. By leveraging additional funds STAR Network enhanced the impact of the USAID funds that were committed to STAR's program.

B. PROJECT DESCRIPTION/BACKGROUND

The purpose of World Learning's USAID Cooperative Agreement 167-A-00-03-00101-00 "Women's Political and Economic Empowerment" was to support women in Kosovo in the business, political and NGO arenas aimed at contributing to civil society development and democratization in Kosovo and more broadly in the region.

- The STAR Network in Kosovo lent most of its technical assistance and funding to **advocacy initiatives** of local NGOs and women politicians, as an effective and far-reaching strategy for improving women's economic and political status and strengthening women's leadership.
- STAR's program focused on strengthening existing **local organizations and initiatives that have shown leadership and commitment to a long-term vision of achieving gender equality and sustainability.**
- STAR supported and worked through existing **networks of women's NGOs** as an effective approach that enabled STAR's program to have a larger impact and work with a wider community of women's NGOs.
- STAR's activities **promoted cooperation among women's NGOs, women politicians, and women in the private sector**, as a valuable strategy for building a larger and stronger community and pool of leaders engaged in advocacy initiatives to benefit women of Kosovo.
- STAR worked with **women's NGOs and leaders across ethnic lines** and supported initiatives for cross-ethnic communication and cooperation.
- STAR focused on the **institutional capacity building of STAR local partners** as an important contribution towards building effective and sustainable local institutions that serve women's political and economic empowerment.
- STAR promoted and led efforts to **coordinate and cooperate with other key international institutions and agencies** that support gender-focused programs and efforts that resulted in successful jointly organized and funded programs.

Several key political and other developments that occurred during the reporting period affected STAR's program and STAR-supported activities in a variety of (positive and negative) ways:

- Various key Kosovar governmental institutions demonstrated sincere willingness to cooperate with women's NGOs and in particular with STAR-supported Kosovo Women's Network on programs for achieving gender equality in Kosovo. The ex-Prime Minister, Mr. Bajram Rexhepi, personally and his office, including the Office for Good Governance, Human Rights, Equal Opportunities, and Gender Issues, were very receptive to KWN advocacy efforts. As a result, the government adopted the Kosovo Action Plan for Achieving Gender Equality as its own document and a joint conference on gender equality mechanisms was organized.
- The general elections that took place on October 23, 2004 were a key factor that mobilized Kosovar civil society and in particular STAR-supported Kosovo Women's Network and Kosovo Women's Lobby, to engage in two large scale, highly visible, and successful advocacy campaigns: the Electoral Law Reform Campaign and a three-stage

campaign to engender electoral programs and to increase women's participation in the elections. These campaigns marked a higher level of the maturity of women-led advocacy efforts in Kosovo.

- As of September 2003 Municipal Gender Officers were appointed at the local government level. Their mandate is to provide advice to the highest levels of decision-making in the local government in terms of gender mainstreaming at the local level. So far, MGOs are not sufficiently supported by the government and the international programs and donors that work on gender-related programs.
- After a public discussion process, the Gender Equality Law was approved and promulgated by SRSG. The law is far-reaching and provides wide measures for ensuring equal opportunities for women and men in all aspects of life. Certain provisions of the law were criticized by some women's NGOs as unrealistic and unfeasible.
- During March 2004 a wave of civic unrest occurred following the killing of a Serbian teenager in a Serbian-populated enclave and the drowning of three Albanian children in a river near a Serb populated village. Some roads were blocked, small-scale riots took place in Mitrovica and some Orthodox churches and Serb houses were damaged. The revival of ethnic-based tensions affected the cooperation among the Kosovar Albanian and Kosovar Serbian organizations. In some cases, relations were strained due to different perceptions and understanding of the March unrest.

The STAR Network programs fell within USAID/Kosovo's Special Initiatives and Support Programs covering women's leadership training and addressed the challenges the USAID program in Kosovo is aimed to respond to:

- strengthening Kosovar institutions
- building a sustainable and growing economy that sustains jobs
- developing a harmonious multi-ethnic society.

STAR Network Kosovo was comprised of the following components:

I. Women's Economic Empowerment

1. Capacity Building for the Kosovo-Wide Businesswomen's Network (KBWN)
2. Capacity building for Municipal Gender Officers, Budget Officers and NGOs to develop and advocate for gender sensitive budgets

II. Women's Political Empowerment

1. Advocacy campaign to ensure gender-sensitive electoral programs of political parties for the 2004 general elections
2. Regional conference: "Promoting Women's Participation in Political Decision-making: Lessons Learned"
3. Advocacy efforts to ensure gender-sensitive laws and the participation of women's NGOs in the law-making process

III. Supporting Women's Leadership and Strategic Alliances

1. Increasing the institutional capacity of Kosovo Women's Network as the lead advocacy

women's NGOs network in Kosovo

2. Strengthening partnership between the Kosova Women's Network (KWN) and the Network of Serbian Women's NGOs of Kosova "Zora."

This report will follow these project components in the order listed.

C. SUMMARY OF ACTIVITIES AND RESULTS

I. WOMEN'S ECONOMIC EMPOWERMENT

1. Capacity Building for the Kosovo-Wide Businesswomen's Network (KBWN)

Since 2001, STAR Network supported the establishment and development of KBWN. In 2003 the Network registered as a nonprofit organization and entered a phase of expansion and consolidation both as a service provider and an advocacy network. During the reporting period, STAR Kosovo provided funding and technical assistance to Kosovo Business Women's Network, the only network of such kind in Kosovo. Due also to STAR Network support, KBWN is on its way to becoming a lead service and advocacy network in Kosovo on issues of women's economic empowerment.

KBWN Annual Membership Meetings. STAR Kosovo assisted KBWN Board and staff in preparing the first ever KBWN Annual Membership Meeting that took place on October 9, 2003, in Prishtina, as well as its second Annual Membership Meeting that took place in December 2004. STAR staff advised KBWN staff in developing the procedures and the documentation for KBWN Board elections through a democratic and inclusive process, including developing Job Descriptions for Board Members, the Board Election Procedures, and the Call for Nominations. The STAR staff assisted KBWN in organizing and moderating the Annual Membership Meetings, in running the nomination process for Board members prior to the Annual Membership Meetings, as well as in running the elections during the meetings. Between 35 and 55 businesswomen and representatives of women's NGOs that work on women's economic empowerment participated in each of the KBWN Annual Membership Meetings. Annual reports were presented, plans for the next year were discussed, and a 7-member Board was elected to lead the Network. The Annual Membership Meetings were an important step towards establishing a process of accountability and transparency, as well as developing democratic procedures for decision-making within KBWN.

Board development. During 2004 the KBWN Board was comprised of the following leading businesswomen, economists, and experienced NGO professionals in Kosovo:

Zineta Daci, Economic Chamber, Board Chair
Aferdita Kelmendi, Owner and Executive Director, RTV21
Luljeta Vuniqi, Program Officer, Kosovo Civil Society Foundation
Dhurata Bordoniqi, Owner of Private Company "Arking"
Mehrije Hoti, Professor of Economy, Economic School, Peja
Mimoza Kusari, Spokesperson of and Advisor to the Prime Minister
Vetima Vuqitna, Financial Director, Insurance Company "Siguria"

Four new KBWN Board members were elected in December 2005 to serve a three-year term. They are Nazife Jonuzi, director of women's association "Liria;" Hamide Latifi, director of women's association "Women for Women;" Drita Berisha, owner of a medial facility; and Vetima Vuçiterna, Financial Director of the Kosovo Association of Insurance Companies and

former KBWN Board member.

The board met eight times during the reporting period to discuss issues of program management, fund raising, and future KBWN programs. STAR Network Country Coordinator was invited to attend these meetings. Notes of Board meetings were compiled and distributed to all Board members.

Setting up KBWN office. STAR Network assisted KBWN in setting up an office and hiring the Program Manager. The office is connected to the Internet and had developed a mini-library with published and unpublished materials on issues of gender-related economic development issues. STAR Network mentored the Program Manager in all aspects of program development, management, and reporting.

Publishing the first KBWN Annual Report. STAR Network assisted KBWN in preparing the Annual Report for 2003 as a tool for transparency and information sharing. The report was published in late April 2004 in Albanian, Serbian, and English. The report provides information on KBWN mission, governing structures, donors, as well as on activities completed during 2003. The report was distributed both via e-mail and in hard copy to more than 200 individuals and organizations in Kosovo and abroad.

Event to launch KBWN 2003 Annual Report and KBWN Newsletter. STAR Network assisted KBWN to organize an event to launch their 2003 Annual Report and Newsletter. The ceremony took place in Prishtina on May 19, 2004. KBWN members, as well as representatives of women's NGOs, governmental institutions that work on gender equality, and bank and insurance companies, attended the ceremony. KBWN Board chair and staff presented the Annual Report and the Newsletter and used the event as an opportunity to get more businesswomen to register as KBWN members. Ten KBWN new members were registered at the event. The Board chair announced that a Prishtina-based bank "Kasabank" had donated €500 to KBWN and a representative of the Slovenian Chamber of Commerce office in Prishtina announced that they would donate a greens house for a KBWN member.

Three issues of KBWN newsletter published. STAR Network assisted KBWN in preparing three issues of KBWN quarterly Newsletter as a tool for transparency and information sharing, in particular with their members and potential members. The newsletters, published in Albanian, Serbian, and English, contained information about KBWN activities, articles on successful businesswomen in Kosovo and abroad, as well as information on laws, programs and activities of interest to businesswomen in Kosovo. The newsletters were distributed regularly both via e-mail and in hard copy to more than 250 individuals and organizations in Kosovo and abroad.

KBWN Policy Manual approved. STAR Network/Kosovo assisted KBWN in drafting KBWN Policy Manual that covers several key governance topics, such as Employees Rights and Responsibilities and Conflict of Interest Policy. The Manual was reviewed and approved by the KBWN Board on October 1, 2004. This Manual is a key step towards establishing transparent and democratic governing practices in KBWN's work.

Fundraising for KBWN. STAR staff assisted KBWN Board and staff in developing proposals, in identifying potential donors for their programs and in meeting with these donors that include the Swedish International Development Agency (SIDA), Swiss Cooperation Office, Kvinna till

Kvina, and the Canadian International Development Agency (CIDA).

In June 2004, Calvert Jones, a World Learning Associate Researcher, came to Prishtina for a ten day internship. Ms. Jones in cooperation with STAR Network/Kosovo assisted KBWN to develop a proposal for an advocacy program.

During August - September 2004 STAR assisted KBWN in developing the Terms of Reference and in identifying a Kosovo-based fund raising consultant, who began working with KBWN to develop proposals for KBWN programs and provide on-the-job training for the KBWN Program Manager. STAR provided advice and information to the KBWN Program Manager and to the fund raising consultant on potential projects and donors that would fund them. STAR also awarded a small grant from its private funds to KBWN to cover costs of hiring this consultant. Kosovo Open Society Foundation was to provide matching funds for this effort.

The following KBWN proposals were developed with STAR encouragement:

- o "Improving Women's and Girls' Access to Economic Information and Resources". This was partly funded by the Swiss Cooperation Office.
- o "Regional Conference on Strategies for Success and Obstacles for Businesswomen in SEE." The proposal was submitted to the SEE Stability Pact Coordinator for Kosovo who had expressed interest in fundraising for this project.
- o "Engendering the Civic Code." The proposal was in principle approved by the Foundation for Democratic Initiatives, but was not finally approved by USAID because of timing.
- o "Balkan Business Women Support Project," submitted for co-funding to the Open Society Institute East-East Program in Budapest and the Balkan Trust Fund headquartered in Belgrade. KBWN was waiting for the donors' response.
- o "Training program for young women in economically deprived areas," submitted to an EU-funded program and implemented by the Ministry of Labor and Social Affairs. KBWN was waiting for the donor's response.

The fundraising consultant also assisted KBWN staff in developing a projected budget for 2005 in order to better plan for their fund raising efforts.

During the reporting period KBWN received €1,800 in unrestricted funds from bank and insurance companies in Kosovo. The donations were mainly due to fundraising efforts by the KBWN Board Chair.

Training in Monitoring and Evaluation. In December 2003 STAR Kosovo in partnership with the USAID-funded Advocacy Training and Resource Center (ATRC/KNAP) organized a two-day training workshop on Monitoring and Evaluation (M&E) for STAR Kosovo partners, including KBWN, KWN, and the Serbian women's NGO Network "Zora." Twenty-one women, four of them from the Serbian women's NGOs Network "Zora," attended the training provided by Jeff Saussier, World Learning Specialist in Monitoring and Evaluation. The training workshop focused on level of effects, since it is one of the biggest problems in M&E. The training workshop contributed towards developing STAR Kosovo partners' skills in developing realistic and concrete targets for their programs, as well as assessing their projects' impact.

Study visit of Albanian and Serbian businesswomen to Macedonia. In February 2004 STAR Network/Kosovo in cooperation with Kosovo Businesswomen's Network organized the first study visit for KBWN members to Macedonia. The purpose of the visit was to establish cooperation between businesswomen in Kosovo and Macedonia, as well as between support services for businesswomen in both places. Ten women, six Albanian women, three Serbian women and a representative of STAR took part in meetings hosted by the Market Com Consultancy (a private for-profit company) and The Macedonian Business Resource Center and Investment Network (MBRC-Ti.Net), a USAID-funded non-profit organization that supports private sector development, export and foreign investment in Macedonia.

Members of Kosova Businesswomen's Network introduced the network and its current activities to their Macedonian colleagues. They talked about problems and obstacles that women in Kosovo encounter in their business endeavors, such as high taxes, lack of collateral (women do not have property in their name), lack of cooperation and support by the government, and the fact that women entrepreneurs are not taken seriously. The Macedonian and Kosovar participants at these meetings proposed to engage in two concrete follow-up activities to this meeting:

1. To organize a joint roundtable or a conference with businesswomen from Kosova and Macedonia to discuss issues of common interest.
2. To organize a regional or international Business to Business (B2B) meeting.

They discussed opportunities for future cooperation and for promoting women's entrepreneurship in Kosovo and Macedonia. To this end they made the following suggestions for KWBN, Market Com Consultancy, MBRC-Ti. and STAR Network:

- Establish a regional network of businesswomen
- Develop joint research that could help improve conditions for women's entrepreneurship
- Develop a joint database on businesses in Kosovo and Macedonia, whereby women from Macedonia could access information on an enterprise in Kosovo and could cooperate with it
- Organize a joint trade fair
- Organize periodic Business to Business (B2B) meetings
- Establish joint trade centers where businesswomen from Kosova and Macedonia could sell their products (e.g., in Tirana)

Study visit of KBWN representatives to Bosnia and Herzegovina. STAR Network/Kosovo, in close cooperation with the STAR Network office in Sarajevo assisted and funded KBWN in organizing a four-day visit to Bosnia and Herzegovina. The host of KBWN was the Bosnia and Herzegovina Women's Economic Network (BHWEN). Six KBWN members participated in this visit.

The goal of this visit was to strengthen the cooperation between KBWN and BHWEN. Members of KBWN from different regions of Kosovo, who took part in this visit, had the opportunity to meet with BHWEN members and partners, and to visit several women-led businesses.

The visit started with a roundtable discussion on the socio-economic position of women in BH and Kosovo. Leading BH activists who work on the economic empowerment of women attended the roundtable. The discussion focused on legislative and regulatory framework for SMEs, banking system, loan opportunities and terms, and NGOs role in women's economic

empowerment. Participants also discussed problems and difficulties that women face in managing businesses, companies, and in the agricultural field.

Of special interest to the businesswomen from Kosova were the visits to businesses managed by women, such as "Hidroinzhinjering," a modern wood processing factory, the farm "Susa Commerce," the income generating program of the women association "Brezanke", "Halilovic" company, "Faveda" company, and "Kana" Textile Company.

Various opportunities for closer cooperation between KBWN and BHWEN were discussed during this visit. As a result, KBWN and BHWEN signed a Memorandum of Understanding the last day of their visit to BH.

Other. STAR staff facilitated and organized the participation of Xheraldina Vula, a prominent woman journalist in Kosova, and member of STAR Network-led Femisfera, and Lutfi Haziri, mayor of Gjilan and Head of Kosova Mayors Association, in the seminar "Women's Entrepreneurship and Social Innovation" organized by OECD on December 9-10, 2003 in Slovenia. This meeting was an important opportunity for representatives from women's groups and the local government to learn and network with SEE programs that support women's entrepreneurship. Unfortunately, due to visa problems, Mr. Haziri had to cancel his participation in this event at the last minute.

KBWN expanded its activities. Due to STAR/Kosovo's funding and assistance, KBWN expanded its activities and strengthened its partnership with interested governmental and nongovernmental institutions. For example, KBWN, in partnership with the Ministry of Trade and Industry, participated in the International Trade Fair in Celje, Slovenia, September 2004. Two KBWN members and representatives presented the handicrafts of Kosovar women at this fair. The activity was funded partly by the Ministry of Trade and Industry and partly by private donors approached by KBWN.

In November 2004 KBWN in partnership with The Albanian American Chamber of Commerce organized a forum in Prishtina with the participation of more than 60 businesswomen. The key note speaker, Maria Laptev, Vice-Chairman of GPC International, "Effective Business and Public Policy Advocacy: Advice from Brussels" and two successful Kosovar women discussed strategies for overcoming obstacles to businesswomen in the public and private sphere.

Some of KBWN planned activities for 2005 include:

- Further developing KBWN Information Dissemination System (web page, newsletter, e-lists) to better inform members about training, networking, and business opportunities of interest to them.
- Organizing bi-monthly KBWN thematic meetings as a forum for exchanging experiences and discussing with experts about issues of interest to businesswomen.
- Strengthening partnerships with other organizations and institutions that work on issues of economic development, including the Economic Chamber, The American Chamber of Commerce, Riinvest, etc.
- Providing further opportunities for KBWN members to participate in trade fairs and other business-related activities in Kosovo and abroad.

2. Capacity building for Municipal Gender Officers, Budget Officers and NGOs to develop and advocate for gender sensitive budgets.

The main purpose of gender budget initiatives worldwide is to examine whether public expenditures are allocated in an equitable way, and hence promote gender equality. Several donors and international agencies have shown interest in engaging in efforts to ensure gender mainstreaming in budget processes in Kosovo, what is known as gender budget programs.

Developing a Gender Budget Program in Kosovo. The STAR Network led the effort to establish a Working Group on Mainstreaming Gender in Budget Processes in Kosovo comprised of the UNMIK Office for Gender Affairs (OGA), UNIFEM, Kosovo Foundation for an Open Society (KFOS) and STAR Network Kosovo. The Gjakova-based businesswomen's NGO "She-Era" was also associated with this project. The Working Group met several times during September – December 2003 and developed a three-step program to engender budgets in Kosova as follows:

- i. Conducting a Gender Assessment of budget processes and decisions in Kosova both at the central and local level.
- ii. Providing training and mentoring to Municipal Gender Officers, Budget Officers, and advocacy women's NGOs on budget gender analysis and gender-sensitive budgets.
- iii. Pilot projects in two municipalities to develop gender-sensitive budgets for 2005.

UNMIK OGA led the effort to conduct a Gender Budget Assessment, which was not yet completed as of the Star Project closing. STAR Network was responsible for the second component of the program.

In December 2003 UNIFEM withdrew from the program requiring STAR Network to re-view its commitment to this joint program and to fundraise from KFOS (7,400 Euro) and the Swiss Cooperation Office (10,000 Euro) in order to implement the capacity building component of the program.

Gender Budget Training for MGOs, MBOs, and NGOs. STAR Network/Kosovo established a partnership and signed a Memorandum of Understanding with the Association of Kosovo Municipalities to co-organize three 3-day training workshops on gender budgets for Municipal Gender Officers (MGO's), Budget Officers (BO's) and selected women's NGOs from 24 municipalities. This partnership was an important step towards gaining institutional support for the program and for ensuring that it will have a long-term impact in the work of the municipal governments. The workshops took place in November 2004.

The training workshops aimed at building the capacity of MGOs, MBOs and selected local NGOs that work on women's economic empowerment to understand how public budgets affect women and men and to acquire skills for developing budgets that provide equal opportunities for both genders and address existing inequalities. This training provided the participants with tools for developing an open, transparent, and gender sensitive budget process with the active participation of women's organizations and other civil society actors.

Each workshop covered 8 municipalities. A total of 67 MBOs, MGOs, and NGO representatives attended the workshops, 41 women and 26 men. One or two representatives from ethnic minority groups attended each workshop for a total of five ethnic minority participants.

The training program was developed and provided by the Albanian National Training and Technical Assistance Resource Center (ANTTARC) with assistance by STAR Network. The training curricula and manual were based on the most advanced literature on gender budget initiatives in the world.

The training comprised six sessions around the following topics: basic concepts on gender budgets, concepts of gender and sex, understanding the budget, budget types and their functions, budget processes in Kosova and decision-making flows, tools for analyze budgets from a gender perspective (BGP), strategies for advocating for gender sensitive budgets.

During the first day of the training, after an introductory session on gender budgets, the trainers worked separately with the participants. They provided key concepts on gender to MBOs and key concepts on public budget processes to MGOs and NGOs. Once the participants reached a similar level of understanding of key concepts on gender and budget processes, the trainers led them through a series of presentations, discussions, and working group sessions on tools and mechanisms for analyzing and changing budgets from a gender perspective. Working groups that named themselves Gender Budget Teams were established in the course of the training. They were comprised of MGOs, MBOs, and NGOs from various municipalities.

Trainers used various examples from all over the world to provide insight on strategies for engendering public budgets. Participants were also provided with information and materials on budget flows and decision-making process at the local and central level in Kosovo. With guidance by the trainers, participants discussed and developed a set of recommendations for developing gender budget initiatives at the local and central government level. At the end of the training, working groups developed a simple action plan with initial steps to take further the knowledge and skills developed at the workshop.

All participants highly praised the training, the trainers, and the training materials that they received. Most of them said that they would like to continue efforts on gender budget initiatives and that such efforts should include also officials at the highest levels of decision-making, such as the Chief Executive, directors of departments, in particular those of the Education, Health, Social Affairs, and Culture Departments, in order to ensure better cooperation among key officials and achieve positive results in engendering budgets. Participants liked the working group sessions the most. They also welcomed the idea to develop a mini-action plan for each team and they thought that this was the best way for making sure that they continue working on this issue after the training.

The following are some of the possible follow-up steps to this training program:

- Monitor the implementation of the mini-Action Plans developed by Gender Budget Teams for each municipality.
- Work further on continuous experience sharing among municipalities on efforts to engender budgets at the local level.
- Organize a training workshop to develop effective team work and networking for future cooperation between MBOs, MGOs, and NGOs on gender budget initiatives.
- Expand the training at higher levels of decision-making at the local and central government level.
- Ensure that MGOs participate in the process of developing and discussing the budget in all levels of municipal government.

The training also revealed that, despite the fact that MGOs have received some basic training on gender, they need a deeper understanding on how gender affects policy-making and on how to mainstream gender at the local government level. There is also a need to revise MGO job descriptions and upgrade their position within the government.

STAR worked intensively with the OSCE HQ and regional offices to ensure that Kosovo Serbian MGOs and MBOs participated at the training and that there was safe transportation for them. They expressed interest and most of them confirmed their participation, but they cancelled at the last minute, as they stated, due to security reasons.

II. WOMEN'S POLITICAL EMPOWERMENT

1. Advocacy campaign to ensure gender-sensitive electoral programs of political parties for the 2004 general elections.

KWN Advocacy campaign to ensure gender-sensitive electoral programs of political parties for the 2004 general elections "Political Parties Work for Women."

Starting October 15, 2003 Kosova Women's Network (KWN), a lead advocacy network established in 2000, engaged in a highly successful Kosovo-wide campaign entitled "Political Parties Work for Women." Under the slogan "Women Propose!" the campaign aimed to ensure that the political parties' electoral programs for the fall 2004 general elections took in consideration women's concerns and perspectives on important issues that affect their lives and that of their community. The campaign was funded by OSCE Kosovo and was technically assisted by STAR Network.

KWN launched the campaign through a press conference that took place in Prishtina on November 4, 2003.

STAR Kosovo staff:

- Assisted the KWN Board in negotiating with the donor on various aspects of the campaign plan and provided guidance and assistance in the process of setting up the campaign's implementation mechanisms, including developing the scope of work for campaign's Working Group, Coordinator, Local Coordinators and Moderators.
- Assisted KWN in hiring the position of the Campaign Coordinator that resulted in hiring an experienced manager in advocacy campaigns at the community level.
- Provided office space and support to the Campaign Coordinator during the first steps of the campaign.
- STAR's Country Coordinator served as the Campaign Steering Committee Moderator and mentored the Campaign Coordinator nearly on a daily basis.
- Assisted KWN in organizing a one-day Orientation Session for Campaign staff (30 Local Coordinators, seven Moderators, seven Working Group Members), including the development of a Campaign Meetings Guidelines.
- With the assistance of Jeff Saussier, World Learning Specialist on Monitoring and Evaluation, STAR Kosovo provided KWN Campaign Coordinator with the tools for a performance-based monitoring and evaluation of the campaign.

The Orientation Session and the Working Group Meetings were two of the mechanisms for ensuring that the campaign was run democratically and benefited from the ideas and the contribution of a large number of KWN members, women politicians, and other women's rights activists. These mechanisms also gave ownership of the campaign to a large number of women, thus making it the success that it was.

Phase 1: Campaign meetings at the municipal level. During November 2003 – March 2004 campaign meetings took place in 29 municipalities all over Kosovo, including: Prishtina, Fushe Kosova, Gillogovc, Lipjan, Podujeve, Vushtri, Mitrovice, Skenderaj, Leposavic, Zubin Potok, Zvecan, Peje, Istog, Kline, Decan, Gjakove, Rahovec, Malishev, Prizren, Dragrash, Suharek, Ferizaj, Kacanik, Shtime, Gjilan, Viti, Gjilan, Kamenice, Shterpce, Malisheve, Viti, Gjakove, Leposavic, Zubin Potok, Prishtine, Istog, Zveqan, Decan, Shterpce, Novoberd. Some of these municipalities are primarily populated by Kosovar Serbs. Women from all walks of life participated in these meetings: women from the NGO sector, the municipal assemblies, local governments, political parties, rural women, highly formally educated women and housewives, teachers, economists, lawyers, journalists, doctors, young and older women. High local officials, such as heads of municipal Assemblies or of the Municipal Government participated or greeted some of the meetings. KWN Board members, KWN Executive Director, and Members of Campaigns Working Group participated at some of the meetings, too. An average of 45 women and men attended each meeting with a total of 1,106 participants for this stage of the campaign.

In some municipalities it was the first time that women from both the NGO sector and women political parties sat together and discussed common concerns. In some municipalities with ethnically mixed populations, such as Prizren, Mitrovica, Fushe Kosove, Ferizaj, and Rahovec, Albanian, Serbian, Bosniak, Roma and Turkish women sat together and discussed shared problems.

Through a carefully planned process, participants at these meetings were invited to identify the main problems and concerns that women and their families face both at the local and Kosova-wide level. Then, through various techniques, participants were asked to choose three priority issues and propose possible policy solutions to those problems. At the end of each meeting, a local Women's Advocacy Group (WAG) was established, comprised of women from NGOs, women politicians, and other women active in the community. These groups took the campaign to the next level, that of meeting with representatives of the local branches of the political parties to present women's ideas and proposals.

Publication of the document "Women Propose!" STAR Network assisted the KWN in preparing the document "Women Propose!" that is comprised of a campaign report, an analysis of the main campaign's findings, and a detailed report on the meeting in each municipality. "Women Propose!" provides useful information on the priority concerns that Kosovar women and girls face and their ideas on how to address some of these problems. The document was used as a very useful tool in advocating with the political parties to incorporate women's ideas in their electoral programs for fall 2004 general elections. The document was published in Albanian, Serbian, and English.

Round table to present KWN campaign's findings. On February 27, 2004 KWN organized a round table in Prishtina to present the findings of the campaign "Political Women Work for Women." More than 60 representatives of local women's NGOs, political parties officials, MPs, international NGOs and donors took part in this roundtable. A panel of Albanian and Serbian

KWN campaign staff presented the campaign, the main concerns that women have identified and next steps for furthering the advocacy efforts to influence political party electoral programs. Copies of "Women Propose!" document in Albanian and Serbian were distributed to all participants. STAR Network assisted KWN Campaign Coordinator in developing the program and the presentations for the roundtable, as well as in presenting some of the program.

Phase 2: Advocating with political parties. The second stage of the KWN campaign "Political Parties Work for Women" started in mid-March 2004 and focused on meetings of Women's Advocacy Groups (WAG) with leaders of local branches on political parties to present women's ideas and proposals in terms of main problems that they face, as well as to advocate with them for incorporating these ideas in the electoral programs for the fall 2004 general elections.

Advocacy Training for Women's Advocacy Groups. In preparation for these meetings, KWN organized four one-day Advocacy Training Workshops for all members of WAGs. The workshops topics included: a common understanding of the advocacy process, how to prepare for meeting with decision-makers, how to negotiate with them and how follow-up on these meetings. The workshops took place between February 6 – 29, 2004 in four locations: Prishtina, Gjakova, Gjilan, Zveqan. They were highly praised by the participants as they provided the targeted mentoring that they needed in preparation for the meetings with leaders of local branches of main political parties.

STAR Network funded two of the training workshops and assisted KWN Campaign Coordinator and the trainer in developing the training program and materials.

Meetings with local branches of political parties. During March – June 2004 WAGs in 20 municipalities met with leaders of local branches of main political parties (LDK, PDK, AAK, PreK, Social Democrats) to discuss the main problems that women and girls face at the local and Kosovo-wide level, as well as to advocate with them for incorporating these ideas in the electoral programs for the fall 2004 general elections. These meetings were also a very good opportunity for women's leaders at the community level to establish relations with the political parties' branches, a missing link so far in efforts to engage political parties in concrete endeavours to achieve gender equality in Kosovo. Generally, the political parties branches welcomed WAGs proposals and committed to working with them in the future for pushing for a more gender-sensitive electoral programs. It remains to be seen if this will translate into concrete steps to make such a pledge happen.

STAR Network funded this stage of the campaign and assisted KWN Campaign Coordinator in developing a template letter that WAGs used to establish contact and make their case with leaders of the local branches of political parties.

Meetings with leaders of main political parties. During June 2004 KWN representatives met with leaders of the main political parties to discuss the key problems that women and girls face at the local and Kosovo-wide level, as well as to advocate with them for incorporating women's ideas and proposals in the electoral programs for fall 2004 general elections. KWN representative met with:

- a. Agim Krasniqi, member of LDK presidency. During the meeting Mr. Krasniqi criticized civil society and some NGOs including women's NGOs that have, according to him, wasted time and energy in requesting an open list electoral system.
- b. Hashim Thaçi president of PDK, Sala Ahmetaj, MP and member of PDK presidency,

as well as member of KWN Campaign Steering Committee, and Nazlie Balaj, president of Democratic Women of Kosovo (PDK women's section). PDK leaders praised KWN campaign's work, especially in towns and rural areas outside. They strongly encouraged KWN to continue such efforts, and said that their party will always be open to such endeavors.

- c. Bujar Bukoshi, president of PReK, Aferdita Lama, member of PReK presidency, as well as two other PReK members. Mr. Bukoshi praised KWN initiative that he had followed through media. He invited KWN to propose women that PReK could field as candidates for the 2004 fall elections.
- d. Mr. Ekrem Arifi, PSDK, which is led by a woman, Mrs. Kaqusha Jashari. He stated that 30% of PSDK presidency is women and that PSDK will continue to promote more women in key decision-making positions.
- e. Ramush Haradinaj, AAK president, Gjylhaze Sylja AAK General Secretary, and Jahja Ljuka, AAK member. Mr. Haradinaj welcomed KWN representatives and appreciated KWN proposals and ideas. He said that AAK is open for any suggestion by women's NGOs and is in favor of having 50 % of the MPs women, as well is engaged in efforts to raise the performance of women MPs.

KWN representatives met also with high official of Kosovo Protection Corp (TMK). General Agim Çeku, KPC Head, and Officer Irfete Spahiu thanked KWN for approaching KPC on such issues. They invited KWN to visit the TMC Academy where TMK officers get trained. TMK high officials said that there are women instructors at this academy. They offered their support for KWN efforts to bring more women into decision-making positions.

STAR Network assisted KWN in developing a proposal for the second stage of the campaign on women's political participation. The campaign was widely reported in local and Kosovo-wide print and electronic media. See Annex B for a graphic representation of the media coverage of STAR and STAR-supported activities.

2. KWN Advocacy Campaign "Women Propose!"

During June – December 2004 Kosova Women's Network (KWN) engaged in a Kosovo-wide campaign entitled "Women Propose!" This was the follow up to the campaign "Political Parties Work for Women" and an important part of KWN's program to increase women's participation in political decision-making. The campaign focused on supporting women candidates and increasing women's participation during the electoral campaign for the general elections that took place in October 23, 2004. The campaign was funded by OSCE and the Swiss Cooperation Office and was technically assisted by STAR Network. The campaign was launched in a press conference in Prishtina on September 21, 2004.

Orientation sessions for campaign staff. The STAR Network assisted KWN in organizing an Orientation Session for KWN Campaign Local Coordinators and Steering Committee. The Orientation Session took place in Prishtina on June 21, 2004. STAR Network co-founder, Lael Stegall, and Lesley Abdela, Senior Partner in Shevolution, a leading UK-based advocacy group, provided information and advice to KWN campaign staff on building up support for and working with women candidates who will be the target of the second stage of KWN campaign on women's political participation entitled "Women Propose!"

Another half-day orientation session for Local Campaign Coordinators took place in Prishtina on

September 21, 2004. Local Coordinators discussed outreach strategies for ensuring the largest possible participation of voters in meetings with women candidates, as well as logistical issues related to the campaign, taking into consideration lessons learned from the first phase of the campaign. STAR assisted KWN Campaign Coordinator in preparing a Meeting Protocol that was distributed to the Local Coordinators.

Campaign preparatios. STAR assisted KWN in:

- Developing a campaign strategy, in particular the approach towards political parties
- Establishing the Campaign Steering Committee
- Organizing and moderating meetings of the Campaign Steering Committee
- Developing the questionnaire for gathering data on women candidates
- Developing materials for the Orientation Session for Campaign Local Coordinators
- Developing campaign calendar of events for the pre-election phase of the campaign
- Developing plans for the post-election phase of the campaign
- Developing the needs assessment questionnaire for the newly-elected women MPs

By mid-September 2004 KWN developed a Campaign calendar for organizing meetings of voters in 30 municipalities with women candidates from main political parties, and established contacts with political parties to ensure their support for the campaign.

Meeting of women candidates with voters. During October 2004 meetings of women candidates with voters took place in 24 municipalities, except for municipalities with predominately Serbian population - Štrpce/ Shtërpce, Zubin Potok, Zvečan / Zveçan, Leposavić/Leposaviq and Noveberdë /Novo Brdo. Because of the boycott of the elections by the Kosovar Serbian parties, campaign meetings were not held in Serbian-mainly areas of Kosovo, although the campaign staff had made the necessary preparations for these meetings, in case the Kosovar Serbian parties would decide at the last minute to participate in the October 23 elections.

Some facts and figures about the campaign include:

- 762 women and men attended meetings with women candidates for an average of 33 participants per meeting.
- 85 women politicians/candidates for upcoming elections presented themselves to the electorate in these meetings.
- The women candidates represented 17 political entities including LDK, AAK, PDEK, PReK, ORA, ADK, Prebk, VAKAT, PLK, PTDK, Prizrensko-Dragaska Inicijativa, PSDK, UNIKOMB, PNDSH, Justice Party, LPK, and KDTP.
- The largest campaign meeting took place in Prizren: 90 participants met with women candidates from 10 political entities, among which a Turkish party, an Ashkali party and two Bosniak parties.
- The meetings were quite often very much welcomed by the leaders of the local governments. The presidents of the Municipal Assemblies of Malishëva/Mališevo, Vushtrri/Vučitrn, Shtimë/Štimlje and Ferizaj/Uroševac greeted the participants at the campaign meetings in their respective municipalities.
- The meetings were widely covered by Kosovo-wide and local media, including RTV21, Koha Ditore, Zeri, KosovaLive, Epoka e Re, TV Mitrovice, TV Liria, TV Festina, TV Vali, TV Dukadjini, TV Syri, Radio Gjakova, Radio Alba, Radio Kosova, Radio Vicianum, and Radio Kamenica.

At campaign meetings participants expressed their concerns and demanded that women candidates engage in efforts to address them. Some of the main concerns included:

- unemployment and lack of employment opportunities, especially for women
- access to education and students (girls) drop out of schools in rural areas.
- youth issues and negative phenomena in society (alcoholism and heavy drug use)
- corruption and nepotism
- low levels of economic development
- the implementation of the Gender Equality Law and achievement of gender equality as such the insufficient level of cooperation between political parties and civil society
- lack of sufficient support for women heads of families
- parallel structures in Serbian-dominated areas
- low pensions
- women's insufficient representation in the highest levels of decision-making
- the problems facing by disabled people in their efforts to integrate in the society
- lack of active involvement of rural women in the society.

Nearly all women candidates that participated in the campaign meetings were thankful to KWN for being given the opportunity to speak publicly and to directly communicate with electorate. For some of them this was the first time to have had such an opportunity.

The campaign meetings revealed two problems:

- Most of the women candidates had fairly good public speaking skills, but need further training and knowledge on how to build and develop relations with the electorate.
- In many cases the candidates' responses were not accurate and specific and did not address directly the voters' concerns.

Post-election phase of the campaign. During November and December 2004 STAR Network supported KWN in developing the post-election phase of the campaign. This started with a needs assessment of the newly-elected women MPs. KWN campaign staff started preparations for individual interviews with the new women MPs to assess their current skills and needs and to identify ways for developing an effective cooperation with them in the future. A needs' assessment report will be compiled based on these interviews and will be made available also to other donors and NGOs that support the work of women politicians. Secondly, KWN staff will develop extensive individual profiles of all women MPs and will post them in KWN web site. This will serve to give more visibility to women's MPs work and achievements, but also to encourage closer and more intensive communication and cooperation between women MPs and women's NGOs. This phase will continue throughout January 2005.

2. The conference "Women's Leadership – Strategies for Promoting Women in Political Decision-making"

The conference. In partnership with Kosovo Women's Lobby and NDI, STAR organized a conference held on June 18-19, 2004 at Prishtina's Grand Hotel. The conference used as a foundation for dialogue the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), UN Beijing Platform for Action, UN Security Council Resolution 1325, the

NDI Global Action Plan "Win with Women: Strengthen Political Parties," and Kosovo National Action Plan for Achieving Gender Equality. Participants included Kosovars political activists, female MPs, leaders of political parties, media professionals, and representatives of donors, as well as international speakers and guests, from the US, UK, Turkey, Serbia, Montenegro, Slovenia, Albania, Croatia, and Bulgaria. The conference targeted political party leaders, high governmental officials, Kosovar women's NGOs, media, and donors that support programs for increasing women's political participation in Kosovo. Around 190 women and men attended the conference:

During the two days of strategy development, participants addressed four main themes: (1) bringing more women into governmental decision-making, (2) win with women – strengthening political parties, (3) the role of NGOs and the media in promoting women's participation in decision-making, and (4) mobilizing citizens and voters in support of women. Each session addressed one theme and included a panel of 4-5 Kosovar and international speakers who presented their experience and ideas, raised questions, and pointed out challenges and possible solutions. Key note speaker at the conference was Jean Carnahan, former senator of Missouri (USA). Other speakers included:

- Igballe Rogova, Kosova Women's Lobby, and Executive Director of Kosova Women's Network
- Yvana Enzler, Head of Swiss Liaison Office in Prishtina
- Edita Tahiri, MP and Chairperson of Transportation and Communication Committee
- Gordana Sobol, MP and Chairperson of Gender Equality Committee, Croatia
- Behar Selimi, Head of Support Services, Kosovo Police Services
- Lesley Abdela, Senior Partner, Shevolution, UK
- Mimoza Kusari, Spokesperson at the Prime Minister's Office
- Ramush Haradinaj, MP and President of AAK
- Petra Blaess, Special Advisor to the Stability Pact for SEE, Germany
- Nazlie Bala, Head of Women's Forum, PDK
- Afërdita Kelmendi, Executive Director, RTV 21
- Stanimira Hadjimitova, Bulgarian Gender Foundation, Bulgaria
- Lule Vuniqui, Program Manager, KFOS
- Vesna Kesic, Founder, B.a.B.e, Croatia
- Fezal Gulfidan, KADER, Turkey
- Lael Stegall, US, President, Social Change International
- Vjosa Dobruna, Chairperson of RTK Board, leading women's rights activist
- Flora Macula, National Program Manager, UNIFEM
- Smiljka Milisavjević, MP, Return Coalition
- Bernard Zeneli, Head of Political Science Department, Prishtina University

Closing remarks were delivered by Dale Pfeifer, the former Head of the USAID Mission in Kosovo, and Kaqusha Jashari, Kosova Women's Lobby.

The panel sessions were followed by Working Group sessions where participants discussed in more detail the issues addressed at the conference and drafted recommendations on strategies for empowering women in political decision-making in Kosovo. The following are some of the recommendations proposed by the Working Groups:

- Introduce mechanisms in local and central government to implement the Gender Equality Law.

- Seek funding to provide early financial support to women candidates, possibly on the model of Emily's List.
- Integrate the gender perspective into party platforms with the justification of the Committee on the Elimination of all Forms of Discrimination against Women (CEDAW) and UN Resolution 1325.
- Establish mentoring programs to involve younger women in politics.
- Monitor the implementation of political party regulations that promote gender equality.
- Pressure political parties to be more involved with their constituencies, as they develop political agendas, form policy proposals, and push for those proposals in government.
- Develop a broad network of women voters with clear policy goals that address their actual needs.
- Present political party leadership with a list of policy goals as cogent solutions to problems, and demonstrate the power of the women's voting network to elect into office party candidates supporting their recommendations.
- Train women candidates and politicians how to use media effectively and communicate convincingly with voters and in government.
- Lobby for greater democratization of political parties, along with transparent candidate selection processes and empowerment of women's organizations within parties.
- Monitor media channels to gauge whether this training actually results in more women's political participation.
- Promote women candidates by showing how their policy proposals address voters' needs and priorities.
- Create checklist for political parties and candidates to see women's particular concerns and better address them.
- Create a database of women who seek greater political involvement so they can identify shared interests and develop policy proposals to present to political parties.
- Conduct a survey in different regions to gauge women's voting priorities and identify emerging voting patterns.
- Base advocacy campaigns on strong research, survey results, and clear arguments.
- Build strong alliances with other civil society organizations, not only women's associations, to promote voter mobilization.

The conference succeeded in strengthening ties between Kosovar women's NGOs and politicians with their counterparts in Southeastern European countries and the world. It also gave public visibility to the efforts of Kosova Women's Lobby to push for equal and active participation of women in the highest levels of governmental decision-making.

STAR Network leveraged additional funding for this project. Swiss Cooperation Office allocated 10,000 Euros to the conference and Fridrih Ebert Stiftung allocated 5,000 Euros for this project.

Developing the Platform for Action to Empower Women in Political Decision-Making. Between June 19 and July 13, 2004, a Working Group comprised of women politicians and representatives of women's NGOs drafted the Platform for Action to Empower Women in Political Decision-Making. The draft Platform for Action was presented for discussion and approval at a Round Table held on July 13, 2004 co-organized by STAR/Kosovo and the Kosovar

Gender Training and Research Center and funded by CDF, a Swiss organization. More than 70 women MPs, representatives of women's NGOs, and of international organizations and agencies that work on gender issues, participated at this roundtable. The participants divided in Working Groups around the four main themes of the conference worked to finalize the Platform for Action that was discussed and approved in a final session.

The Platform for Action to Empower Women in Political Decision-Making reflects the main concerns for women's participation in political decision-making in Kosovo, builds upon the successes and lessons learned in this field in Kosovo and in the world, and proposes a set of mid-term and long-term strategies and actions that would largely contribute to ensure a sustainable and constant increase of women's active and effective participation in all levels of political decision-making in Kosovo.

The publication "Strategies for Empowering Women in Political Decision-Making." STAR/Kosovo with co-funding and assistance by UNIFEM and FES prepared the publication of the materials of the conference "Women's Leadership – Strategies for Empowering Women in Political Decision-making" that was held in June 2004. The publication includes:

- Conference agenda
- Conference Report
- Conference Speeches
- Platform for Action on Empowering Women in Political Decision-Making
- Appendix 1: Women's status in Kosovo
- Appendix 2: Key institutional mechanisms on gender equality in Kosovo
- Appendix 3: Key women's networks in Kosovo
- Appendix 4: Speakers bios
- Appendix 5: Conference pictures

This publication documents the workings of the conference and the current efforts, achievements, and concerns for the participation of Kosovar women in political decision-making. But, primarily, the publication will serve as an advocacy tool for Kosovo Women's Lobby, women's NGOs, women's forums in political parties, and the governmental mechanism on gender equality to help them engage in far-sighted and sustainable efforts for ensuring women's full, active, and effective participation in all levels of political decision-making in Kosovo.

The publication was published in 500 copies in one multilingual edition including English, Albanian, and Serbian, and was launched at a public event held on December 14, 2004. The event to launch the publication of the conference proceedings was an opportunity to make visible the work that KWL had done so far. More than 50 women MPs, representatives of women's NGOs, representatives of governmental mechanisms for gender equality, and of international agencies and organizations attended the event. The Prime Minister of Kosovo, Ramush Hajradinaj, also participated at this ceremony. The event was covered by the three Kosovo-wide TV stations, RTK, RTV21 and KTV.

The publication was distributed widely to Kosovar and international institutions and agencies that work towards achieving gender equality in Kosovo, including Municipal Gender Officers, to political parties and women's forums in political parties in Kosovo, to international and local women's NGOs, to the media, and to donors that fund gender-focused programs in Kosovo.

3. Advocacy efforts to ensure gender-sensitive laws and participation of women's NGOs in the law-making process

Discussion of the draft Gender Equality Law. During summer 2003 the Parliamentary Commission on Gender Equality prepared a draft Gender Equality Law and distributed it for comments and suggestions to a wide range of institutions and individuals. On September 17, 2003, STAR Network in partnership with the Kosovo Women's Network organized a discussion of this draft law with the participation of women's NGOs representatives from various regions of Kosovo, women MPs, and women journalists. The meeting took place in Prishtina. STAR also provided expert opinion on the draft law with assistance by Interight, a UK-based organization that works on equality legal issues, and the Legal Aid Studio for Women, Albania. Participants discussed and agreed upon a set of recommendations that would make the law more effective in terms of implementation. They also agreed to send three representatives of KWN to the public hearings of the draft law that will be organized by the Parliamentary Commission on Gender Equality after the first reading of the law in the Parliament. STAR Network assisted KWN in drafting a letter with recommendations on the draft law that was sent to the Parliamentary Commission on Gender Equality. STAR Kosovo, through close contact with members of the Parliamentary Commission on Gender Equality, followed the process of reviewing and approving this draft law, in order to spot advocacy opportunities for women's NGOs around this law and support their engagement in such efforts.

Public hearing on the draft Gender Equality Law. In November 2003 the Parliamentary Gender Equality Committee organized a public hearing on the draft Gender Equality Law with the participation of Kosovar and international governmental and nongovernmental institutions that work on gender or/and equality issues in Kosovo. A group of three KWN representatives participated at this meeting and presented KWN position and comments on the draft law. The STAR Network assisted KWN representatives to prepare for the meeting and during the public hearing. STAR's Country Coordinator also contributed to the discussion at the public hearing. KWN's presentation was very well received by the members of the Gender Equality Committee and the head of the Committee, Ms. Melihate Termkolli, acknowledged that most of KWN proposals were incorporated in the second draft of the law was to be presented to the Parliament for approval in February 2004. KWN's successful contribution to the discussion on the Gender Equality Law was an important step in consolidating KWN's capacity and profile as a lead advocacy network on issues of gender equality.

The establishment of Kosova Women's Lobby. STAR Kosovo has always supported exchange and cooperation among women's NGOs and women in political parties or/and MPs. During the reporting period, due to efforts by both sides, relationships among women's NGOs leaders and women politicians improved significantly. This led to several initiatives, the most important one being the establishment of Kosovo Women's Lobby (KWL), a loose network of women leaders in politics, NGO sector, private sector and the media, facilitated by UNIFEM. KWL defines itself as a group of women leaders in politics, civil society and economic sphere that engage in and support constructive critical thinking, as well as strategic and progressive actions on important issues of political, social and economic development in Kosovo, in particular on those of interest to women. Bringing to the same table women leaders from the political, private, and civil society sectors has been a major breakthrough for the women's movement in Kosova.

STAR staff participated in the founding meeting of KWL and provided assistance in facilitating communication among KWL working groups. At the same time, STAR Kosovo contributed

significantly to the discussions on KWL mission and its governing procedures.

In October 2003 KWL issued a declaration on the negotiation process among Prishtina, Belgrade, and the international community. In November 2003 KWL presented its mission and goals in a press conference largely covered by the electronic and print media. At this press conference the Lobby presented its position regarding the new electoral law in Kosovo, proposing an open list system combined with quotas for women. KWL supported a mixed system that combines open lists and some quota to ensure women's representation. This is the same system that Reforma 2004, a wide coalition of local NGOs, advocated for and became the basis for a Kosovo-wide Electoral Law Reform Campaign.

Kosovo Women's Lobby Networking and Strategic Planning Workshop. From February 13-15, 2004 STAR Network and UNIFEM organized in Ohrid, Macedonia, a Networking and Strategic Planning Workshop for KWL. This workshop provided an opportunity to strengthen the recently established relations between KWL members and to start thinking about the long-term implications and goals of such an effort. More specifically, the objectives of this workshop were:

- To strengthen the cooperation between women leaders from the political parties, civil society, media and the private sector.
- To start the strategic planning process for Kosova Women's Lobby.

Eighteen KWL members attended the workshop. They engaged in a SWOT analysis of KWL, as well as in discussions about potential avenues for cooperation and mutual support among women leaders from the NGO sector, political sphere, media and the private sector. Participants discussed also about KWL enlargement and decided on criteria for new members. The workshop was highly praised by the participants and they asked for such workshop to be first on a series of strategic planning workshops for KWL. The workshop was funded by Swiss Cooperation Office and Kosovo Foundation for an Open Society (KFOS).

STAR Network in partnership with UNIFEM developed the program for this workshop, leveraged funds for it, and moderated the workshop. STAR Network was solely responsible for organizing the logistical aspect of the workshop, producing workshop report and providing narrative and financial reports to the donors.

Continued support for Kosovo Women's Lobby. Because of the tensions that arose among some of KWL members before the October 23 elections, the Lobby had not met for three months. With support by STAR Network and UNIFEM, Lobby members met again on November 25, 2004, in what turned to be a very successful meeting. KWL members re-affirmed KWL mission and their commitment towards fulfilling that mission. They discussed and agreed upon a number of issues:

- KWL issued a public statement demanding that at least 30% women be appointed to ministerial, vice-ministerial and general secretary positions in the new government.
- KWL appointed three representatives to meet with the advisors of the Special Representative of the Secretary General in Kosovo in a meeting that will be the first of a series of regular meetings between KWL and SRSG-s advisors. The agreement with SRSG office on these meetings was arranged by KWN Executive Director and Lobby member Igballe Rogova.
- KWL decided to hold a second Strategic Planning Workshop in January 2005 to discuss issues of internal organization, programs for 2005 and KWL expansion.

STAR support for KWL during reporting period included:

- Convening a small group of KWL members to organize the November 25 meeting,
- Assisting the group in developing the agenda and the invitation for the meeting,
- Preparing KWL meeting notes and distributing them to KWL members,
- Assisting KWL in drafting the public statement to demand that more women be appointed in key positions in the new government,
- Assisting KWL to develop a proposal for an Institutional Capacity Building Program for 2005 that was submitted to UNIFEM.

The Campaign for the Electoral Law Reform in Kosovo. General elections in Kosovo were held on October 23, 2004. For the last year OSCE spearheaded an Electoral Law Group (ELG) that discussed various options of electoral systems that could be adopted in Kosovo. The current system is based on closed lists and provides for a 30% quota for women and reserved seats for ethnic minorities. The Coalition for Electoral Law Reform that included more than 400 NGOs, members of Reforma 2004, KACI Network, Kosovo Women's Network and Kosovo Women's Lobby engaged in a Kosovo-wide campaign to advocate for a new electoral system that combines principles of open lists, geographical representation through multiple electoral districts, and balanced gender representation. KWL and KWN were the driving force of this campaign.

This two-month intensive advocacy campaign included:

- Letter writing to UN Secretary General, Kofi Annan, to SRSG, Hari Holkeri, and his advisors, to the heads of Diplomatic Missions of Quint states (US, UK, France, Italy, and Germany) in Kosovo, to Foreign Ministers of Quint, to the Head of OSCE Parliamentary Assembly, to EU representative in Prishtina and other key decision-makers;
- Meetings of the representatives of the Coalition for Electoral Law Reform with heads of heads of Diplomatic Missions of Quint states in Kosovo;
- A media campaign with press conferences, TV spots, TV debates, and TV programs on the electoral law reform;
- A public education campaign with posters and leaflets to engage citizens support for the electoral system promoted by the Coalition for Electoral Law Reform in Kosovo;
- Peaceful manifestations in Prishtina and five other regions in support of the electoral system promoted by the Coalition of Electoral Law Reform in Kosovo.

Representatives of the Coalition and of other Kosovar NGOs raised this issue also in a meeting in Prishtina with the Jean-Marie Guehenno, Under-Secretary-General, United Nations Department of Peacekeeping Operations.

Although the campaign generated large support by citizens all over Kosovo and unofficially all heads of the Diplomatic Missions of Quint states in Kosovo supported the position of the Coalition for Electoral Law Reform in Kosovo, the campaign ran against a persistent unresponsiveness by UNMIK leading structures, including the SRSG's office. The only official response that the Coalition got was from the D. Kathleen Stephens, US Deputy Assistant Secretary of State, Bureau of European and Eurasian Affairs.

The campaign was largely covered by the electronic and print media and the contribution of this campaign in bringing the issue of the electoral law reform to the forefront of political discussions in Kosovo was recognized by various local and international organizations.

As part of its commitment to support Kosova Women's Lobby and Kosova Women's Network, STAR Network assisted intensively the Coalition for Electoral Law Reform in:

- Organizing meetings of Campaign Working Group
- Running the meetings of Campaign Working Group
- Ensuring information exchange between meetings
- Writing and sending letters to international decision-makers in Kosovo and abroad
- Organizing campaign's public and media events
- Fundraising for campaign activities.

Campaign to Introduce an Anti-Sexual Harassment Policy at Prishtina University. STAR/Kosovo, in partnership with the Gender Studies Centre, engaged in advocacy efforts to pass an Anti-Sexual Harassment Policy at Prishtina University. Sexual harassment is a major concern for students and some professors at Prishtina University. A number of newspaper articles have addressed the issue and a professor from the Law Faculty was expelled from his job in Spring 2004 on sexual harassment charges. Despite this, very little is done to provide an institutional solution to this concern and raise awareness among students and professors about ways to combat sexual harassment. STAR/Kosovo supported a group of female students that took the initiative to develop the advocacy campaign to ensure an institutional approach to the anti-sexual harassment efforts at Prishtina University.

Taking into consideration that there is a perception among students and the public at large that sexual harassment at Prishtina University is rampant and that there is a need for urgent and decisive steps to be taken to eliminate this negative phenomenon, the campaign will take the following two-fold approach:

- Organize an Advocacy Campaign to advocate for an Anti-Sexual Harassment Policy to be adopted by PU, in line with similar policies implemented by many universities all over the world;
- Conduct an Anti-Sexual Harassment Public Education Campaign to educate male and female students about what constitutes sexual harassment, how sexual harassment infringes upon individual human rights, and how the policy could be implemented. The Public Education Campaign will be developed before the advocacy efforts to push for a Sexual Harassment Policy at PU, as well as after the Policy is adopted. This second phase of the Public Education Campaign will focus on Policy implementation and will also serve to encourage female and male students' activism around women's and human rights issues.

During the reporting period, the following activities were completed:

- An 11-member Campaign Steering Committee was constituted, comprised of students and professors of Prishtina University, leading women's rights activists, and leaders of programs that focus on youth and gender;
- Contacts were established with a number of students and professors of various faculties at Prishtina University to discuss the idea of the campaign and get their feedback;
- Examples of Anti-Sexual Harassment Policies from universities and colleges were researched;
- A proposal for the campaign was submitted to and got funded by the Kosovo Open Society Foundation;
- Meetings with students at the Faculty of Philology, Faculty of Arts, Faculty of Physical Education, and Faculty of Medicine to introduce and discuss campaign goals and

strategies;

- A meeting of student coordinators for this campaign in several faculties to discuss common strategies for ensuring larger participation of students in this campaign;
- Three radio programs in Radio Kosova and Urban FM where campaign organizers presented their views on sexual harassment at Prishtina University, as well as campaign's goals and strategies.

STAR/Kosovo initiated the effort, provided technical assistance to the group that led the campaign, and assigned one staff (Eli Gashi, Program Officer) who is also a Prishtina University student, to dedicate all needed time and energy to this project. The campaign will continue in 2005 with the support of Gender Studies Center.

III. SUPPORTING WOMEN'S LEADERSHIP AND STRATEGIC ALLIANCES

1. Increasing the institutional capacity of the lead advocacy women's NGOs network in Kosovo

Kosovo Women's Network (KWN) is the lead advocacy group on gender issues in Kosovo that built up its membership and capacity through a locally-driven process over the last four years. STAR Kosovo provided technical assistance to the capacity building efforts of KWN as described below. STAR Network developed and signed a Memorandum of Understanding with KWN that spells out all mutual responsibilities and expectations.

Registration. STAR staff assisted KWN to register with the respective NGO Registration Office. The Network was registered as a nonprofit organization on November 15, 2003.

Setting up KWN office. During December 2003 STAR Network assisted KWN in establishing its office, hiring the staff and developing office procedures and reporting systems. During the reporting period STAR Network mentored both KWN Program Manager and KWN Financial Officer on all aspects of their work.

Annual Membership Meetings. Aiming at establishing a process of accountability and transparency, as well as developing democratic procedures for decision-making within KWN, the Network organized its first Annual Membership Meeting in December 2003 and the second one in December 2004. Both meetings took place in Prishtina. More than 85 KWN members and partners attended each meeting. Both KWN Board and staff were engaged in presenting or moderating various segments of the meeting.

STAR staff assisted KWN in developing Board election procedures, program for the meeting, in preparing the Annual Program Report to be presented at the meeting, and with logistical matters.

The first Annual Membership Meetings elected a seven-member Board comprised of Naxhije Buçinca, coordinator of the Education Veterans Group, Vjosa Dobruna, well known women's rights activist and RTK Board Chair, Delina Fico, STAR Network Country Coordinator, Flora Macula, National Program Manager of UNIFEM, Luljeta Vuniqi, KFOS Women's Program, Argentina Grazhdani, USAID, and Marta Prekpalaj, Coordinator of the association "Motrat Qiriazit". The second Annual Membership Meeting elected three new Board members: Belgjyza Muharremi, Director of the women's association "Open Door" and Behar Selimi, gender trainer

and Head of Support Services for Kosovo Police Force. Argjentina Grazhdani and Flora Macula left the Board because of potential conflict of interest as they work with KWN donor organizations.

The second Annual Membership meeting discussed and agreed upon KWN program activities for 2005. This included:

- An awareness raising campaign among military forces in Kosova on the trafficking of women and girls based on the movie, "Lilja Forever," in partnership with and funded by UNMIK Office for Gender Affairs.
- An awareness raising campaign on women's rights for young mothers by supporting breastfeeding support groups in partnership with and funded by UNICEF.
- A research on women's status as part of the activities for achieving the Millennium Development Goals (MDG) program in partnership with the UN agencies in Kosova working on MDG.
- An awareness raising campaign on existing gender mechanisms in Kosova (National Action Plan, Gender Law, Family Law, Antidiscrimination Law) funded by UNIFEM and other possible donor.
- Continued contribution to Kosova Women's Lobby initiatives and activities.
- A program to support and cooperate with women politicians in preparation for the 2006 local elections in the framework of decentralization.
- A legal literacy campaign for public officials on the implementation of the National Action Plan for Achieving Gender Equality in partnership with OSA and funded by UNIFEM.
- Continued technical assistance and support to ethnic minority women's NGOs in Kosova.
- An analysis of the implementation of the UN Security Council Resolution 1325 in Kosova in partnership with and funded by UNIFEM.
- A pilot project on the development of Kosova Women's Fund with technical assistance and funding by UNIFEM and the Gender Studies Center.
- Participation in the Beijing+10 processes.

Both Annual Membership Meetings were covered extensively by RTV21 and the daily newspapers.

KWN membership continued to increase during one year of STAR Network support from 40 to 70 NGO members between December 2003 and December 2004.

Board development. The KWN board met every two months. The Board approved job descriptions for KWN staff, discussed and approved KWN three-year Strategic Plan, as well as KWN Manual of Policies and Procedures that includes a Conflict of Interest Policy.

Training in Monitoring and Evaluation. KWN members benefited from the training workshop on Monitoring and Evaluation organized by STAR Network in partnership with the USAID-funded Advocacy Training and Resource Center (ATRC/KNAP) in December 2003.

KWN Newsletter. KWN developed and published three issues of Quarterly Newsletter. STAR Network assisted KWN in preparing the quarterly KWN Newsletter. The newsletter targets both KWN members and its partner and donors. It is distributed via e-mail and in hard copy to more than 250 institutions and individuals in Kosova and abroad.

KWN Policy Manual. STAR Network/Kosovo assisted KWN in drafting KWN Policy Manual that covers several key governance topics, such as Employees Rights and Responsibilities, Conflict of Interest Policy, and Code of Conduct. The Policy Manual was approved by the Board.

Strategic Planning Workshop. A KWN Strategic Plan was developed through a yearlong participatory process that included KWN Board, staff, members, partner organizations, and donors. STAR/Kosovo advised and assisted KWN throughout the process. STAR Network also assisted KWN Board and staff in developing the program and materials for KWN Strategic Planning Workshop. As a result of this process KWN has:

- A strategic plan for 2004 – 2007
- A detailed plan of action for 2004 and 2005
- A detailed fund raising plan for 2004 and 2005

The first Strategic Planning Workshop took place in Gjakova on April 9-10, 2004 and was the second step in a yearlong strategic planning process for KWN. At the end of the Strategic Planning Workshop participants agreed that the following five strategic objectives will lead KWN's work in the next three years:

- Increasing the level of awareness of women and men of women's rights and the possibilities for achieving gender equality in Kosovo
- Increasing women's equal and effective participation in all levels of political decision-making
- Increasing the effectiveness of the legislation, as well as of government programs and policies for achieving gender equality in Kosovo
- Increasing and recognizing women's contribution in achieving peace and stability in Kosovo and the region
- Empowering women's movement in Kosovo and increasing its role in the region and the world.

KWN Strategic Plan for 2005-2008 was finalized in one-day workshop that took place on September 24, 2004. This final workshop focused on:

- Reviewing and finalizing context analysis and strategic objectives for 2005-2008
- Finalizing the Work Plan for 2005
- Developing a fund raising strategy for 2005-2008.

The Strategic Plan was approved by the KWN board.

Proposed KWN study visit to the US. STAR submitted a proposal to the USAID-funded Participant Training Program for a study visit to the US of a group of 10 member NGOs from various ethnic backgrounds. The objectives for this visit are:

- KWN learns from successful progressive women's advocacy organizations and groups in the US in terms of long-term and creative strategies for effective advocacy efforts.
- KWN learns both from US women's nonprofit organizations and women politicians on successful strategies for forging effective and long-term alliances between women politicians and women from the civil society to benefit the efforts for achieving gender equality.
- KWN networks with successful US women's advocacy organizations and women

politicians.

The program was approved by USAID and STAR Network assisted KWN in identifying the participants for this study visit that is planned to take place at the beginning of May 2005.

KWN programs and activities expanded. Partly due also to STAR Network/Kosovo technical and financial assistance KWN's programs and activities continued to expand during the reporting period. The following are some of the activities accomplished by KWN during the reporting period.

KWN Coordination meeting. KWN held six regular bimonthly network meetings in Prishtina. Between 50 to 80 KWN members and partners participated in each of the meetings and exchanged information and experiences on various KWN and member organizations' current and future activities. In between meetings KWN provided information via an e-mail list to its members. This included information on conferences and events on gender issues, as well as on training, funding, and networking opportunities both in Kosovo and abroad. The KWN website was also updated.

Public education campaign against trafficking on human beings. KWN ran a Kosovo-wide campaign to educate the public about the dreadful realities of women that are trafficked for prostitution. The campaign's core education tool is the screening of the documentary "Lilia Forever." The campaign was funded and assisted by the Swedish International Development Agency. KWN received a grant of € 7,140 from SIDA for this campaign.

KWN assisted victims of the March 17, 2004 unrest. KWN organized a fund-raising campaign for victims of March 17, 2004 unrest. The funds collected over a month went to the family of a Serbian women's rights activist, whose house was burned during the riots, and the family of two Albanian children that drowned in the river near a Serbian village in Northern Kosovo.

Conference on Gender Equality Mechanisms in Kosovo. KWN was one of the co-organizers of this conference that took place in Prishtina on September 17-18, 2004. The conference was a joint initiative by the Office of the Prime Minister, Advisory Office on Good Governance, Human Rights, Equal Opportunities and Gender (AOGG), Kosovo Women's Network (KWN), OSCE - Department of Democratization, UNIFEM, and UNMIK - Office of Gender Affairs (OGA). The conference was organized in the context of the newly promulgated Law on Gender Equality and provided a forum for advocates and experts involved in the effort to advance gender equality in Kosovo at both the central and local level, to jointly review the existing gender equality mechanisms in Kosovo, and to discuss changes or actions needed to further institutionalize or strengthen these mechanisms.

Educating women about their human rights through women-to-women support groups for breastfeeding mothers. KWN, in cooperation with UNICEF, the Kosovo Baby-Friendly Hospital Initiative (BFHI) working group and local NGOs, developed a project that aims to raise awareness of mothers about their rights and also to support, protect and promote breastfeeding at the community level. The project will support an estimated 4000 mothers of various ethnicities.

Women NGOs met with US Civil Rights Activists. On September 22nd, 2004, KWN member NGOs met with two civil rights activists from US, as well as the new USOP Information Officer. They discussed strategies for empowering women's role in ensuring peace and security in

Kosovo, as well as other issues related to the UN Resolution 1325 on women in peace and conflict.

Go to Vote! Campaign. KWN, in close cooperation with the Advocacy Training and Resource Center (ATRC) and the National Democratic Institute for International Affairs, organized a Kosovo-wide Get Out the Vote (GOTV) campaign to encourage voter participation in the upcoming elections on October 23, 2004. Experts estimated a low voter turnout in the 2004 elections. The GOTV campaign aimed to increase voter morale and improve citizen knowledge on the importance of voting in the coming election through pamphlets, posters, e-announcements, and canvassing. The campaign's partners recruited and provided training to more than 2500 volunteers that canvassed approximately 250,000 houses across Kosovo. KWN was in particular responsible for actively involving local media in the campaign to reach an even wider audience.

Experience exchange with Bosnian women. At the end of November 2004, a delegation from Bosnia came to Prishtina to conduct meetings with KWN and its members. The main goal of this visit was to exchange experiences and discuss strategies for further involvement of women in peace-building efforts in SEE region. KWN started such networking a long time ago when Kosovar women's organizations visited these women's organizations in their countries.

Public education campaign of gender equality mechanism in Kosovo. In November 29, 2004, KWN premiered a show that is the core activity for a campaign to educate women and the public at large about the opportunities or redressing violations of women's rights and discrimination against women in Kosovo. The campaign started in Prishtina and the show was broadcast by RTV 21. In 2005 the campaign will reach each municipality in Kosovo.

Kosovo Women's Fund. On June 21, 2004, KWN organized the first brainstorming session to discuss the idea and potential resources for establishing the Kosovo Women's Fund, as a funding and support mechanism for grassroots activism for advancing gender equality. Participants at this session included: KWN Board members, representatives of international and local donors, and experts in NGO development. Some issues addressed at the meeting included: What should the fund do? Where should the funds come from? What kind of expertise is necessary to set up the fund? What is other countries' experience in this field? The participants at the meeting agreed to establish three task forces that will be responsible for: 1) Fundraising; 2) Organizational matters (administrative functions, legal issues); and 3) Deciding on Programmatic Priorities. Each task force will be composed of a few experts as well as a couple of energetic youth and will work on a volunteer basis. STAR Network assisted KWN in developing the agenda for this brainstorming session, identifying potential participants, and provided expertise and advice through Lael Stegall, co-founder of the STAR Network.

STAR Network submitted a proposal to the USAID-funded Participant Training Program for a study visit for the KWN Executive Director and the Program Manager that will work specifically on the establishment of Kosovo Women's Fund. The aim of this visit is for KWN team to learn about the practical aspects of establishing a community-based foundation. The program was approved by USAID and is planned to take place in May 2005.

Fundraising for KWN. STAR Network mentored KWN in developing a full-fledged proposal and a realistic budget for KWN Institutional Capacity Building. STAR Network committed 12,000 USD to this program and encouraged KWN to raise fund from other donors. As a result, Kosovo Foundation for Civil Society awarded KWN a grant of 8,760 Euros for this program.

KLIP of the Canadian International Development Agency awarded KWN a grant of 19,700 Euros.

During August - September 2004 STAR assisted KWN in developing the Terms of Reference and in identifying a Kosovo-based fund raising consultant, who worked with KWN to develop proposals for KWN programs and provided on-the-job training for the KWN Program Manager. STAR provided advice and information to KWN staff and to the fund raising consultant on potential projects and donors that would fund them. STAR also awarded a small grant to KWN from its private funds to cover the costs of hiring this consultant. Kosovo Open Society Foundation committed matching funds for this effort. The following proposals were developed with assistance by STAR:

- Pilot project for developing a Kosovo Women's Fund, submitted for co-funding to the UNIFEM and Kosovo Open Society Foundation. UNIFEM has already approved its part of the grant.
- The Institutional Capacity Building Program for 2005, submitted for co-funding to Kvinna till Kvinna and CDF. KiK already awarded the grant to KWN for this project.
- Public Education Campaign "Know Your Gender Rights" submitted to Kosovo Open Society Foundation. KFOS already awarded the grant to KWN for this project.
- "Open List" campaign that was funded by the Foundation for Democratic Initiatives/KNAP.
- "Women Propose" campaign that was funded by OSCE and the Swiss Corporation Office.

KWN got nearly € 108,840 from other donors, such as the Foundation for Democratic Initiatives, the Swedish International Development Agency, OSCE, UNIFEM, UNICEF, and KiK, for the implementation of various programs described above.

2. Strengthening partnership between the Kosova Women's Network (KWN) and the Network of Serbian Women's NGOs of Kosova "Zora"

"Zora" and KWN had a history of mutual support and planned their relationship through a program of by-monthly workshops focused on issues of common interest. STAR Network provided advice and mentoring to "Zora" and KWN in developing an effective and realistic plan for a series of exchanges among the members of both networks over a period of 12 months. A program proposal was developed and STAR developed a Memorandum of Understanding with both Networks. STAR Network engaged other partners, such as the Swedish Kvinna till Kvinna and the Autonomous Women's Center Against Sexual Violence in Belgrade, in supporting and providing assistance to this program.

The first two-day workshop took place in Prishtina, on February 20th and 21st 2004. STAR Network funded and helped organize a joint workshop of the Serbian women's NGO "Zora" and KWN. Six members of Serbian women's NGOs and 10 members of Albanian women's NGOs from various parts of Kosovo attended the training that was held in the USAID-funded Advocacy Training and Resource Center by Gjylieta Mushkolaj, the Executive Director of Kosovar Institute for NGO Law. Participants learned and discussed issues of NGO registration, Board of Directors' responsibilities, legal distinctions between associations and foundations, requirements for NGO public benefit status, preparation of the report on activities and achievements, and financial statements. On the second day, Ms. Marcy Ries, the former Head of US Office in Prishtina, visited the workshop and met with participants.

During March 16-18, 2004 a series of riots and unrest occurred in various towns of Kosovo, following the killing of a Serbian youth in unclear circumstances and the drowning of three Albanian children near a Serbian village. The largest part of Kosovar civil society condemned the violence that claimed human lives and caused damage of private, cultural, and religious buildings.

Therefore, with approval by USAID, after March 17, 2004, events STAR Network redirected its efforts towards strengthening the institutional capacity of Kosovar Serbian women's NGOs, so that they better understand the role of NGOs versus political structures, and gain better access to resources for their programs. STAR Network explored possible ways to tailor this assistance to the current and long-term needs of Kosovar Serbian women's NGOs for institutional development. STAR/Kosovo was advised by Kosovar Serbian women MPs and leaders of Kosovar Serbian women's NGOs against organizing a training workshop for Serbian women's NGOs before the elections, as the political situation was tense while the Serbian population was deciding whether to participate in the upcoming elections or not.

D. PROBLEMS ENCOUNTERED AND SOLUTIONS

Kosova Business Women Network. Since the first meeting of KBWN Board, STAR Network identified problems among KBWN Board and staff due to misconception of the KBWN Senior Advisor about her role in the organization, the role of Board members, and KBWN relations with donors. STAR Network Country Coordinator work closely with and advised both KBWN Board and staff on their respective roles within the organization and the information flow between them and with the donors.

During September 2003 – January 2004 STAR Network of World Learning encountered problems with ensuring full commitment by KBWN Executive Director to her job. After a series of discussions and correspondence with KBWN Board and management, these problems were solved. KBWN hired a full-time Program Manager to ensure successful implementation of KBWN programs and the previous Executive Director moved to the part-time position of Senior Advisor to the network. This allowed her to contribute to KBWN programs with the best she has to give: very good networking skills and good relations with donors.

In December 10, 2004 KBWN elected two new KBWN Board members with experience in NGO management (Nazife Jonuzi and Hamide Latifi) and this will hopefully create a new dynamic in the work of KBWN Board.

Gender Budget Program. After three months of discussions among partners for the Gender Budgeting Program (STAR Network, UNIFEM, UNMIK Office of Gender Affairs, and KFOS), UNIFEM declared that, due to funding changes by UNIFEM headquarters, they would not be able to fund any of the program components in the following six months, although they stay committed to the program and will continue to provide technical assistance on an as needed basis. In response to this unforeseen change in co-funding for the program, STAR Network proposed to the partners to scale down the program, without changing its framework. STAR Network also discussed with KFOS to ensure that they matched STAR Network funding for the Capacity Building component of the program.

STAR Network, as one of the implementing partners of the Gender Budget Program was not satisfied with the quality of the Gender Assessment of Budget Processes submitted by the local consultant that UNMIK Office for Gender Affairs hired for this task. All partners were looking at

ways to improve the report in its final stages.

Conference “Women’s Leadership – Strategies for Empowering Women in Political Decision-making”. STAR Network postponed the conference on women’s political participation – that was originally planned for April 2004 while waiting to hear if Honorable Madeleine Albright would be able to participate at this conference as keynote speaker, and also because of the unclear and undecided date for general elections. The conference took place in Prishtina on June 18-19, 2004.

In preparation for the conference tensions between women politicians and women’s NGOs arose mainly on issues related to the role of each sector during the conference. STAR Network Country Coordinator facilitated the negotiations between the two groups of women’s leaders to ensure that the newly-created partnership between them does not end before it takes off. As a result, representatives of both sectors participated at the conference as speakers.

The general elections that were planned for October 23, 2004, affected the time table for launching the publication of the proceedings of the conference “Women’s Leadership – Strategies for Empowering Women in Political Decision-Making,” that was held in June 2004. Also, UNIFEM, which partly funded the publication, was late in providing STAR with its feedback on the publication.

Exchange program between Kosova Women’s Network and “Zora” Network. During March 16-18, 2004 a series of riots and unrest occurred in various towns of Kosovo, following the killing of a Serbian youth in unclear circumstances and the drowning of three Albanian children near a Serbian village. The largest part of Kosovar civil society condemned the violence that claimed human lives and caused damage of private, cultural, and religious buildings.

Kosova Women’s Lobby and Kosova Women’s Network, that STAR Network supported, both issued a press release to condemn violence, to call for calm and peace, and to ask for the perpetrators to be brought to justice. KWN also initiated a fund to assist the family of a Serbian women’s rights activist, whose house was burned during the riots, and the family of two Albanian children that drowned in the river near the Serbian village.

The regrettable events put new strain on the already precarious inter-ethnic relations in Kosovo. This directly affected some of the work of groups and networks that STAR Network supports. For example, the KWN Strategic Planning workshop was planned to take place in Brezovica, a Serbian populated area, on March 19-20, 2004, and, because of March 16-18 events, it was postponed to April 9-10, 2004 and moved to Gjakova. Moreover, the Coordinator of the Serbian women’s NGOs of Kosovo “Zora,” Rada Kapetanovic, a STAR Network partner, wrote a letter to women’s groups in Belgrade and in the US about the situation in Kosovo. That letter was not well-received by KWN and other women’s rights activist in Kosovo, as they felt that their genuine efforts to work with Serbian women from Kosovo had been undervalued and misinterpreted.

Capacity building for Kosovar Serbian women NGO’s. In light of the March 2004 events, STAR Network, with approval by USAID, redirected its funding for the exchange program between KWN and “Zora.” STAR Network decided to work separately with Serbian women’s NGO in building their institutional capacity and their program development and management capacity. STAR planned to engage support by experienced women’s rights activists from Serbia

and other SEE countries to help them in this process. STAR Network also planned to intensify outreach efforts to provide support to Serbian women's NGOs in Kosovo outside the circle of the groups that most of the donors work with. At the end of summer, STAR Network could re-evaluate the situation and return to supporting the joint workshops and meetings between KWN and Serbian women's NGOs of Kosovo if both groups would agree to do that. However, the tense political situation before the election also affected the ability of STAR/Kosovo to organize during the reporting period for the training for Serbian women's NGOs on fund raising.

The Campaign to introduce an Anti-Sexual Harassment Policy at Prishtina University. The organizers of STAR-supported campaign to introduce an anti-sexual harassment policy at Prishtina University sometime encountered resistance by faculty deans who felt that this campaign aimed at discrediting the newly-elected faculty and university leadership. Campaign organizers worked together with university professors that support this campaign to overcome such barriers by demonstrating that the campaign aimed to create a harassment-free environment for all at Prishtina University.

E. LESSONS LEARNED

- Donors' support is most effective when it builds upon existing and indigenous local efforts and develops long-term relationships with them. This at the root of the successful and fruitful cooperation of STAR Network with Kosovo Women's Network and Kosovo Women's Lobby.
- The development of networks take time, as the development of a common vision and of mutual trust is a complex process that goes through high and low moments. Donors need to carefully and realistically plan their support for such efforts. The establishment and the development of Kosova Women's Lobby was a very important breakthrough in the strained relationship between women politicians and women's NGOs in Kosovo. For KWL to continue to succeed this will require continuous donors' support not just in terms of funding, but also in terms of strategic technical assistance.
- Developing joint programs with interested governmental institutions and "mainstream" organizations is a key strategy for engendering the decision-making structures, engaging men in efforts to achieve gender equality, and ensuring the sustainability of the efforts initiated or supported by donors. STAR's cooperation with the Association of Kosovo Municipalities Association in organizing the Gender Budget Training Workshops was a very successful first step to engage local government institutions and men that hold leading positions in these structures in initiatives that heavily affect the creation of equal opportunities and access for women to important financial and other resources.
- Joint programs of international organizations are very useful as they avoid duplication and enhance the impact of the respected programs. But, coordinating donors or implementing agencies efforts is sometime very difficult due to different agendas, organizational culture, and approach. As a result, such joint programs should be carefully planned and responsibilities clearly defined. Had the Gender Budget program not been designed in this way – with the various partners being responsible for one particular component and relative independence in terms of decision-making for the program – the program would have failed when UNIFEM withdrew from it and OGA did not complete its part of the program.

- Donors and international organizations should carefully assess their reliance on several key leaders of the women's movements, be they representatives of women's NGOs, women politicians, or from the private sector. The aim should be to invest in those leaders of the women's movement that promote a progressive women's agenda, understand the political and social implications of the work they do and practice solidarity for other women. Supporting Kosova Women's Network lead by Igballe Rogova, a long-time well-known peace and women's rights activist, has produced incredible results, as she is a leader that embodies all these characteristics. But, there are other women leaders who mislead the efforts of their organizations and used donors' support only to reinforce their own position and muffle new and diverse ideas and energies.
- Donors need to support genuine efforts to include more younger women and men in the efforts for achieving gender equality. These efforts are so far sporadic and sometime misguided. Youth programs are very often gender-blind.

F. POTENTIAL FUTURE PROGRAMS/ACTIVITIES

Despite the progress achieved by efforts to achieve gender equality in Kosovo, these efforts face a number of challenges:

- Kosovo remains a very patriarchal society where women's contribution to the society is seen primarily through their role as mothers and wives.
- Women in Kosovo suffer from high unemployment rates, unequal access to education in rural areas, high levels of violence against them and sexual harassment.
- Even though a significant number of governmental mechanisms for gender equality are put in place, their capacity to affect policy change and to ensure the implementation of existing laws and policies remains weak.
- Most women's NGOs are in the first steps of seeing their role as actors of change in the society and they lack skills and expertise on how to effectively affect policy changes at all levels. Furthermore, there is little capacity to monitor the implementation of the approved laws and policies.
- By the end of the project one could notice closer cooperation among women's NGOs and women politicians as individuals. Kosovo Women's Lobby is a clear result of this trend. Despite this, cooperation with the political parties, the central government, and the parliament remains weak. This heavily affects the effectiveness of efforts by women's NGOs to affect political change in Kosovo to benefit women and the communities at large.
- Most of the women's NGOs are still centered on strong leaders who are as a rule highly educated women and in good economic standing. Outreach efforts to bring in more women from various backgrounds (rural, young, Serb) are still weak.
- Despite the fact that nearly everyone acknowledges that efforts towards achieving gender equality should target young women and men, still very little is done to promote youth activism in this area and support youth organizing around gender equality issues in Kosovo.
- The most obvious negative trend is the reduction of funding for gender-related programs by international donors. This and donors' tendency to change funding priorities often poses a serious threat to the sustainability of efforts in the area of gender equality in Kosovo.

So far, USAID has been a major and generous donor to efforts for achieving gender equality in Kosovo. Other donors (UNIFEM, UNMIK Office for Gender Affairs, Kosovo Foundation for an

Open Society, Kvinna till Kvinna, Swiss Cooperation Office, and Swedish Cooperation Office) have smaller budgets and some will close down by the end of December 2004 (KFOS, UNMIK OGA) and December 2005 (UNIFEM).

USAID's mission in Kosovo is to transform Kosovo into a democratic self-governing economically sustainable entity, in which all citizens have equal opportunities and rights. This implies that the equal opportunities and rights should be ensured also across gender lines. Gender, along with youth and ethnicity, is also one of the three cross-cutting themes that USAID has committed to in its Strategic Plan for 2004-2008.

Taking into consideration the USAID/Kosovo Strategic Objectives, and in response to the needs for strategic and effective interventions that serve the progress towards gender equality in Kosovo, the following ideas are some ideas on programs that could be supported under the overarching theme of gender equality:

- Support capacity building of government gender equality mechanism's focusing at the local level where most of the interaction with the community and civil society takes place. This would include support for Municipal Gender Officers who are mandated to provide advice on mainstreaming gender in local governments. So far, very little support has been provided to build their capacity to carry out their job and to develop it into a strategic position that would ensure a more gender-sensitive policy-making and implementation at the local level. Support for Municipal Gender Officers could include classroom and on-the-job training on policy analysis and development, as well as on citizens and civil society participation in policy-making. This could be implemented in cooperation with the Advisory Office for Good Governance, Human Rights, Equal Opportunities, and Gender at the Prime Minister's Office, who is officially responsible for MGOs, as well as with the Association of Kosovo's Municipalities.
- Support gender budget initiatives at the local government level. Build upon the training on gender budgets for Municipal Gender Officers, Municipal Budget Officers, and women's NGOs, that STAR Network organized in 2004. Also, there is a need to create advanced local expertise on gender budgets (through a year-long training and mentoring program for local experts). This program could feed into a larger gender budget initiative in Kosovo that will include in 2005 a pilot gender budget project in Gjakova municipality.
- Continue support for advocacy efforts on gender equality issues that build upon cooperation among the NGOs sector, politicians, and the private sector. This would include support for leading women's NGOs networks that engage in cooperative efforts with the other sectors on key issues of democratic development in Kosovo, as well as institutional capacity building for Kosova Women's Lobby, a loose network of women leaders from the politics, NGO sector, and the private sector.
- Support young women and men's activism on gender equality issues both at the high school and university level. The program should support the work of university women to raise gender awareness among young men and women and to fight against gender-based discrimination in the university environment. This will include capacity building for a network of female students and funding and technical assistance for their advocacy efforts. This could build upon the advocacy effort to introduce an Anti-Sexual Harassment Policy at Prishtina University that STAR Network supported during September – December 2004.

- Support the development of local expertise in terms of mainstreaming gender into the legal, political, and economic systems. This would include funding and mentoring for the newly established Gender Study Center and the Organization for the Analysis of Gender in Legislation in order to develop their capacity to engage in effective and far-reaching policy-analysis from a gender perspective.

G. ANNEXES

- Annex A: Final Report of Phase I October 31, 2002-April 30, 2003
- Annex B: Data on media coverage of STAR and STAR-supported activities for September 1, 2003 – December 30, 2004
- Annex C: PMP report for September 1, 2003 – December 30, 2004

**FINAL PHASE I REPORT
(END SECOND QUARTER)**

Women's Economic and Political Empowerment Program

**Award No. 167-A-00-03-00101-00
Award Period: October 31, 2002 – June 30, 2003
Report Period: October 31, 2002-June 30, 2003**

**Submitted to The USAID Mission in Kosovo
by
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AWARD NO. 167-A-00-03-00101-00
Women's Economic and Political Empowerment Program

World Learning Inc.
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**Report for the Period: October 31, 2002 – June 30, 2003 and
Second Quarter: February 1, 2003- April 30, 2003**

INTRODUCTION

This narrative report covers the entire first phase of the STAR/Kosovo Cooperative Agreement for the period October 31, 2002-June 30, 2003 and has seven sections, followed by a working schedule, a list of contacts, and a contract activity summary that recapitulate this information.

- I. Project Background: highlights of gender-related issues and activities that comprise the working environment of the Women's Economic and Political Empowerment Program
 - II. Activities for the Six-month Reporting Period
 - III. Progress/Results
 - IV. Problems/Lessons Learned
 - V. Administration
 - VI. Women in the Economy: STAR's implementation of the conference recommendations in a decentralized, gender mainstreaming strategy
 - VII. Conclusion and Recommendations of the Narrative
- References Cited
Project Activities Schedule
List of Contacts Made during Project

Since 1994 with regional and bilateral funding from the US Agency for International Development (USAID) and private sources, The STAR Network of World Learning (STAR) has played a key role in putting gender issues at the forefront of policy-making and community programming processes through a versatile leadership building approach. Working intensely with international and national partners, STAR leveraged the interests of its membership through a wide range of activities to attain recognition as a gender authority. Accessing regional STAR resources and gender experts through extensive travel in surrounding countries, STAR members excelled both in their understanding of gender issues as well as in their demonstrated capacity to address them in the Kosovo context. The Women and the Economy Conference of 2001 and

subsequent working groups that continue to compile gender-disaggregated statistics throughout Kosovo today illustrate the significance of this investment.

The current eight-month follow-on project, Women's Economic and Political Empowerment Program, provides STAR members with a rigorous opportunity to prove their capacity to affect the social framework toward achieving structural reform in Kosovo. With continued support of STAR's regional office in Zagreb, project activities strengthen the functional gender literacy of its members, disseminate their analytical and advocacy skills throughout Kosovo, and finally, initiate a gender-mainstreaming feature. This new aspect of STAR's work aims to ensure that gender-related activities include men in the exploratory, deliberative and reshaping phases of policy, program and structural reforms. Specifically, STAR includes men not as external targets of the project, but as equal project participants, stakeholders and ultimately owners of a gender-sensitive social and economic change movement in Kosovo.

The Women's Economic and Political Empowerment Program comprises sixteen discrete activities, woven together with a gender awareness theme to bridge local-national and cross-ethnic barriers as well. This project supports seasoned STAR leaders who practice accountability principles of democratic leadership through decentralizing their gender-related expertise throughout Kosovo. Activities highlight solutions and successes to overcoming barriers, and emphasize the need for statistics-based decision-making. With the project's new neutral organizing principle across gender, STAR increases the understanding of and acceptance by Kosovo's decision makers of gender-sensitive issues related to accountability and transparency in governance. Thus, women's empowerment becomes in everyone's interest.

I. PROJECT BACKGROUND

This section emphasizes the extensive partnership approach used by STAR in achieving the objectives of the Women's Economic and Political Empowerment Program. Every activity STAR undertakes is connected to those of other international and national implementers, and in collaboration with a community of partners committed to advancing gender issues. All STAR activities express the importance of respecting Kosovo-wide and European legislation pertaining to gender issues.

As elected Kosovar Assembly leaders strive to achieve overarching goals of a resolute and dynamic policy-making body, local public servants and civil society leaders continue to learn how to work together more effectively to build the functional mechanics of an open, democratic society throughout Kosovo. While gender issues are part of every piece of legislation, national policy makers and local authorities remain relatively unconscious of how and to what extent their decisions affect women and men differently. Kosovo's Constitutional Framework (2001, Article 3.2), however, obliges the government to respect the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and thus enables projects such as Women's Economic and Political Empowerment, designed and implemented by World Learning through its STAR Network, established in prior USAID-funded projects, to achieve its objectives.

"According to the legislation applicable in Kosovo, women and men are equal...There are no discriminatory legal provisions *de jure*, but *de facto* there is discrimination..." (Gashi, IHFHR, p.509) To exemplify the accuracy of this observation made by STAR staff, this section summarizes current gender-related activities by international donors and implementers, and Kosovar public sector and civil society. It is not meant as an exhaustive but an illustrative account.

1. Gender Activities in Pristina, Kosovo-wide

A. UNIFEM

With assistance from STAR/Kosovo, UNIFEM's Gender National Action Plan (GNAP) workshop conducted in Croatia (July 2002) resulted in a draft document that proposes a three-year strategy to achieve gender equality in Kosovo. The GNAP proposes a wide range of programs that target the integration of women in economy, human rights and violence, education, health and social welfare, and culture. In addressing sector specific needs, GNAP drafters declared that the resolution of the status of Kosovo is the most important issue to resolve toward achieving gender equality. Thus, the undefined status of Kosovo sets the stage for each sector plan.

Since publishing the initial GNAP draft, UNIFEM has determinedly sought input to enhance the product from: the public, Kosovo's ministries, experts who could not attend the workshop, and from international and national partners alike. In March 2003, UNIFEM hired a foreign consultant to refine and to expedite the GNAP drafting process with a selected group of civil society and political party members. The weeklong GNAP workshop, held in Albania, improved the product and expanded the stakeholder population. While the Kosovo parliamentary Gender Equality Committee (GEC), does not officially recognize UNIFEM's effort, which began before the GEC's creation, its political leadership does not oppose it, as the policymakers work separately to draft a law on gender equality, with the official Kosovo gender action plan to arise from that.

B. Kosovo Assembly

In 2003, Kosovo Assembly Gender Equality Committee (GEC) formed a Law on Gender Equality working group to provide requested input as they draft the law and the subsequent gender national action plan. The Office of the Prime Minister (OPM) for Good Governance, Human Rights, Equal Opportunity and Gender Issues' Inter-ministerial Agency works with this group, as do the UNMIK Office of Gender Affairs (OGA) and Kosovo Civil Society Foundation (KCSF). In March 2003, after several consultations with World Learning/STAR project staff, the GEC invited STAR to join the Law on Gender Equality working group as an official member.

GEC leadership began this task by collecting eight laws from selected countries (Slovenia, Bulgaria, Lithuania, Rumania, Finland, Croatia, The Netherlands and Bosnia-Herzegovina) to "be used as reference documents to make initial steps in drafting the law." (KASI, 05/03, p.15)

Next, the GEC conducted a 2003-2005 strategic planning workshop and took study visits to Slovenia and Bulgaria in April and May 2003, all sponsored by KCSF. (ibid)

Three key challenges in creating a Law on Gender Equality pertinent to the Kosovo situation remain to be resolved. First, statistics that are gender-disaggregated and verifiable elude policy makers who need them. The UNMIK OGA, Statistical Office of Kosovo, Kosovo Civil Society Foundation, and others have collected existing statistics through municipal sources. Such sources do not have basic training in research, including data collection techniques, data compilation and analysis, or other requisite skills for the production of information valuable to policymakers.

Second, in Kosovo, "there is still no formal definition of the term discrimination." (Gashi and Alice, 06/03) While OSCE's foreign experts drafted an Omnibus Anti-discrimination Law (OAL) to provide a baseline for the Law on Gender Equality, it has yet to be approved by the Prime Minister. OSCE Human Rights Department staff (e.g., OAL draft author Gregory Fabian) works as closely as requested by GEC leadership to advise in the drafting of gender equality legislation. Currently, outside the 30% quota for women as political candidates on a closed party ballot, Kosovo applies a standard of gender "neutrality," which works against women in employment, education and other socio-economic realms. (Gashi and Alice, 06/03)

Third, the notion that gender equality embraces the human rights of both genders has yet to be integrated into Kosovar leaders' minds. In her January 2003 speech about this issue, a Kosovo Assembly GEC member at the Norwegian People's Aid-funded Women in Politics Roundtable stated:

"I would also like to say something about the GEC, which is responsible for dealing with all issues pertaining to implementation of gender equality principles within home (domestic) legislation in general, and in particular with:

- stimulating and signing international documents on gender equality issues as well as their implementation
- discussing gender issues and adequate representation of sexes within the institutions of Kosovo
- recommending measures that would bring about the improvement of women rights, their protection from physical, emotional and psychological abuse, as well as the discussing issues of woman's education and professional improvement
- discussing other issues, which aim at ensuring the gender equality and improvement of woman's position by law. " (Krasniqi-Grajcevi, 01/03)

The drafting of the Law on Gender Equality in Kosovo is opening up to the public beyond the well-managed effort to modify the Kosovo Assembly's Rule of Procedure. The GEC has designed a region-by-region travel plan throughout Kosovo to solicit information directly from persons in villages and municipalities. This activity to elicit citizen input into the gender equality law is planned to conclude by Fall 2003, culminating in the GEC law being revised and then passed by parliament in early December 2003. It reflects the first public hearing held at the Kosovo Assembly level by Chair of the Transport and Communication Committee, LDK's Edita Tahiri.

Ms. Tahiri spearheaded "listening to the competent view coming from a wider spectrum of experts...to improve the performance of committees and the assembly." (KASI, 01/03, p.6) In spite of the rejection of her initiative due to its noncompliance with status quo by both the Minister of Transport and the President of the Assembly, Ms. Tahiri planned and oversaw a successful hearing that was supported in full by OSCE Assembly Office of Legal Affairs. Her success and leadership has opened up Kosovo's legislative process in a remarkable fashion.

Gender experts in Kosovo expect these moves to favor their special interests, particularly regarding the Kosovo state budget process. It echoes USAID Mission Director Dale Pfeiffer's January 2003 statement to the press, "The state budget should be gender sensitive." Further, in

C. The Kosovo Trust Agency: Privatization

In Spring 2003, the Kosovo Trust Agency (KTA) implemented an assertive public outreach program to attract more women and men investors throughout Kosovo, as well as to inform the 30,000 workers-- and 30,000 persons on unpaid leave--(KTA, 2002) of socially owned enterprises (SOEs) of their rights to claim the assets of sales proceeds. KTA conducted several highly attended public education events, including one within WEPE (see activities section of this report), to explain procedures of tender/notification process, spin-offs, and liquidation, as well as to detail the obligations and rights of SOEs, and the role of municipalities and trade unions in privatization. In this outreach process, KTA addressed accusations of gender discrimination and offered vehicles of redress to those who remained concerned of potential violations.

KTA launched the first round of privatization activity as planned-- in pilot form. One or two of the 350 SOEs (ibid) in Kosovo have been offered for sale in each region of Kosovo. These transactions have shown no substantial evidence of gender discrimination. The lack of women bidders has been shown to reflect their lack of financial capacity to compete with wealthy Kosovar and international buyers vying for the SOEs, due to the fact that "(w)omen rarely own property...and lack awareness...with regard to financial credit." (Gashi and Alice, 06/03) Thus, KTA's work magnifies Kosovo's overall economic disparities, Kosovars' knowledge gaps in existing legal protection, including the Law on Marriage and Property Ownership, and traditional norms that prevent women and men from seeking their economic rights within the law to remedy such disparities. During the duration of this project, KTA leadership has proven its openness to discuss these gender-sensitive issues within the context of privatization throughout Kosovo.

D. Kosovo's Civil Society

Kosovar civil society's recognition of women's political leadership and their untapped capacity was demonstrated by the first political - civil society roundtable, Women in Politics. Hosted by the Gender Research and Training Center (GRTC), five Kosovar Assembly women spoke with fifty women of civil society to discuss how to address common interests through a new cross-sector partnership. Each panelist, joined by a Norwegian politician, discussed the structures of the political party, government and society, as well as her ideas to improve the state

of affairs in a manner that reflects the gender-sensitive values of an open, just and peaceful society that will bring Kosovo out of its violent transition.

A strong gender advocacy partner in Kosovo, The National Albanian American Council (NAAC) HOPE Fellows, including key STAR leaders, inherently supplements STAR's agenda through its members' own diverse activities. HOPE Fellows gathered for an "in-service" leadership training and volunteer community advocacy planning session with their headquarters staff in January 2003. As these women shared lessons learned in applying modern leadership skills in the context of their workplaces, they demonstrated confidence and optimism in achieving change in gender-sensitive issues. NAAC has already put into place a strategy to mainstream its HOPE Fellows program with male participants in the next group of leaders to go to the USA.

Under new Kosovar leadership, the Kosovo Women's Initiative (KWI) restructured its organization through a strong decentralization strategy in 2002-2003. Localizing its decision-making with the help of advisors from International Rescue Committee, KWI conducted an exhaustive strategic planning and management training exercise. This participatory process led KWI to streamline its efforts in community-level economic strengthening, human rights education and peace building programs throughout Kosovo. KWI's successful foreign-to-indigenous led institutional transition has served as model for other civil society groups struggling with the same challenge.

E. OSCE UNMIK

OSCE UNMIK's Kosovo Gender Plan focuses on institution building over the next few years. At the municipal level, OSCE is hiring and training fifteen gender focal points during 2003, will hire another fifteen in 2004. At the Kosovo Assembly level, OSCE has supported the Gender Equality Committee members draft its law through translating the foreign laws requested by the legislators.

In 2001, OSCE/Belgrade published a civil servants handbook on gender equity issues, "Standards and Mechanisms for Gender Equality in Democratic Countries." The practical reference and analytical document contains materials from Council of Europe, international women's movements, and a variety of national gender equality laws, plans and tools. In Spring 2003, OSCE/Kosovo launched a Kosovo-wide dissemination plan for the product throughout its partner institutions. The manual's origin, however, became a more important factor than its content, so the product was not well received by Kosovar leaders. Kosovar gender experts have since initiated their own gender mechanisms manual.

2. Activities at the Municipal level

A. Gender Equality Committees and Gender Equality Coordinators

Since January 2003, Kosovar municipalities have started to exercise their commitment to gender equality at their level in response to the OSCE UNMIK's hiring of municipal Gender Equality Coordinators. Throughout Kosovo, municipal assemblies are building Gender Equality

Committees. Without adequate resources to conduct fundamental public business or to provide basic public services to their constituencies, most municipalities have yet to fully implement this task.

B. Village-level Women Leadership and Municipal Advocacy Training

In 2002, Kosovo Women's Initiative (KWI) and OSCE Democratization Office launched broad-based women's leadership training in more than 70 villages in the Gjilan area. KWI conducted extensive multi-sector surveys in rural areas to identify women leaders according to localized norms. KWI and OSCE brought these ethnically and professionally diverse women together for a series of interactive workshops in community organization, public awareness campaigns and advocacy to support the women to develop skills and strategies compatible with the Law on Municipalities, including the public budget process. By mid-2003, nearly all of these women have initiated village-based public awareness campaigns about women's economic rights, domestic violence, discrimination, gender equality in education, and/or public budgeting issues.

C. Micro-finance and Women

During 2002, the members of the Association of Micro-finance Institutions of Kosovo (AMIK) made noticeable operational changes to meet gender-related concerns expressed by advocates. They continue to meet regularly to ensure consistency of approach among members and to consider how to improve their portfolios, including with regard to women clients. Typically, married women and men might be required to co-sign for each other's loans. Or, a widow or widower might be required to submit three guarantors in an application. Other AMIK members require two guarantors for all loan applications. Some AMIK members still use a group-collateral approach.

While the repayment rate of women and men remain high, the portion of women borrowers remains small relative to their demographic proportion. ICMC's spin-off, Kosovo Enterprise Program, reports the highest 2-year loan record with almost 50% made to women. This experience in the rural areas represents the slowness of change in traditional values vis-à-vis the urban society, regardless of regulations and procedures that compensate for them. Whether or not the internationally seeded micro-finance providers are well suited to lead the social structural changes required to address this reality is under active discussion by gender specialists. This will be the subject of the first roundtable (see next report section).

One of the most striking advances made toward gender equality in Kosovo, 2003, has occurred in the area of micro-finance. The largest borrower in Kosovo of the provider Beselidhja, Ms. Gyle Idrizaj, formed her own circle of women and men sub-borrowers and small enterprise business trainees, as her agriculture-based business matured. She made it a point to cross ethnic, national, religious and gender boundaries in conducting and replicating her business. A STAR/Kosovo leader, Ms. Idrizaj provides her own guarantees, and technical and financial assistance, to those who might not want to work with a foreign creditor. She has also spoken publicly numerous times about the duty of all Kosovars-- women and men-- to assume

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responsibility for generating economic growth and fostering peace in their communities, rather than waiting for feeble public institutions to address urgent issues of Kosovo's survival.

D. The Municipalities' Rural Areas

"Large families with economic constraints and more children than they can afford to send to school, choose to send boys to school. 90% of girls in rural areas attend primary school but only 30% attend secondary school. In the mountainous regions of Kosovo, nearly no girls attend secondary school (due to) costs of transportation, books, school supplies, clothing and food." (Gashi, p.509)

The grassroots development and leadership (public sector and civil society) programs implemented by International Rescue Committee, Kosovo Women's Initiative, OXFAM, Mercy Corps International, Save the Children, and others promptly attempt to address the gender imbalance throughout Kosovo's rural areas. Each of these implementers has a gender-sensitive approach, as well as an inclusive (gender mainstreaming) strategy. Some of these implementers have hired core STAR leaders to implement gender-sensitive training program activities independent of the Women's Economic and Political Empowerment Program.

E. Human Trafficking, Domestic Violence and Sexual Harassment

While most donors and implementers in Kosovo have emphasized institution building, rule of law, democracy-building, education reform and other macro-social issues, a few international and Kosovar organizations try to fight against the increases in trafficking and domestic violence. Meanwhile, organized crime continues to fortify its network for human trafficking, ignoring UNMIK Regulations and feeble law enforcement. The increased media attention given to trafficking has contributed to noticeable progress. Public awareness efforts by media and Kosovar NGOs have effectively made the topic "no longer a taboo subject" of roundtables and conferences, and led to the hiring by the Prime Minister of a new official to deal only with trafficking prevention. (Gashi and Alice) Still, safe shelter and re-integration services by NGOs in Kosovo are incomplete programs for escaped victims whose lives remain in jeopardy while organized criminal networks track them down again. STAR Leaders throughout SE Europe play a public awareness, advocacy and services role through their NGOs.

Domestic violence, still a closed topic in Kosovo, continues to be facilitated by a mixture of economic dependence, ignorance of the law and normative issues. (Gashi and Alice) International and Kosovar NGOs, including STAR leaders, conduct widespread public awareness campaigns, provide shelters and reintegration services, and train police officers who receive and serve victims. These efforts ultimately led to strengthening the applicable law in Kosovo to punish sex violators where evidence is produced and verified by medical experts. In 2003, legislators in Kosovo amended the law on criminal offenses to include sexual violence inside a marriage, recommending imprisonment for the perpetrator from one to ten years. (ibid) Sexual harassment was made a criminal offense with a possible sentence for the perpetrator from three months to three years. (op cit)

In short, with regard to these three central gender-related issues in Kosovo, advocacy measures have effectively achieved important milestones on paper. The much more complicated challenges of public education (with a focus on rural areas), and public sector performance monitoring (with a focus on law enforcement and judiciary) remain ahead for civil society.

II. ACTIVITIES FOR THE REPORTING PERIOD: OCTOBER 31, 2002 – JUNE 30, 2003

Women's Economic Empowerment Activities

1. Economic Literacy Through Public Education Series: Panels and Roundtables – series

Kosovo's dynamic, emergent and informally-mixed economy provide a beguiling topic for women who are determined to learn how to enter and to gain legitimate power as stakeholders and decision makers, as well as how to identify structural barriers in the Kosovar economy. The Chamber of Commerce, directed by Zineta Daci, a well-respected woman who resumed her post ten years after being ousted, co-hosted two events in the series. An international award-winning journalist, Biroll Urcan, who has investigated controversial events to expose their players' actions to the public, moderated all the roundtables.

A. Women in Micro-finance Roundtable

The prevalence of women's concerns about gender discrimination in accessing credit, as frequently documented through the prior STAR project activities, gives rise to this topic as the first in the short series. STAR assembled both practitioners in and users of micro-credit schemes to examine the reality of their experiences as well as the need for expansion of successful approaches. The roundtable included an expatriate Kosovar who is an academic business-marketing expert and a leading figure in Kosovo's finance and financial services training sector. STAR selected an audience that includes women with small businesses, members of the micro-credit and banking institutions, NGO representatives working with income generation schemes, local councils of women, business trainers, lawyers, the public sector, and the international donor community related to this sector, from its broad constituency.

This panel included Gjyle Idrizaj, a successful businesswoman who used micro-credit upon return to her home after the war to build her now prosperous Kosovo-wide livestock-based enterprise; Myzafer Ramiqi of Beselidhija, the micro-credit provider which continues to support Gjyle's strategic business expansions; Arben Avdyli of Peje-based AFK, a micro-credit provider who pro-actively seeks women clients through a training programs aimed at economic literacy; and Dr. Nexhmi Rexha, a Kosovar business marketing professor of Curtin University of Technology in Australia. The Kosovo-based panelists discussed obstacles encountered in their work and how they overcame them in a solutions-oriented discussion to encourage other women to consider using micro-credit to empower themselves economically.

A model businesswoman, Gjyle challenged the women in the audience to secure micro-credit to rebuild Kosovo without waiting for the public sector to do it. Dr. Rexha broadened the discussion arena to business growth beyond micro-credit with creative marketing and finance schemes, which sparked vigorous questions and debate among the audience. Both micro-credit providers demonstrated the pro-active gender strategies they adopted last year. Ms. Daci of the Chamber of Commerce spoke both of the high competence of women and the sets of laws and regulations in Kosovo that provide for equal access to credit to support women's business endeavors. Participation by the forty persons lasted beyond the scheduled program.

B. Women in Privatization Roundtable

Concerns of gender discrimination in the privatization of Kosovo's under-performing and heavily indebted socially owned enterprises (more than 500 are being considered) abound-- "women will lose." To disclose verifiable facts sought by the workers, creditors and bidder communities, and to further deliberate upon actual privatization procedures-- in a non-adversarial manner--STAR gathered key players to a public discussion. The Kosovo Trust Agency (KTA) Assistant Director, the BSPK vice-president Ali Dragusha (co-representing the KTA Board and the labor movement), a SOE Director Shpresa Spahiu, and The Chamber of Commerce Director Zinate Daci informed and commented on privatization from their institutions. Fifty businesswomen, journalists, parliamentarians and civil society leaders deliberated this issue with the panelists in this event that aired for an hour on Kosovo-wide television on March 4, 2003.

In a broad reaching presentation, Chamber of Commerce Director criticized the business community in Kosovo, stating that it is gender blind, thus leading to a similarly blind privatization process. The KTA official used a detailed power-point slide presentation to show that all privatization processes (tendering, valuation, etc.) are transparent and driven more by generating capital, than by providing benefits to workers, all of whom must follow the same procedure to claim assets they believe are due to them.

C. Engendering Public Budgets Roundtable – replaced with Discrimination and Gender: A Discussion With Institutions

Following the December 2002 Gender Budgeting Workshop (see below) conducted by South African specialist Deb Budlender, STAR planned to hold a public discussion on analyzing public budgets with a gender perspective. However, due to alternative priority interests, the topic was changed to discrimination.

Due to widespread lack of information about women's property rights, discrimination policies, gender equality legislation and limited access to possible redress based on practical restrictions on freedom of movement in Kosovo, STAR worked closely with IRC-KWI to organize a roundtable. This successful event marked the first official demonstration of partnership between these two women's entities.

The primary author of the Omnibus Anti-discrimination draft law that is in the Prime Minister's Office, Gregory Fabian, provided the participants with the legal definition of

discrimination, and a series of examples. The participants deliberated concepts of reasonable and objective justifications of a state treating people differently and proportionality. The OSCE Human Rights lawyer then related the Omnibus bill to an upcoming gender equality law, which has confused policy makers and constituents alike.

The Ombudsperson Institution in Kosovo, represented by former prosecutor Nebojsa Boricic, explained the function and process of his office. While no complaint based on gender discrimination has been made to his office, Mr. Boricic detailed complaints made on the basis of other forms of discrimination, such as ethnic, the official response and results thereof. He also explained that the Ombudsperson makes special reports about the violations against the European Convention on Human Rights and other laws of UNMIK regulations and Kosovar legislation after being passed.

From the Prime Minister's Office on Good Governance, Human Rights, Equal Opportunity and Gender, Advisor on Disabilities Valon Murtezaj discussed the process of crafting effective legislation to protect the largest vulnerable group in Kosovo. His strategy includes using an intergovernmental forum and joint civil society – government working groups to make and to monitor implementation of the law. The joint groups are a new mechanism in Kosovo, and of particular interest to women in consideration of the upcoming gender equality law.

The KWI participants—multi-ethnic teams from five regional offices—actively questioned the panelists about a variety of problems they face in their communities, work places and families. They asked how to access pending legislation in order to comment on it and discussed related issues of freedom of information and equal opportunity. They debated why women in Kosovo do not seek institutional support to protect their rights and how to change that situation. The participants agreed to work with the working group on the gender equality law when called upon to do so.

2. Gender Budgeting Workshop, Zagreb Regional STAR Office

In December 2002, the Regional STAR office in Zagreb hosted a lively workshop that included six STAR Kosovo members in the first activity of this project. Fetije Kpuska, Flora Macula, Igballe Rugova, Kimete Klenja, Mimosa Kusari, and Xheraldina Vula, who were joined by Argentina Grazhdani, representing the USAID Mission in Kosovo, to learn about gender budgeting.

The “Money Matters” agenda included three interactive modules— what is a budget, ensuring equity, and lobbying and advocacy—with dozens of exercises in the form of buzz pairs, brainstorming, group discussions, debates, small group exercises, and more. The Kosovar participants became so engaged in this topic that they invited the trainer to join them in Kosovo.

The gender budgeting workshop program was as follows:

- What is a Budget?
 - Definitions and roles of budgets
 - What do government budgets look like?
 - Powers and scope of the three spheres

Government and parliament
The government budget process

- **Ensuring Equity**
 - Understanding Equity
 - Relating equity to the budget
 - Public sector employment
 - Reprioritization and choices
- **Lobbying and Advocacy**

During the workshop, Kosovar participants created and presented their gender budgeting action plan, based on the Kosovo budget that they downloaded from the internet. Within the next quarter, these women may be capable to exercise their leadership and advocacy skills at the planned gender budgeting roundtable that will follow-up on this event. An alternative roundtable scenario is planned if they remain timid about the substance of their work in public view.

ACTION PLAN FOR GENDER BUDGET IN KOSOVO

Made By STAR members in December 2002 at Zagreb Gender Budgeting Workshop

PROJECT NAME = ECONOMY

ENSURING A NEW BUDGET LINE

FOR LOANS TO WOMEN BUSINESSES (START UPS)

ACTIVITY/STEP	WHO DOES WHAT	TIMING	WHAT NEEDED
<p>CREATE A BODY FOR ADVOCACY CAMPAIGN</p> <p>=MEET WITH DECISION MAKERS SUCH AS:</p> <p>=WOMEN MPs</p> <p>=MINISTRIES</p> <p>=THINK TANKS</p> <p>=MEDIA</p> <p>=INTERNATIONAL INSTITUTIONS (WORLD BANK, IMF)</p>	<p>KOSOVO WOMEN'S BUSINESS NETWORK & UNIFEM CREATE BODY</p> <p>MEDIA - CAMPAIGN INVITES RELEVANT INSTITUTIONS THAT DECIDE ON BUDGET TO INTERVIEW STAKEHOLDERS</p> <p>WOMEN MP / FETA WORK WITH PARLIAMENT & MINISTRY OF FINANCE</p> <p>"STAY IN" & OTHER ECONOMIC NGOS ORGANIZE ROUNDTABLES & DISCUSSIONS, ETC.</p>	<p>KOSOVO CONSOLIDATED BUDGET FOR 2004</p>	<p>REGIONAL RESEARCH ON THE EFFECTIVENESS OF THESE GOVERNMENT PROGRAMS</p> <p>A STUDY ON THE MOTIVATION OF THE PROJECT & NEW JOBS CREATE WITHIN THE GOVERNMENT & SELF-EMPLOYMENT</p> <p>RESOLUTION OF POVERTY</p>

3. Capacity Building to Kosovo-wide Women's Business Network (KBWN) – series

The KBWN is a nascent initiative led by SHE-Era, a Gjakova-based women's NGO that selected a board of directors of women from several sectors and municipalities to build a service-oriented network. Their stated mission is "to support, protect and promote Kosovo-wide business women's interests through information and experience exchange, partnership networking, researches, lobbying and services." (p. 9 KBWN slide presentation) KBWN has key representatives in six towns and its headquarters in Pristina. (ibid, p.11)

To strengthen KBWN's outreach efforts, STAR supported SHE-Era leadership to organize and host four network exchange events in key municipalities identified for their potential in market (membership) expansion. A panel of KWBN leaders presented the mission, structure, activities, accomplishments, plans, principles, and contact points to more than one hundred potential supporters and members. Business consultant Mimoza Kusari animated the presentation with her experience establishing a businesswomen's association in the USA. STAR supplemented the panels through a brief discussion of WEPE, the addition of micro-credit providers to present their training and lending activities, and the inclusion of the municipal gender officers to learn about KWBN. STAR conducted television interviews with each local station after the events.

KWBN board member Gjyle Idrizaj, an agro-business person from Lipjan, utilized the exchanges to expand her thriving business, especially across ethnic lines. As a result of the Mitrovica event, Gjyle established a business supply and support connection with minority women from Zvecan, Zubin Potok, Leposaviqi, and Mitrovica. Micro-credit provider Beslidhje, which funds Gjyle's growing business, also agreed with STAR to invite 150 women business clients to KWBN outreach events in the follow-on project.

4. Capacity Building to Trade Union Women

STAR worked closely with the reputable International Confederation of Free Trade Unions (ICFTU) Women's Network for Central and East Europe and The Union of Independent Trade Unions of Kosovo (BSPK) executive body to build the foundation for a women's network within the trade union's structure. The Kosovar women BSPK members' capacity to protect their interests as workers within a rule of law and institutional development framework was minimal. Their pedagogical skills in the workplace are underdeveloped.

The BSPK engaged Danish professional labor movement trainers, through the International Labor Office, to train BSPK trainers to build up the basic skills of the BSPK members in February and March 2003. After this training, STAR and ICFTU focused on putting those pedagogical skills into a gender framework for BSPK women's leadership development.

While a few BSPK women received basic gender-awareness training last year in Albania, these persons have had neither the authority nor the self-organization to work together to use skills imparted to them. In this light, STAR worked very closely with the BSPK executive to ensure BSPK members were pre-screened for competence and position to utilize the gender advocacy training provided through WEPE, which would serve as the launching event for a pan-trade union women's assembly.

Eighteen pre-screened BSPK members from the sixteen branches practiced a variety of fundamental skills and addressed topics in a small step of a long-term strategy to "mainstream the main trade union policies and the programmes from the gender point of view...to launch statutory reforms to strengthen the position of women's groups and networks as consultative and statutory bodies." (Resolution ICFTU Women's Network for CEE) Based on participant interviews and consultations with the regional women's leader who will serve as the trainer, STAR provided a full two-day, ten-point agenda:

- o Strengthening Your Awareness of Women in the Trade Union
- o Women's Mission in the Trade Union
- o Being a Leader
- o Enhancing Your Group Skills
- o Taking Action—Protect Your Rights, Create Advocacy and Lobby Campaigns
- o Communication with Management
- o Transparency and Public Outreach of Your Activities
- o Improving the Performance of your Trade Union
- o Raising Awareness of Gender Issues
- o Improving the Work of the Women's Group

The BSPK executive enthusiastically attended two parts of the WEPE training event, and received the participants' "unrefined feedback" about BSPK management in the safe environment. The training concluded with participants forming a multi-sector working group to plan the BSPK women's assembly that requires outreach to all the women members of BSPK. BSPK will receive requested support from Friedrich Ebert Stiftung of Germany in the follow-on.

5. Business Development Entry Course for Serb Kosovo Women

International Office of Migration (IOM) SEDMIN (Small Enterprise Development for Minorities) Program proved a valuable partner to STAR in this key WEPE activity. The SEDMIN program provided both training and credit in a no cost package that resulted in the actual creation of small business activity by STAR leaders.

IOM provided four successful workshops for women in Zubin Potok, Zvecan, Leposavic, and Mitrovica. IOM's Kosovar business trainers worked with women in groups of 13-15 during a two-day period with an agenda of business skills self-assessment, market research, and business planning and budgeting. Two to three weeks after each workshop, the participants returned to IOM with their applications for credit, based on the ideas generated through the exercises.

The SEDMIN credit team, which works independently of the training team, carried out a credit analysis of participant applications for credit. To date, a greenhouse was approved for a joint credit/grant package that started in May 2003.

Women's Political Empowerment Activities

1. Gender Issues and Policies – Kosovo Assembly

Throughout the duration of WEPE, STAR convened regularly with the Gender Equality Commission (GEC) leadership and its plethora of international institutional supporters. In March 2003, STAR became an official member of the working group of the gender equality law. After meeting with STAR to design a comprehensive strategy to promulgate the law on gender equality, GEC Chairperson Melihote Termkollë identified three principle areas of support in this

process for STAR to contemplate supporting: an intensive drafting exercise of seven days for seven members of the law drafting group (part of the GEC working group), public debates throughout Kosovo on the draft and related gender issues, and a weeklong draft finalization exercise of the drafting group. GEC requested additional technical support from STAR throughout the process.

2. Gender Action Plan Equality Mechanisms in Education

During the first quarter of this project, STAR staff and members met regularly to explore and compare a variety of meaningful approaches to support UNIFEM's steadfast commitment to refine its Gender National Action Plan (GNAP) 2003-2005 draft that was drawn in Croatia in July 2002. At the Kosovo-wide policy level, however, relations among key stakeholders remained strained. The public institution leaders and those of other agencies involved in gender policy and programming continue to hold inconsistent priorities. In light of lack of consensus about the GNAP during WEPE, STAR programmed its limited resources in gender action planning with municipal-level partners.

Two male-female training teams (Indira Thaqiri and Shaban Shabani; Fuji and Jim Kreider) joined their talents to conduct a workshop with teachers to: raise the awareness of gender roles throughout the community, particularly in the education sector; identify steps men and women can take together to promote the advancement of women and other minorities; and to initiate the implementation of gender equality mechanisms within the education sector. The two active days resulted in the creation of a teachers' working group that had already reached a consensus on strengthening the proposed curriculum revisions for primary and secondary schools to address gender bias.

The educators examined their working methodologies, school conditions, educational tools and relations with students/other professors. They deliberated upon the notions of diversity, equity and equality, the positive and negative effects of religion on gender roles. STAR included a presentation and discussion of the Law on Marriage and Property Ownership. Upon concluding the workshop, members of the teachers working group returned to their participation with the Ministry of Education curricula reform leaders to provide the new gender-related input for the curriculum reforms.

3. Women, Leadership and Governance in Northern Municipalities

A leader of the Serb Women's Assembly (SWA) and core STAR Network figure, Radmila Kapetanovic, brought her wealth of community-level training and grassroots organization development experience to work with the project team on this difficult issue. Ms. Kapetanovic adapted a women's leadership course to the context of minority women in Kosovo. Working through the SWA to identify course participants, Ms. Kapetanovic pre-selected them to ensure a balance of public servants and citizens. Her interactive curriculum included:

- Gender awareness: conventional characteristics and images of genders, and how to change them
- Concepts and competences of women leaders at the community level

- o Communications skills and relations with your neighbors and public officials
- o Networking in your community
- o The model of advocacy, and
- o Action planning to achieve objectives

Ms. Kapetanovic worked with co-trainer, SWA leader Olga Jaksic to implement this dynamic activity with role-plays, case studies and group work. The STAR leaders worked with forty women from twelve villages near Shilovo, a Serb enclave of Gjilan. For two long working days, the women explored gender issues from the local to the global level, and expressed their thoughts about their condition to each other. The final phase of the workshop included each participant making an action plan to change some aspect of their lives when they return to their communities.

Ms. Kapetanovic and Ms. Jaksic conducted the same program with women of the Zubin Potok area. Participants came to the workshop with a problem to solve in the "safe" environment facilitated by the trainers. During the second day, municipal officials listened to the newly trained advocates about their interests to work together to resolve power supply, employment, and communications services needs.

The two trainers also worked together in the SWA Annual Meeting in Brezovice, which featured STAR's presentation of the STAR Network, Women and the Economy, and the Women's Economic and Political Empowerment Program. The SWA deliberated its Western Kosovo Statutes and passed them in a subsequent meeting.

III. PROGRESS / RESULTS

The Women in Economic and Political Empowerment Project achieved its anticipated results as depicted in this section.

A. Women's Economic Empowerment

1. *Increased economic literacy* pertaining to women in the economy has been demonstrated by the attendance of over one hundred men and women in the Public Education Series. Major newspapers, UNMIK radio and/or local television stations covered most of these events. The moderator of the first two events, an investigative journalist, published articles on the topics of the roundtables in the Council of Europe's news magazine and other media.

A. The micro-finance event linked credit providers with women who lacked information about their programs; it diminished the rumor of discrimination against Kosovar women in micro-credit and highlighted the overabundance of credit seeking qualified borrowers. Participants recommended publishing revisions to reflect this change in business environment in a 2003 STAR publication.

B. The Women and Privatization roundtable resulted in participants' ability to distinguish between laws and procedures related to privatization and the specific privatization regulations themselves. For instance, courts in Kosovo have already removed and externally distributed

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the real property of some socially owned enterprises prior to their being valued for privatization. In this particular scenario, it is not the privatization process itself that will yield laid off workers a low return on the sale of the enterprise, but a court process external to the privatization. The event also resulted in a broader dissemination of the operating rules of privatization, which were copied and made available to media in attendance.

C. The Discrimination and Gender Roundtable resulted in the participants' learning specifically how to gain information and/or to seek remedy to problems through accessing democratic institutions available to them: the Office of the Ombudsperson, the Office of the Prime Minister, and the OSCE Dept of Human Rights. The participants also agreed to participate in future public discourse sessions related to crafting the gender equality law with the working group.

2. Increased economic advocacy by women using gender budget analysis as public education and lobbying tools was demonstrated during the project period in an indirect way. These results reflect both the timing of the public decision makers' agendas as well as the oblique public budget process itself in Kosovo.

The seven Kosovar women who received gender budgeting training in Zagreb extended their preliminary understanding of this process among civil society and government partners, who strongly demanded the same training by the South African specialist. Public sector functionaries, parliamentary decision makers, and private sector representatives all appealed for this training to take place in Kosovo after reviewing the training documentation. Thus, the project achieved a preliminary-level objective of raising public awareness of equity in public budgets, source and uses analysis of budgets, and using a gender focus in particular.

3. Increased awareness of economic policy by decision makers and donors to improve conditions for women in the economy was achieved primarily by the roundtable series, most of which were attended by key members of parliament and donors alike. The Kosovo Assembly Gender Equality Committee Chairperson and members attended the project's events to access the expertise of civil society in a non-adversarial fashion. They learned about building businesses in the agriculture and education sectors from successful Kosovar women in business. Through their exposure to new persons in the WEPE roundtable series, the parliament expanded its working group to craft the law on gender equality.

Donor representatives of several UN agencies and the World Bank who attended the public education series events received feedback about their programs from expert panelists as well as from the participating audience. They discovered complementary technical activities and available experts in Kosovo at the events.

4. Improved activity by women's business associations for economic stimulation was achieved through the Kosovo-wide Women's Business Network's (KWBN) new outreach activities supported by the WEPE project. KWBN reached out to over one hundred new members in Gjilan, Peja, Prizren and Mitrovica through locally televised WEPE-supported meetings. KWBN leadership set in motion an interactive network through selecting four new

local coordinators with successful businesses to design local activities. KWBN drafted a strategic plan to engage the new members in advocacy and business development.

5. Increased economic basic literacy of Serb women in Kosovo was achieved through four entry-level business trainings provided by IOM, which then extended a credit/grant package to six women who developed feasible business plans. Many of the remaining participants have either signed up for follow-on courses with IOM or with a locally-based micro-credit institution, depending on their location.

B. Women's Political Empowerment

1. The initiation of Gender Equality Mechanisms to promote the advancement of women was achieved through both the capacity building to Trade Union women and the gender awareness in education training activities. Further, the project's support to the initial drafting of the law on gender equality demonstrates preliminary results achieved in this area.

In the Gjilan-based Gender Awareness and Equality Mechanisms Workshop facilitated by Kosovar and US experts, members of the Teachers Charity Association examined numerous texts and educational materials, and proposed concrete changes to their leadership. The civil society workgroup made a plan to generate broader support and to make a formal proposal to the Ministry of Education curricula/text reform groups. The teachers also analyzed their working conditions, teaching methodologies, and made a shortlist of priority changes to their leader for suggested employment negotiations. The local trainers made a plan with budget to extend this workshop to all schools, parents, youth and educators throughout the Gjilan municipality.

A significant Gender Equality Mechanism within the labor movement was initiated through STAR. The women in BSPK committed to a plan of outreach and gender awareness education of women throughout Kosovo, culminating in elections of women leaders to become decision makers in the trade union. They initiated a strategic plan to create community-level women's units in the trade union to promote their interests, leading to key institutional changes.

In a broader GEMS dissemination strategy, STAR's public education series event broadcasted the existence and availability of GEMS to Kosovar men and women who were not informed of available vehicles. In every roundtable, for instance, participants discussed the problem of property ownership and inheritance. To address the lack of information and to stimulate discussion, The Law on Marriage and Property Ownership was introduced and discussed in several project fora, resulting in some participants' photocopying the law in their local language for village-based discussions on the difference between implementing laws and respecting traditions throughout Kosovo.

2. Increased awareness for participation of women from ethnic minority communities in politics was achieved through the Women, Leadership and Governance Workshops in Shilovo and Zubin Potok. Seventy participants gained knowledge of how to access their public representatives to resolve their problems through case studies and role-plays. They resolved to note each piece of local legislation that will arise from the municipal assembly during the current legislative year and to make comments about it in a constructive, democratic fashion. In Zubin

Potok, the participants each made an action plan to resolve an issue with the municipality. WEPE also formed a new team of women's leadership trainers who proved their skills in minority communities that had not previously been included in women's leadership activities.

IV. LESSONS LEARNED

As a follow-on project in a series, WEPE (from October 21, 2002-June 30, 2003) was implemented by a new expatriate and local staff team in Kosovo. This change in management and technical staff allowed for several valuable management checks and balances to be put into place. These new procedures improved World Learning's performance in achieving the project's objectives and are highlighted in this section:

1. ***Lesson Learned: Selection of participants for gender training should achieve greater diversity in the target population through including a series of pre-determined and transparent criteria available to interested persons.***
 - A. Establish clear criteria to all potential training participants in order to justify the selection of the few invited to participate in the small sessions.
 - B. Criteria should include applicant's: relevance of job and professional authority to training topic, pre-training statement of how s/he plans to incorporate training into work, demonstrated use of prior training events, agreement to work with trainer/training provider in a work plan to implement training topic.
 - C. Applicants of each event should be informed whether or not and why a decision was made about her/his participation.
 - D. Applicants should be rotated systematically among events so that more persons receive the opportunity to learn and to demonstrate their competence.
 - E. A post-workshop follow-up exercise should be used as a tool with each participant to ensure the initiation of leadership activities. This step will express the agreement that the project works with participants to build communities and to reinforce constructive connections, not just to make some people 'better' than others.
 - F. Reinforce grassroots leaders more strongly through conducting training locally—as close as possible to the living/working places of participants. The project can better link its design and content to their daily lives, as well as better expose the trainers to the local public officials who make gender-related decisions.
2. ***Lesson Learned: In this post-conflict vibrant society, training in gender awareness, as well as in community advocacy and business development, are more successful if approached inclusively in ethnic dimension, not exclusively, in Kosovo.***
 - A. In an effective strategy of mainstreaming gender, training and public education series events achieve greater success when the events are open to all qualified persons, not just women or a single ethnic group.

- B. Government officials and politicians, in particular, find separate ethnic events as contrary to peaceful strategy. Most people at the community level live and work with other ethnic groups and to separate them for events raises tensions.

3. Lesson Learned: Establishment of collaborative multi-sector partnerships in policy-making with the Kosovo Assembly and municipal public institutions to address gender-related needs in an approach that may prove more durable than independent or parallel project activities.

- A. During the crisis, NGOs in Kosovo received the bulk of funding to provide social services according to international standards.
- B. Public institutions, however, have gained formal authority to perform their Duties. They require institutional strengthening and capacity building to comply with current European law and locally determined standards.
- C. Legislators in Kosovo seek data and advice from civil society with grassroots experience throughout Kosovo as well as perceived relevant societies.
- D. Making a gender equality law is the highest priority of the gender equality committee; NGOs' data, provided constructively, would contribute significantly to this endeavor.
- E. Where civil society consensus differs with politicians in gender issues, the civil society leaders should bridge the gaps in understanding through shared, not parallel, efforts in a world of scarce aid resources.

4. Lesson Learned: Civil society matures best through cultivating local investment to leverage external aid in empowerment projects, particularly in a volatile donor environment. Redefine financial and other support required for capacity building of civil society leaders on an annual basis.

- a. The economy in Kosovo has changed significantly during 2002-2003, reducing operational costs of training, conferences and other project activities.
- b. Much of the foreign assistance in Kosovo has transformed into localized training programs.
- c. Cultivating diverse investment partners in aid projects helps to bridge gaps in funding provided by any single donor.
- d. Recasting activity partners based on sustained performance and revising budgets downward increases project efficiency and effectiveness, through reaching more participants.
- e. Cost share of project activities by local participants should become a standard prerequisite in Kosovo.

5. Lesson Learned: Increasing access to information and management transparency by staff, participants and partners leverages success of activities and helps to avoid duplication and conflict.

- a. Establish partnerships with other networks of women, youth and men to exchange findings and to coordinate attendance by members in order to extend outreach of each activity.
- b. Inform partners of project events in order to facilitate their integration of specific capacity building topics into an overall project strategy.
- c. Send new member-partners to training events, domestic and foreign, to broaden effectiveness of women's movements.
- d. When project management structure changes, such as occurred with the elimination of the Regional Advisory Board in the STAR2-STAR3 transition, advise the stakeholders well in advance to ensure uninterrupted implementation of activities.

6. *Lesson Learned: Regular revision and updating of gender information in Kosovo to accurately reflect the situations that rapidly change will lead to better performance of gender programs.*

- a. Gender awareness training, and externally supported advocacy campaigns for social changes, have taken place in nearly every social sector, profession and public institution in Kosovo's municipalities.
- b. Micro-credit and privatization processes—main targets as discriminatory by gender advocates based on outdated assumptions-- have been found as not discriminatory per facts of research conducted by professional women.
- c. Employment, property ownership, and other gender issues are subject more to corruption of judges than pure gender bias, as updated research indicates.
- d. To maintain credibility, the project should pursue capacity building and public education activities based on researched facts rather than popular assumptions.

V. ADMINISTRATIVE ISSUES

Key project staff began to implement the Women's Economic and Political Empowerment Program in Kosovo in mid-December 2002. Julia Demichelis arrived in Pristina on December 11, after a two-day orientation in each: World Learning headquarters in Washington, DC, and Regional STAR office in Zagreb, Croatia. Elmaze Gashi started her preliminary research, outreach and programming tasks under the supervision of the Regional Zagreb Office more than one week earlier. World Learning/STAR's third professional staff, Dardan Kastrati, joined the team on January 3, 2003, to manage the finances, office and resources of the project. All STAR project staff were new employees of World Learning, communicated closely with the Regional Office in Zagreb, and benefited from added support from Washington, DC, staff that have been involved with the STAR Network since it began in 1994.

Micro-Enterprise Bank assured STAR a flawless changeover in bank account access and management. The STAR office premises remain the same as the predecessor project, on Sunny Hill in Pristina. STAR's assets were purchased under another agreement with USAID, which had approved World Learning's disposal plan prior to the beginning of WEPE.

The US Agency for International Development Regional Contracting Office (RCO) approved World Learning's waiver request to procure unique and valuable professional services whose origin is outside the authorized geographic code, within the SEED region.

In anticipation of a follow-on project and with a no-cost extension approved by the RCO through June 30, 2003, World Learning maintained its Sunny Hill office as well as the employ of Finance/Office Manager, who assumed banking authority under the supervision of the Director of Programs.

VI. WOMEN IN THE ECONOMY OUTREACH TO COMMUNITY NETWORKS

Given the relevance of and investment in the Women in the Economy (WECON) publication - a product of the prior USAID-funded project with the STAR Network of World Learning in Kosovo - vis-à-vis the Women's Economic and Political Empowerment Program, STAR actively used it as a tool to achieve its women's empowerment objectives. The Macedonian printer delivered the 400-page, three-language publication to STAR on December 25, 2002. Since then, conference co-sponsors and participants received their own sets and/or copies, respectively. STAR's Outreach to Community Networks' goal was to animate WECON beyond its core actors in Pristina who had already begun to show their effectiveness through the gender-related activities described in the Background section of this report.

STAR designed an animated outreach activity to decentralize and to gender-mainstream its efforts. These pedagogical activities reached dozens of Kosovars who work with hundreds of citizens and public officials, in a concerted strategy that engages both new and familiar partner networks. STAR conducted a dissemination program with HOPE Fellows (40 persons), IRC/CASSI education workers (12), Kosovo Police Domestic Violence Specialists (15), Women Can Do It! Facilitators (50), UNMIK/OGA municipal gender staff (30), KWI/OSCE village leaders (60), Strpce women's groups and others. Kosovar NGOs, as well as other rural extension networks or programs supported by OXFAM, Mercy Corps International, Save the Children, ICMC, as well as Kosovar NGOs (Albanian Kosovar and Serb Kosovar) used this opportunity to engage their staff with STAR to increase their economic literacy and awareness of economic policy and to improve their economic advocacy skills.

STAR's WECON Outreach Program accomplished the following:

1. Increased the awareness of economic policy that affects women and men differently throughout Kosovo
2. Addressed how to improve the conditions of women working with men in Kosovo
3. Strengthened the implementation of the WECON Conference Recommendations and increases the circulation of the WECON book at the community level throughout Kosovo
4. Obtained feedback about the WECON Book as a resource (as well as discovers current germane gender matters)

STAR's outreach course of action was heavily "user" driven in the planning, implementation and follow-up phases. The animation served as an input to the networks' curricula, so its subject was thus leveraged multiple times by the participants to their own program participants.

In a complimentary activity to support the thirty new municipal gender officers, STAR disseminated the Women and the Economy publication with findings at their first training by UNMIK Office of Gender Affairs in collaboration with UNMIK OSCE Department of Democratization. STAR leaders worked closely with these offices to develop a concentrated mechanism of project support to fit into their long-term strategy. To assess training needs and capacities of individual gender officers, as well as to gauge the local political will to work with the project, STAR traveled to a several municipalities that were recommended by UNMIK and OSCE leadership, as well as by civil society partners active in women's programs at the municipal level, IRC and KWI.

WECON Press Conference with USAID

USAID Mission Director Dale Pfeiffer joined World Learning / STAR in a well-covered press conference on the long-awaited WECON publication launch in early January 2003, soon after the publication was delivered by the Macedonian printer (December 25, 2002). More than 150 persons attended the event, as did five members of the media. Mr. Pfeiffer spoke of the absence of women at senior decision-making levels throughout Kosovo. He explained USAID's gender mainstreaming strategy, after which leading Albanian Kosovar and Serbian Kosovar women spoke about their experiences with STAR. The women discussed their own beginnings, their community work to empower women, the success of the WECON conference, and their continued endeavors to overcome institutional barriers toward gender equality in Kosovo.

VII. CONCLUSION AND RECOMMENDATIONS

During the two operational quarters, the Women's Economic and Political Empowerment Program staff accelerated the progressive transition in thinking and action related to gender issues throughout Kosovo. STAR's decentralization of its project served to integrate local practitioners' and national advocates' know-how with policy makers' gender-sensitive visions. STAR's emphasis on using current, verifiable statistics to change policy played a key role toward creating "a level playing field for economic and political activity" (USAID/Kosovo, SO 2.1) that is gender-sensitive throughout Kosovo. The second quarter, filled with more than a dozen effectual project activities, reinforced the strong initial performance.

Sustainability of the STAR Network in Kosovo is of primary interest to its members and partners. Recommendations of concrete support to strengthen business activities that benefit women business owners should become a central endeavor of STAR4. Their economic empowerment will ultimately facilitate their political empowerment.

The municipal gender officers in Kosovo began their work during STAR3 and are in a position to play a core role in The STAR Network's upcoming project. If provided training and technical assistance in researching, analyzing and disaggregating data, they can further broaden STAR's outreach throughout Kosovo. UNMIK and Kosovo institutions that supervise gender programs welcome World Learning's expertise in gender budgeting, provided almost exclusively

to non-governmental women. Working closely with public officials in STAR4 would help to bridge the civil society – public sector gap.

A second approach readily available to the STAR Network to strengthen public sector – civil society partnership in Kosovo is the promotion of transparency and accountability in gender-related policies and programs. This approach can be implemented through STAR's contributing to the gender action plan in the key components of economy and education. As stated in the November 2001 STAR Conference, women in Kosovo seek greater and more innovative support to stimulate their economic activities. Since its inception, STAR has played a fundamental role in organizing advocacy groups to promote these services, and would prove a stronger player as the business climate in Kosovo progresses.

Education authorities in Kosovo began a comprehensive sector reform effort during STAR3. Since the STAR2 project, the STAR Network in Kosovo has advocated for gender sensitive materials to be incorporated in formal education. STAR members can play a dynamic role in this process if well integrated into the participatory system of educational professionals throughout Kosovo.

In short, STAR3 has shown that its stronger partnerships with public sector decision makers and implementers, and its broader collaboration with other civil society players, can effect greater changes toward gender equality and equity in Kosovo. The proposed STAR4 project will continue to realize the November 2001 Women in Economy Conference's recommendations with these more effective partnerships in place.

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Women's Economic and Political Empowerment Program

World Learning, Inc.

The STAR Network

Julia Demichelis, Country Coordinator, Kosovo

With support of:

Jill Benderly, Regional Director, Zagreb

Kate Carpenter, Project Manager, Washington, DC

Activities Schedule: October 31, 2002 – April 30, 2003

Women's Economic Empowerment Activities

1. **Economic Literacy Through Public Education Series: Panels and Roundtables**
 - a. **Women in Microfinance: February 5, 2003, 11-1, Chamber of Commerce**
Nexhmi Rexha, University of Perth
Arben Arlyzi, ICMC
Myzafer Ramiqi, Beslidhje
Gyle Idrizaj, Agro-business person
Moderator: Biroll Urcan, Koha Ditore
 - b. **Women & Privatization: February 26, 2003, 11-1, Chamber of Commerce**
Zineta Daci, Chamber of Commerce
Ahmet Shala, Kosovo Trust Agency
Bahri Shabami, BSPK
Moderator: Biroll Urcan, Koha Ditore
 - c. **Discrimination and Gender: A Discussion with Institutions: March 27, 2003, 10-1, ABA-CEELI**
Nebojsa Boricic, Ombudsperson Institution in Kosovo
Valon Murtezaj, Office of the Prime Minister
Gregory Fabian, OSCE Human Rights Department
Moderator: Julia Demichelis, World Learning/STAR
2. **Gender Budgeting Workshop, December 3-7, 2002, Zagreb**
Deb Budlender, South Africa, facilitator
Xheraldina Vula
Flora Macula
Mirlinda Kusari
Mimoza Kusari
Kimete Klemje
Fetije Kpuska
Igballe Rugova
Argentina Grazhdani, USAID/Kosovo

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3. **Capacity Building to Kosovo-wide Women's Business Network (KWBN)**
 Arjeta Vula, SHE-Era: 4 Network Exchanges with key local economic players,
 Assisted by Mimoza Kusari, AUKF and Julia Demichelis, World Learning/STAR
 - a. Prizren, February 7, 2003
 - b. Peje, February 20, 2003
 - c. Gjilan, March 12, 2003
 - d. Mitrovica, March 24, 2003

4. **Capacity Building to Trade Union Women: March, 19-20, 2003, AUKF**
 Jasna Petrovic, ICFTU/Zagreb
 18 women leaders of BSPK, pre-screened in collaboration with BSPK president

5. **Business Development Course for Kosovo-Serb Women: Radmila Kapetanovic, Judge, Zubin Potok and IOM SEDMIN (minority business training services)**
 - a. Zvecan, March 13-14, 2003
 - b. Zubin Potok, March 11-12, 2003
 - c. Leposaviqi, March 25-26, 2003
 - d. Mitrovica, March 27-28, 2003
 Pre-surveyed and tested minority women of surrounding municipalities

Women's Political Empowerment Activities

1. **Gender Issues and Policies – Kosovo Assembly**
 February 7, 2003 – planning meeting, Kosovo Assembly Gender Equality
 Committee (GEC), UNIFEM, NDI, OSCE, SRSB, OPM, KCSF & other selected
 civil society leaders
 Working dates: March 2003, a series of 4 mornings

2. **Gender Action Plan: March 12-13, 2003, Gjilan**
 Gender action planning to introduce equality mechanisms in education sector
 Indira Theqira, Shaban Shabani, Fuji Kreider, Jim Kreider, Julia Demichelis
 18 teachers and members of the Teacher's Charity Association

3. **Women, Leadership and Governance in Northern Municipalities**
 Radmila Kapetanovic and Olga Jaksic
 - a. Shilovo: February 8-9, 2003
 - b. Zubin Potok, February 22-23, 2003
 76 Minority women from municipalities, villages: public sector and citizens

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Women's Economic and Political Empowerment Program

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4 Ariana Zherka	UNHCR
5 Arjeta Rexhaj	GRTC
6 Arjeta Vula	Sbe-Era
7 Bahri Shabani	BSPK
8 Bajrame Tafallari	PDK (Prizren)
9 Besim Zeqiri	KTA
10 Biroll Urcan	TV
11 Brikena Sulejmani	DRC
12 Christina Munzer	IRC-KWI
13 Cyrne Mahmutaj	OPM
14 Dale Pfeiffer	USAID
15 Don Boring	Mercy Corps
16 Earl Gast	USAID
17 Edith Harxhi	SRSG
18 Edmond Efendija	NDI
19 Ekrem Hoxha	KBS
20 Elizabeth Robinson	NAAC
21 Elmaze Pireva	CFA
22 Emine Daci	DRC
23 Engyl Palkusha	FINCA
24 Fatmir Geca	Chamber of Lawyers
25 Flota Macula	UNIFEM
26 Florije Ibishi (Mitrovica)	ABW
27 Franklin DeVrieze	OSCE
28 Gail Long	IOM
29 Gazmend Qorraaj	ICU
30 Gregory Gisvold	CEELI
31 Gyle Idrizaj	Business Woman
32 Halil Bajrami	Ministry of Trade
33 Hasnije Ilazi	KCSF
34 Igballe Rugova	MQ
35 Javier Fargas	KBS
36 John Choi	Beshdhja

37 Judith Davis	OSCE
38 Justina Pula	IBC
39 Ketj Dedolli	IOM
40 Kirsten Michener	USAID
41 Kreshnik Berisha	KNAP
42 Laura Kryeziu	NAAC
43 Lumnije Deqani	WWC
44 Lynne C. Alice	Univ Pristina
45 Lynne Star	Univ Pristina
46 Margaret Hofftensdottir	UNIFEM
47 Mejreme Shema	BSPK Trade Union
48 Melihote Termokolle	Kos Assembly
49 Melissa Payson	IRC-CASSI
50 Meribane Shala	AFK-Peje
51 Mihane Berisha	UNMIK/OGA
52 Mimoza Kusari	AUK
53 Mirlinda Kusari	She-Era
54 Monique de Groot	EU UNMIK PA
55 Mumbi Njau	UNMIK
56 Myzafer Ramiqi	Beselidhja
57 Nazmi Mustafa	Prof Economy
58 Nexhmi Rexha	Profesor
59 Olga Jaksic	Zubin Potok
60 Radmila Kapetanovic	Zubin Potok
61 Sarah Howell	KTA
62 Sebahate Grajqevci	AAK
63 Sadete Demaj	OPM
64 Sanije Uka	SOK
65 Sazana Capriqi	SFINGA
66 Shahe Berisha	KEK
67 Shkurta Kastrati	ABK
68 Shressa Shehu-Kursani	KEK
69 Shukrie Gashi	Partners
70 Tim Baker	NDI
71 Valdet Enedolli	AFK
72 Valon Mortezi	OPM
73 Vjosa Kymete	NORMA
74 Vjosa Mullatahiri	CHF
75 Vjosa Nimani	NORMA
76 Vjolca Krasniqi	Independent
77 Xheraldina Vula	RTK21
78 Zineta Daci	Chamber of Commerce

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Women's Economic and Political Empowerment Program

World Learning, Inc. STAR Network in Kosovo List of Contacts, Second Quarter

1 Anton Berishaj	University of Prishtina
2 Jasna Petrovic	ICFTU
3 Fuji Kreider	Freedom House
4 Nathalie Rubin	IOM
5 Ahmet Shala	Kosovo Trust agency
6 Shpresa Spahiu	SOE "URATA"
7 Jim Kreider	NDI volunteer
8 Remzije Potoku	KWI
9 Rexhep Osmani	Minister of Education
10 Arjeta Vata	UMCOR
11 Ariana Qosaj	OSCE
12 Ragip Abazi	SBASHK Gjilan
13 Indira Thahiqi	Trainer - KEDP
14 Gregory Fabian	OSCE
15 Shpresa Malazogu	OXFORD Studio
16 Zijavere Kecmezi	IRC
17 Rozeta Hajdari	KBS
18 Hamide Latifi	Women for Women
19 Afrore Citaku	OSCE
20 Habit Hajredini	Office of Good Governance
21 Leslie Enright	UMCOR
22 Donna Gommien	Ombudsperson Office
23 Fadil Maloku	IDERK
24 Zamira Eshmambetova	UNMIK OGA
25 Zaqaa Chohan	Office of Good Governance, OPM
26 Per Gunna Skog	Advisory office of good Governance, OPM
27 Inga Aleksandraviciene	Gender Advisor, OSCE
28 Nick Brown	UNDP
29 Jennifer Slotin	UNDP
30 Zeqir Shkodra	BSPK
31 Besa Lluzha	Friedrich Ebert Stiftung
32 Jennifer Chase	OSCE, Senior Human Rights Officer
33 Siobahn Cleary	Amnesty International
34 Baki Svrca	OPM
35 Nebojsa Borcic	Ombudsperson Office
36 Cindy Ko	BSO
37 Zana Kada	RTK

Report on the Performance Monitoring Plan for WLID/STAR Network/Kosovo September 1, 2003 – December 30, 2004

Project Component :				
1. Capacity Building of KBWN				
Results Expected :				
KWBN is a viable organizational with a formal structure of governance and administration in place, services and information available to members, and with a budget sufficient to cover a minimum of recurring costs.				
Indicators	Methodology and Indicators	Targets	Baseline	Final
Results Level: Size (in Euros) of non-USAID KBWN budget, disaggregated by source (membership dues, grants, earned income)	Organizational financial records, non-USAID income reported annually	Budget (€ 30.000) sufficient to cover the core costs of maintaining organization (Coordinator, office operations, publications, maintenance of web site) ¹	€ 0	€ 15,660
Number of people reached (disaggregated by members, non-members) by information dissemination systems (disaggregated by type: e-newsletter, web page, hard copy materials, etc) ²	Web site counter, distribution lists, reported quarterly	100 members, 20 non-members (including officials) reached per year	0	1100 people that received KBWN Newsletter
Operational Level # paying members, disaggregated by ethnicity and geography	Membership roles, reported annually	100 members (80% paying)	40 (no records of their formal membership)	103 (6 paying members)
# policies and procedures formally adopted and operationalized	See Monitoring Instrument #1 (kept by KBWN, reviewed with STAR quarterly)	7 of the following in place and in use: job description of Coordinator, formal Board minutes, regular financial reports to Board, Annual Report, strategic plan, criteria for membership statement, conflict of interest policy, code of ethics, information sharing policy.	None	Job descriptions approved, Board meetings minutes kept and distributed, regular financial reports to Board, 3 issues of KBWN Newsletters published, Annual Report published, Policy Manual approved, 2 Annual Membership Meetings organized

¹ Target is based on absolute financial sustainability (the onion model)

² While requests for information would better indicate "demand", an organization in the early stages of development will spend the first couple of years developing its visibility. This indicator is geared to demonstrate progress in developing profile, identity and exposure.

Report on the Performance Monitoring Plan for WLID/STAR Network/Kosovo September 1, 2003 – December 30, 2004

Project Component:

2. Gender Budget Component (Capacity building for Municipal Gender Officers (MGOs) and Municipal Budget Officers (MBOs))

Note: This component is being done in partnership with UNIFEM and the office of Gender Affairs (KPOS). Objectives and targets may need adjustment depending on program/budget changes of the partners.

Results Expected:

Municipal Gender Officers and Municipal Budget Officers are able to identify portions of the budget that are supportive and/or detrimental to the needs of women, and, work to ensure that budgets actively promote the social and economic needs of women

Indicators	Methodology and Indicators	Targets	Baseline	Final
Results Level: % of the 4 pilot municipalities developing and actually adopting gender-sensitive budgets ³	Review of 2004 budgets, measured against criteria for gender sensitivity.	15% of municipal budgets meeting the criteria (3 out of 4 points) of gender sensitivity.	0	0 (see end note 1)
Analysis of Gender in selected budgets completed (Y/N), to serve as operational model from which to clarify criteria for gender sensitivity	UNIFEM consultant report	NOTE: proposed changes in UNIFEM program/budget will require scaling down this component. Operational target preliminarily adjusted until final decision.		First draft of Budget Gender Assessment completed (see end note 2)
Operational Level # trainers trained (disaggregated by gender and job title ⁴)	Internal training records reported upon completion	5 local experts trained	0	0 (see end note 3)
# trained by trainers (disaggregated by gender and job title, as well as municipality)	Training records of trainers, reported quarterly	45 people trained (of which 70% are MGOs or MBOs) from 14 of 15 municipalities	0	67 people trained (26,39 % men and 41,61 women, 67% were MGO and MBOs, and 33% NGOs) from 24 municipalities

³ Attributes of a gender-sensitive budget: a. is based on gender-disaggregated data b. measure impact on men and women c. include women-specific program to address existing discrimination d. is developed through an inclusive process (final criteria to be based on UNIFEM study)

⁴ Immediate training targets are MGOs and Budget Officers, civil society representatives and community leaders, but may include other municipal officials and informal leaders, especially where training may improve chances of actual adoption of improved budgets

Report on the Performance Monitoring Plan for WLID/STAR Network/Kosovo September 1, 2003 – December 30, 2004

Project Component :

3. Advocacy campaigns to ensure gender-sensitive programs of political parties

Results Expected :

Gender-sensitive programs are promoted by the 4 major parties and candidates in their public utterances during the campaign (whether these are adopted as policy after election is another matter). Parties and candidates take public positions in favor of policies and programs that improve the social and economic well-being of women.

Indicators	Methodology and Indicators	Targets	Baseline	Final
Results Level : Number of political parties that adopt at least 50% of the positions presented by KWN (NATIONAL LEVEL policy paper based on synthesis of local position papers) onto their platforms and/or manifestoes (central/party level) ⁵	Review of official party literature and public statements made by party	2 of the 4 major parties (out of 10 parties) formally adopt positions and programs either directly from KWN positions, or positions that are in alignment with those of KWN, that have not been publicly promoted before	0	2 (AAK and ADK)
Number of local candidates that publicly support 50% of the positions proposed by the KWN local position papers	Review of public speeches and/or written materials by candidates	75% attendance by invited politicians	0	80% of women MP that participated in KWN Campaign
Number of meetings attended by local politicians to discuss their personal position on gender issues ⁶	Reported in the 2 quarters leading up to the election ⁷		0	35 meetings
Operational Level National level position paper prepared (Y/N)			0	1 (Document "Women Propose")
Number of incidences where media/press report on positions developed and presented by KWN	Scan of local press, TV and radio, reported quarterly	20 items appearing in media	0	70 TV and radio reports and newspaper articles
Number of formal positions developed by KWN at local level	See Monitoring Instrument #2A, reported quarterly	25 out of 30 ⁸ municipal/local level position papers developed	0	30 advocacy letters sent to local branches of political parties

⁵ Local KWN groups will develop local position papers that will be synthesized into a national level position paper. Local position papers will focus on specific local gender issues, while national level position paper will focus on government policy

⁶ Note that some candidates may raise gender sensitivity issues locally, without a formal position in the party platform/manifesto

⁷ While publicity of platforms and candidate positions/promises are generally held off until just before the election, development of positions in creation of the platform/manifesto begins several months ahead of campaigning.

⁸ This refers to the Women's Manifesto that will be developed in each municipality by the Women's Advocacy Group

Report on the Performance Monitoring Plan for WLID/STAR Network/Kosovo September 1, 2003 – December 30, 2004

Project Component:

4. Regional Conference on Women's Participation in Political Decision-Making

Results Expected:

Kosovar NGOs, politicians and media learn and adopt new ways of promoting women in the political decision-making process in Kosovo.

Indicators	Methodology and Indicators	Targets	Baseline	Final
Results Level: Number of strategies developed and implemented by Kosovar women NGOs based on conference recommendations	Records and actions of NGOs, individually, severally and collectively, reported in the quarter of and following the conference	At least 2 recommendation(s) will be formalized into an advocacy campaign or program, involving 4 local or/and international NGOs ⁹	0	3 (KWN campaigns to increase support for women candidates, and KWL public statement on women in the new government...)
Number of incidences of media items appearing about the conference in local media (press, TV, radio)	Media scan immediately prior to and up to one month following the conference	At least 5 articles/items will be expressed in the media ¹⁰	0	26 articles
Operational Level # conference proceedings produced and distributed	Project records, reported in the quarter following the conference	500 copies of proceedings, in English, Albanian, and Serbian	0	500 copies of proceedings published and distributed
# attendees, disaggregated by type ¹¹	Conference records, reported for the quarter in which the conference took place	50 total attendees	0	180 total attendees
# NGOs attending		25 NGOs represented	0	73 NGO
# countries represented		9 SSE countries represented	0	14 SSE

⁹ May or may not overlap with project component 3

¹⁰ May or may not overlap with project component 3

Report on the Performance Monitoring Plan for WLID/STAR Network/Kosovo September 1, 2003 – December 30, 2004

Project Component :

5. Advocacy efforts to ensure gender-sensitive laws and participation in the law-making process

Results Expected :

Laws in preparation are analyzed, reviewed and discussed through a gender lens. NGOs regularize their role as promoters of gender sensitivity when new laws are being considered and legislated through a coalition of women MPs and other interested people, have regular review of laws to look at proposed laws through a gender lens.

Indicators	Methodology and Indicators	Targets	Baseline	Final
Results Level : # draft laws where an amendment was proposed (not necessarily passed at this stage) to improve the gender considerations within the law	Legislative record, reported in the quarters where the proposed laws go through first and second readings	At least 1 proposed law will have an amendment proposed that addresses gender implications of the law	0	1 (Gender Equality Law-took place in September 2003)
Operational Level # formal meetings between legislature and NGOs to discuss the gender implications of laws under consideration	Reports from NGOs through KWN, including lists of attendees ¹¹ , reported quarterly	3 formal meetings	0	2 (meeting on the Gender Equality Law with the Parliamentary Commission on Gender Equality – September 2003 and Electors Law Reform Campaign) – see end note 4
# public debates sponsored to discuss proposed legislation		3 public debates	0	3 (Gender Equality Law-Sept.2003 and Electoral Law Reform Campaign - March 2004)
# public education campaigns launched to inform public (and officials) about the gender implications of proposed or passed legislation ¹³		1 campaign geared towards reaching an audience of 10,000 citizens	0	1 (Electoral Law Reform Campaign)
# laws KWN decides (consensus achieved) to address in advocacy campaign	KWN Board minutes	3 laws analyzed from which the 1 campaign will be based	0	3 (Gender Equality Law, Electoral Law, Anti-Corruption Governmental Program)

¹¹ Types include NGO representatives, politicians, government officials, international donors, members of the press/media

¹² in those cases where STAR Network may not be the primary implementer of these initiatives

¹³ public education campaigns defined as a formal process with materials developed (brochures, posters, press releases), a strategy for wide dissemination and a plan follow-up and feedback

Report on the Performance Monitoring Plan for WLID/STAR Network/Kosovo September 1, 2003 – December 30, 2004

Project Component :

6. Capacity Building of KWN

Results Expected : KWN expands as the premier umbrella network for women's NGOs, with an improved formal structure of governance and administration in place, services and information available to members, improved ability to mobilize and represent members and their interests, and with a budget sufficient to cover a minimum of recurring costs

Indicators	Methodology and Indicators	Targets	Baseline	Final
Results Level : Size (in Euros) of non-USAID KWN budget, disaggregated by source (membership dues and grants)	See Monitoring Instrument #3, kept by KWN, reviewed with STAR, quarterly	Budget (€ 30,000) sufficient to cover the core costs of maintaining organization (Coordinator, office operations, publications, maintenance of web site) ¹⁴	0	€ 106,840
Number of advocacy campaigns launched to promote the network, the membership and women's issues in Kosovo	Organizational financial records, non-USAID income KWN records ¹⁵ , annually	See Components 2,3,4,5	0	See Components 2,3,4,5
Operational Level # organizational members, disaggregated by ethnicity and geography	Membership roles, reported annually	Increase from 40 to 80 organizations as members.	40 (but there are no records of their formal membership)	70 new members (see end note 5)
# policies and procedures formally adopted and operationalized	See Monitoring Instrument #3	7 of the following adopted and in place: job description of Coordinator, formal Board minutes, regular financial reports to Board, Annual Report, strategic plan, criteria for membership statement, conflict of interest policy, code of ethics	None	Job description of KWN staff approved by the Board, formal Board minutes kept, regular financial reports provided to the Board, 3 issues of KWN newsletters published and distributed, Strategic Plan approved, Policy Manual approved by the board, Annual Report distributed, 2 Annual Membership Meetings held.

¹⁴ Realizing that KWN member dues will probably not cover full costs of operations (at least at present), local and external grants will continue to be a major source of income for the next few years

¹⁵ campaigns defined as formal processes, with at least a set of materials produced and a plan for dissemination

Report on the Performance Monitoring Plan for WLID/STAR Network/Kosovo September 1, 2003 – December 30, 2004

Project Component :

7. Strengthening partnership between KWN and Network of Serbian Women's NGOs "Zora"

Results Expected :

KWN and Zora establish regular communication, sharing of information and can jointly mobilize for issues of common interests to their constituents

Indicators	Methodology and Indicators	Targets	Baseline	Final
<p>Results Level : Number of joint activities undertaken together by KWN and Zora to promote Kosovar women's issues</p>	Records of KWN meetings (to be made a permanent part of internal member reporting). Periodic meetings with ZORA Coordinator	At least one issue identified and action taken together, such as joint public awareness campaign, publication or advocacy campaign (see other project components)	0	0 (see end note 6)
<p>Operational Level Number of joint workshops conducted</p>	Workshop records, quarterly	8 workshops	0	1 workshop (in February 2004) (see end note 7)
Attendees at workshops, disaggregated by organization, geography and ethnicity	Workshop records, quarterly	100 attendees (60% KWN-members, 40% Zora-members)	0	15 (9 Albanians, 6 Serbs)

End Notes

- Note 1: The Gender Budget Program was initially conceptualized as a jointly organized and funded program by UNIFEM, UNMIK Office for Gender Affairs (OGA), Kosovo Foundation for an Open Society (KPOS), and STAR Network. STAR Network and KPOS were responsible for the capacity building/training component of the program. UNIFEM was responsible for the Pilot Gender Budget Projects at the municipal level. Due to funding cuts, UNIFEM withdrew completely from the program in early 2004, so the Pilot Projects was not implemented.
- Note 2: UNMIK OGA was responsible for funding and completing the Gender Budget Assessment component of the Gender Budget Program. STAR Network provided substantial technical assistance to the first steps for drafting the Gender Budget Assessment, but OGA was not unable to complete the study, due to funding and delayed procedures for hiring the international consultant that was assigned to this component.
- Note 3: Once UNIFEM withdrew from the Gender Budget program, the whole program was re-designed to fit with the existing financial and human resources available. The Capacity Building/Training component was re-designed. With the resources available it was impossible to organize both a Training of Trainers and a series of training workshops for Municipal Gender Officers (MGOs), Municipal Budget Officers (MBOs), and NGOs. Instead STAR Network hired experienced trainers to train 67 MGOs, MBOs, and NGOs from 24 municipalities, number that exceeds the targets set for this component of the program (the target was 45 people trained from 15 municipalities).
- Note 4: Due to the sharp decline in USD value to Euro (the official currency in Kosovo) during the reporting period, STAR was unable to fund more then 2 advocacy efforts of such kind.
- Note 5: The target achieved – 70 formal members – is already a huge success. Seemingly, the target set at the beginning of the program – 80 formal members – was unrealistic.
- Note 6: Due to March 2004 unrest, the relationship between the two local partners to this program component, Kosovo Women's Initiative and the Kosovo Serbian women's NGOs Network "Zora", was strained and cooperation did not continue. However, one of the partners, Kosovo Women's Initiative, resumed its work with several new Kosovar Serbian women's NGOs, which are not part of "Zora".
- Note 7: After the March 2004 unrest, STAR Network redesigned this program component and decided to fund some capacity building activities for Kosovar Serbian women's NGOs. Due to the sharp decline in USD value to Euro (the official currency in Kosovo) during the reporting period, and resulting budgetary concerns, STAR will not go forward with the activities.

Star Network of World Learning/ KOSOVO
Quarterly Monitoring Summary Table for Organizational Development

Organization: KOSOVO BUSINESS WOMEN'S NETWORK (KBWN)

	Oct-Dec 03	04 Qtr 1 Jan-Mar	04 Qtr 2 Apr-Jun	04Qtr 3 Jul-Sep	04 Qtr 4 Oct-Dec	TOTAL
Non-USAID Income						
Dues from Members	0	0	180 €	0	180 €	360 €
Contributions	0	0	1800 €	0	2,400 €	4,200 €
Grants	0	0	0	11,100	0 €	11,100 €
Earned Income	0	0	0	0	0	0
Funding Proposals Written	0	1	1	1	3	6
Proposals Funded	0	0	0	1	0	1
Membership						
Number of Members	40	60	99	0	103	103
# Members Paid Up			3	0	6	6
Policies, Practices, Systems in Place (X)						
Policy Manual Compiled (X)				X		X
Elections (X)	X				X	X
Coordinator Job Description (X)		X				X
Strategic Plan (X)						
Board Minutes (X)		X	X	X	X	X
Board Financial Reports (X)			X		X	X
Annual Report (X)		X			X	X
Annual General Meeting (X)	X				X	X
Policy: criteria for membership (X)	X			X	X	X
Policy: conflict of interest (X)				X		X
Policy: code of ethics (X)						
Policy: information sharing (X)						X
Publications and Media						
Number of Annual Reports produced		200			200	400
Number of Annual Reports distributed		200			200	400
# items in media about the organization	5	6			7	18
# Web Site "hits" (from counter)	N/A	N/A	N/A	N/A	N/A	N/A
# E-newsletters sent		400	350	350		1,100
Future Activities						
Advocacy Campaigns Developed	0	0	1	0	0	1
Advocacy Activities Implemented	0	0	0	0	0	0

Other Activities/Successes:

See narrative report

Problems Encountered/Suggested Solutions:

See narrative report

**Star Network of World Learning/ KOSOVO
Quarterly Monitoring Summary Table for Organizational Development**

Organization: KOSOVO WOMEN'S NETWORK (KWN)

	Oct- Dec 03	04 Qtr 1 Jan-Mar	04 Qtr 2 Apr-Jun	04 Qtr 3 Jul-Sept	04 Qtr 4 Oct-Nov	TOTAL
Non-USAID Income						
Dues from Members (€)	N/A	N/A	N/A	N/A	N/A	N/A
Contributions (€)						
Grants (€)		33,020 €	7,140 €	34,750 €	33,930 €	108,840€
Earned Income (€)						
Funding Proposals Written (#)		2	2	2	2	8
Funding Proposals Funded (#)		2	2	2	2	8
Membership						
Number of Members	30	42	58	60	70	70
Policies, Practices, Systems in Place(X)						
Elections (X)	X				X	X
Annual Report (X)					X	X
Policy Manual (X)				X		X
Coordinator Job Description (X)	X					X
Strategic Plan (X)			X	X		X
Board Minutes (X)	X	X	X	X	X	X
Board Financial Reports (X)			X	X	X	X
Annual General Meeting (X)	X				X	X
Policy: criteria for membership (X)				X		X
Policy: conflict of interest (X)				X		X
Policy: code of ethics (X)						
Policy: information sharing (X)						X
Publications and Media						
Number of Annual Reports produced					200	200
Number of Annual Reports distributed					200	200
# items in media about the organization	24	27	20	23	47	141
# Web Site "hits" (from counter)	N/A	N/A	N/A	N/A	N/A	N/A
# E-newsletters Sent			600	500	500	1,600
Other Activities						
Advocacy Campaigns Developed		2	1	2	0	5
Advocacy Position Papers Produced		2	1	2	0	5

Other Activities/Successes:

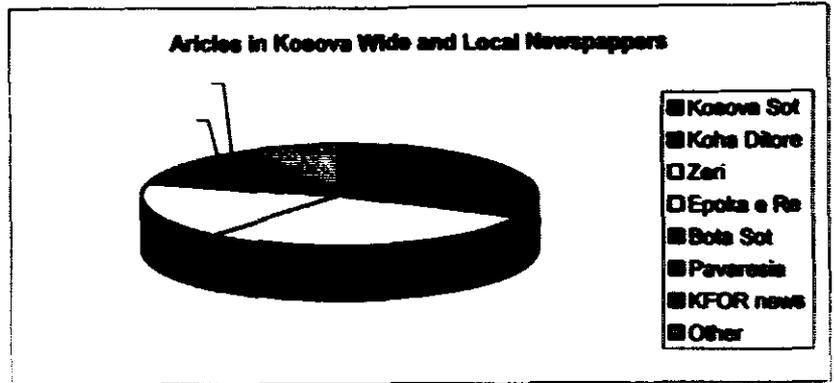
See narrative report

Problems Encountered/Solutions Suggested:

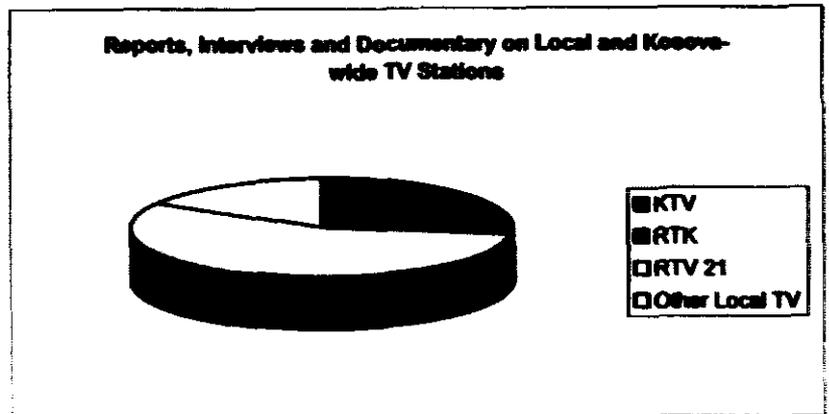
See narrative report

Media coverage of STAR and STAR-supported activities September 1, 2003 - December 30, 2004

<u>Articles in Kosova Wide and Local Newspapers</u>	
NewsPaper	Time
Kosova Sot	9
Koha Ditore	14
Zeri	21
Epoka e Re	13
Bota Sot	7
Pavaresia	1
KFOR news	1
Other	6
Total	72



<u>Reports, Interviews and Documentary on Local and Kosova-wide TV Stations</u>	
TV STATION	Time
KTV	9
RTK	9
RTV 21	37
Local TV Besa - Prizren	1
Local TV Iliria - Viti	1
Local TV Festina - Feriza	3
Local TV Liria - Ferizaj	2
Local TV MEN - Gjilan	1
Local TV Mitrovica - Mitrovic	1
Local TV Prizreni - Prizren	1
Local TV Syri - Gjakova	1
Total	66



<u>Radio Reports and Interviews on Local and Kosova-wide radio stations</u>	
Radio Yeni Donem	2
Radio Prizreni	3
Radio Starti	1
Radio Vala 900	1
Radio Zeri I Pozharanit	1
Radio Vicinam	1
Radio Malisheva	1
Radio Gjakova	1
Radio Kosova	11
Radio Blue Sky	1
top Kosova Radio	1
Radio Free Europe	6
Radio Vala Rinore	2
Radio 21	2
Radio KFOR	2
Urban FM Radio	4
Radio France International	2
Total	42