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KOSOVO ENERGY SECTOR GENDER AND YOUTH ANALYSIS AND ACTION PLAN

Kosovo Energy Sustainability Activity (ESA)

October 3, 2022

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KOSOVO ENERGY SECTOR GENDER AND YOUTH ANALYSIS AND ACTION PLAN

KOSOVO ENERGY SUSTAINABILITY ACTIVITY

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ACRONYMS

ADS	USAID Automated Directives System
AGE	Kosovo Agency for Gender Equality
ALPEX	Albanian Power Exchange
AWESK	Association of Women in the Energy Sector of Kosovo
CDCS	USAID Country Development Cooperation Strategy
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CES	Kosovo Center for Energy and Sustainability
EnC	Energy Community
ERO	Kosovo Energy Regulatory Office
ESA	Kosovo Energy Sustainability Activity
EU	European Union
FGD	Focus Group Discussion
GBV	Gender-Based Violence
GDP	Gross Domestic Product
GESI	Gender Equality and Social Inclusion
GRB	Gender-Responsive Budgeting
IDIQ	Indefinite Delivery, Indefinite Quantity
KEDS	Kosovo Energy Distribution Service
KEK	Kosovo Energy Corporation
KII	Key Informant Interview
KOSTT	Kosovo Electricity Transmission System and Market Operator
KWN	Kosova Women's Network
LGBTQI+	Lesbian, gay, bisexual, transgender, queer, intersex, and others

LGE	Kosovo Law on Gender Equality
ME	Kosovo Ministry of Economy
MESTI	Kosovo Ministry of Education, Science, Technology and Innovation
NES	Kosovo National Energy Strategy
NARUC	U.S. National Association of Regulatory Utility Commissioners
NECP	Kosovo National Energy and Climate Plan
NGO	Non-Governmental Organization
NMu	Northern Municipalities
PLWD	People Living with Disabilities
PV	Photovoltaic
RES	Renewable Energy Sources
SDGs	Sustainable Development Goals
STEM	Science Technology Engineering & Mathematics
USAID	United States Agency for International Development
WEPs	UN Women’s Empowerment Principles

EXECUTIVE SUMMARY

USAID’s Kosovo Energy Sustainability Activity (hereafter Energy Sustainability Activity) is a five-year program that aims to improve the country’s energy security by strengthening the capacity and sustainability of local institutions to advance energy market development and regional integration and facilitate investments in energy infrastructure. This will enable the energy sector to serve as a vehicle for the country’s economic growth and increase opportunities for economic participation among its citizens. To achieve this goal, Tetra Tech will help advance market coupling with Albania; explore further regional integration according to European Union (EU) market-based standards; bolster sector governance; mobilize resources to unlock electricity supply challenges in the four northern municipalities of Kosovo (NMu); and promote transparent, market-based mechanisms for private sector–led investment in generation. Over the life of the program, these activities will lead to (1) \$300 million in investment leveraged; (2) 200 megawatts (MW) of new renewable energy (RE) supply capacity added; (3) reduced commercial losses in NMu; and (4) an operational, liquid Albanian power exchange (ALPEX).

This Gender and Youth Analysis and Action Plan synthesizes findings from literature review and primary data collection focused on the assessment of gender and youth inclusion gaps and challenges within the energy sector in Kosovo as they specifically relate to interventions under the Activity. It also identifies opportunities to leverage and address identified challenges. The Gender and Youth Analysis explores gender and social inclusion issues specific to women’s and youth’s ability to seek employment and advance in leadership and technical positions in the energy industry, government organizations (ministries and energy regulators), universities and schools, and energy sector civil society organizations. It also analyzes available data on the pipeline of youth in the energy sector.

Globally, the energy sector is still a male-dominated industry, with women representing only 22 percent of the overall energy sector workforce and 32 percent in the renewable energy sector.¹ Data are limited regarding the level of youth inclusion in the energy sector in Kosovo. As there are 3.5 billion people globally under the age of 30² who must live with the consequences of climate action or inaction, tapping into the innovation and leadership of young leaders is essential for achieving increased energy supply and a just and inclusive energy transition. By increasing the participation of women in the workforce and integrating gender and youth inclusion into all ESA interventions, both Kosovo and the United States can benefit from increased diversity, efficiency, and profitability for the energy sector.³

This Gender and Youth Analysis builds on previous gender and youth analysis conducted in 2015 by the USAID REPOWER-Kosovo project, and previous gender analysis conducted by AWESK in 2022, both of which identified significant barriers to women’s and youth’s participation in the energy sector, including the burden of unpaid labor and false perceptions rooted in patriarchal norms. This analysis aims to identify Gender Equality and Social Inclusion (GESI)–based constraints and opportunities within ESA objectives to promote gender equality and increase social inclusion in the energy sector of Kosovo in accordance with the 2020 USAID Gender Equality and Women’s Empowerment Policy laid out in

¹ IRENA. 2019. Gender Equality for an Inclusive Energy Transition.

² Power For all. 2022. Accelerating the global energy transition powered by a young workforce.

³ USAID. 2018. Engendering Utilities: Strengthening the power sector through gender equity.

USAID Automated Directives System (ADS) Chapter 205. The analysis is carried out across six domains, which are discussed below with key findings.

- 1. Laws, Policies, Regulations, and Institutional Practices:** The Gender and Youth Analysis finds that the Kosovar policy framework for inclusion in the energy sector relies largely on national-level policy instruments for gender equality and anti-discrimination. The majority of strategic documents and policies related to energy sector institutional practices have not been evaluated with a gender and/or youth inclusion lens. The lack of a comprehensive network of gender- and youth-integrated energy sector policy instruments leads to practices that are not inclusive, creating gaps where targets (such as the gender quota) are not met. Lack of gender mainstreaming in policy-making, implementation, and monitoring processes has led to laws, policies, and programs that do not sufficiently consider the differences between women's and men's needs. Moreover, the Gender Equality Officers are insufficiently involved in drafting policies for their ministries or municipalities, both because they lack capacities and because decision-makers do not sufficiently involve them. Additionally, the current laws on energy and policies are gender-blind, as the Agency for Gender Equality was not consulted during the drafting processes for these policies.
- 2. Access to and Control over Assets and Resources:** Women and youth face barriers to meaningful participation in the energy sector due to various factors. Education programs that are lacking in infrastructure and training for educators lead to a skills mismatch for youth seeking employment in the energy sector. Overall, cultural norms prevail and create unequal access to employment and training opportunities. Promoting a more inclusive workforce is a prerequisite for successful implementation of energy policies and programs.
- 3. Knowledge, Beliefs and Perceptions, Cultural Norms:** Traditional gender norms that are taught from an early age create perceptions about the roles of women, men, girls, and boys in the energy sector. As such, there is a gendered division in the choice of academic studies and career choices. Gender socialization contributes to the ways that women and men behave and are perceived in the workplace. The perception that the energy sector is a field typically for men persists and leads to a lack of role models for women and girls. There is an opportunity for men to become more engaged as allies in gender equality efforts. Another promising avenue worth exploring in the future is the renewable energy field, which presents an opportunity for women to become more engaged in the energy sector. However, women's engagement in the current environment of the energy sector should continue to be prioritized.
- 4. Power and Decision-making:** Due to the influence of cultural norms, women and youth are underrepresented in decision-making roles in Kosovar society and particularly in male-dominated industries such as the energy sector. Including the perspectives of women and youth in decision-making processes has the potential to bring increased innovation and business benefits to the sector. Thus, institutional support for engaging women and youth in decision-making is critical. The absence of women in decision-making positions in formal energy institutions leads to a lack of positive role models for girls and young women who are interested in science, technology, engineering, and mathematics (STEM), which is the type of expertise usually required for employment in the energy sector. Furthermore, low levels of women's participation in discussions at the energy policy level mean that potential solutions and decisions are likely to have an inadvertent male bias. Including the perspectives of women and youth in decision-making processes has the potential to bring increased innovation and business benefits

to the sector. Thus, institutional support for engaging women and youth in decision-making is critical.

5. **Roles, Responsibilities, Participation, and Time Use:** In Kosovo, women face a significant burden with unpaid labor including care work and domestic tasks that undermine their access to education, the labor force, and other opportunities to engage with society. This is particularly evident in the gender gap in employment in Kosovo, which is the highest for those during their reproductive years. The perceived role of women as caretakers affects their choice of academic and career path and leads to occupational sex segregation in the workplace. Policies that reduce the burden of unpaid labor on women are critical for women and men to have an equal chance to participate in the energy sector. Socialized gender norms contribute to prevalent assumptions that women are "naturally" made to be responsible for care work, whereas men are seen as breadwinners and decision-makers. Cultural gender norms and traditional patrilineal practices contribute to women's limited opportunities in several areas including the labor market, owning property, leading private businesses, etc. Women are not expected to challenge the existing gender norms and constructs, especially those related to labor and male-dominated sectors.
6. **Human Dignity, Safety, and Wellness:** Gender-based violence (GBV) and energy poverty impact one's ability to participate equally in society and in the energy sector. GBV comes with severe costs to survivors and to their companies. GBV is prevalent in Kosovo and is mostly unreported. As energy sector projects can lead to an increase in GBV in a community due to a combination of risk factors associated with urbanization, construction, and a potential influx of male workers,⁴ it is important to consider the risks associated with project interventions and develop mitigation strategies to prevent and respond to GBV. In Kosovo, more than one in ten women have felt discriminated against in the workplace.⁵ More specifically, 30 percent of women believe their supervisor discriminates against them based on their gender when delegating work, 20 percent believe their gender impacts their profession, and 20 percent believe their colleagues treat them differently because of their gender.⁶

The potential for energy sector expansion in Kosovo in the coming years is evident, and including women, girls, and socially excluded persons in energy sector development and expansion is a critical step to ensuring the achievement of the Sustainable Development Goals and fostering economic and social growth. This Gender and Youth Analysis informs the ESA Gender and Youth Inclusion Action Plan, which highlights how the ESA team and USAID can overcome identified challenges and advance gender equality and social inclusion in the energy sector to achieve USAID's broader energy sector and economic development goals in the region.

⁴ USAID. 2015. Building a safer world: Toolkit for integrating GBV prevention and response into USAID energy and infrastructure projects.

⁵ Kosova Women's Network. 2019. Gender-based discrimination and labour in Kosovo.

⁶ Kosova Women's Network. 2019. Gender-based discrimination and labour in Kosovo.

I. INTRODUCTION

Tetra Tech ES, Inc. (Tetra Tech) presents the Gender and Youth Analysis and Action Plan for the Energy Sustainability Activity in Kosovo (ESA), Contract No. 7200AA19D00029, Task Order No. 72016721F00001. This analysis and action plan is required by USAID in accordance with section C.6.3, “Gender” of the subject IDIQ contract.

Having declared independence in 2008, Kosovo is the youngest country in Europe. The nation’s transition economy has grown since independence but continues to face barriers to economic growth. Kosovo remains one of the poorest countries in Europe, with a gross domestic product (GDP) per capita of \$3,991 in 2020⁷ and an unemployment rate of 26.2 percent⁸ (compared to \$8,126.40⁹ and 7.6 percent for the region, respectively).¹⁰ With its growing economy, electricity consumption and peak demand have increased over the past decades and there is a need for stable power generation in Kosovo to ease the increasing and ongoing constraints on power.

Kosovo has around 1,573 MW of installed electricity generation capacity,¹¹ most of which comes from two coal-fired power plants: Kosovo A and Kosovo B. To meet growing energy demand, reduce outages, and lower greenhouse gas emissions, the draft Kosovo National Energy Strategy (NES) 2022–2031 aims to increase energy efficiency, support decarbonization, and promote renewable energy. The NES outlines a plan to refurbish the Kosovo B1 and B2 power plants by the end of 2024 and 2025, respectively. One of the Kosovo A units will be refurbished by the end of 2024, while the decision to refurbish or phase out the second unit will be made in 2024 at the latest. The third operating A unit will be permanently closed once the refurbishment of the other lignite unit(s) has been completed.¹²

In early 2018, Kosovo’s government announced plans to open the energy market to solar and wind power. In order to attract investment, the government urged financial institutions such as the World Bank and European Bank for Reconstruction and Development to provide support.¹³ The NES aims to increase renewable energy sources, mainly in wind and photovoltaic technologies supported by renewable auctions, public investment, and active participation of prosumers in this process.

Kosovo’s energy sector remains male-dominated. A 2018 report by Nathan Associates found that women comprise only 7 percent of employees in public energy companies in Kosovo.¹⁴ Based on labor force survey data for the European Union, women’s share of employment in energy subsectors performs poorly when compared with the overall labor force and to other industrial subsectors. In

⁷ World Bank. 2020. Kosovo: GDP per capita (constant 2015 US\$).

⁸ International Labour Organization. 2020. Unemployment, total (% of total labor force) (national estimate) – Kosovo.

⁹ World Bank. 2020. Europe & Central Asia (excluding high income): GDP per capita (constant 2015 US\$).

¹⁰ International Labour Organization. 2020. Unemployment, total (% of total labor force) (national estimate) – Europe & Central Asia (excluding high income).

¹¹ CIA. 2022. World Factbook: Kosovo.

¹² Kosovo Ministry of Economy. n.d. Draft Energy strategy of the Republic of Kosovo 2022-2031.

¹³ PV Magazine. 2018. Kosovo Embarks on Renewables Path.

¹⁴ MCC. Women Are Driving Change in Kosovo’s Energy Sector.

2017, the lowest performing subsector was coal and lignite mining, with women representing only 12.5 percent of the workforce. In the same year, the workforce of the metal ore mining subsector was 13.5 percent women.¹⁵

To increase the participation of women in the workforce but also in decision-making, women from the energy sector established the Association of Women in the Energy Sector of Kosovo, which is one of the first civil society organizations in Kosovo focusing on advancing gender equality in the energy sector. The association was launched in June 2017 with the support of USAID REPOWER-Kosovo Activity. To date, AWESK has more than 140 members and is constantly engaged in energy/gender-related activities locally and internationally.¹⁶ The next five years for Kosovo are critical for establishing a robust, reliable, and regionally integrated power system in line with Energy Community (EnC) standards—an integral part of bolstering the country’s economic growth and increasing opportunities for its citizens.

USAID is supporting the Government of Kosovo to set and meet its targets through ESA, which aims to improve the country’s energy security by strengthening the capacity and sustainability of local institutions to advance energy market development and regional integration and facilitate investments in energy infrastructure. This will enable the energy sector to serve as a vehicle for the country’s economic growth and increase opportunities for economic participation among its citizens.

In support of these goals, ESA is helping develop market coupling with Albania (through the ALPEX power exchange) and exploring further regional integration according to European Union standards. ESA is also working to bolster sector governance, unlock electricity supply challenges in Kosovo’s four northern municipalities, and promote transparent, market-based mechanisms for private sector-led investment in clean power generation.

This Activity contributes to the objectives of the USAID/Kosovo CDCS 2020-2025, which outlines increasing women’s and youth’s participation in the energy sector through gender- and youth-sensitive consultations and interventions as a key focus for achieving its Development Objectives.¹⁷ Both groups, particularly young females, represent a valuable underutilized economic asset. Unlocking the potential of women and youth to participate in Kosovo’s energy sector can help close gaps and contribute to growth.

The existing data about gender dynamics and youth inclusion in the Kosovo energy sector are limited. These inclusion data gaps represent an untapped area of research for the government, donors, and academic and research institutions. In general, gendered inequalities are present in the energy sector as they are in other sectors and are primarily the result of deeply entrenched patriarchal values and gender roles. The Gender Analysis conducted by REPOWER-Kosovo in 2015 revealed that the low participation of women in positions other than administrative, public relations, and management at Kosovo Energy Corporation (KEK) and Kosovo Transmission and Market System Operator (KOSTT)

¹⁵ International Energy Agency. 2020. Gender diversity in energy: what we know and what we don’t know.

¹⁶ AWESK. n.d. About.

¹⁷ USAID Kosovo. 2020. Country Development Cooperation Strategy (CDCS).

has been explained by the fact that a larger concentration of jobs are mostly filled by men because they require field work and heavy work such as operating heavy machinery. There is a false perception that “women are not interested in” these types of jobs. For example, at KEK, the majority of jobs are in production, lignite generation (miners), and operation of mechanical equipment. According to KEK, “women don’t apply for positions with heavy machinery.” As a result, there are more men present in the KEK workforce overall.¹⁸

Further gender analysis conducted by AWESK and supported by GiZ in 2022 found that women remain underrepresented in the energy sector in Kosovo. People hold negative perceptions about women entering vocations associated with construction, such as electricians, mechanical equipment installers, builders, carpenters, and metals workers. These perceptions act as barriers for women to consider employment in these areas, and also create hesitancy in many young women and girls to study STEM and energy fields. The gender analysis finds that while the number of women employed in the energy sector has gradually increased, the burden of women’s unpaid labor remains a challenge for women remaining in the labor force overall.¹⁹

Using primary and secondary data, this GESI analysis identifies gender equality and social inclusion (GESI)–based constraints and opportunities within the energy sector related to the objectives in ESA in accordance with the USAID Automated Directives System (ADS) 205 based on the following domains:²⁰

1. Laws, Policies, Regulations, and Institutional Practices
2. Access to and Control over Assets and Resources
3. Knowledge, Beliefs and Perceptions, Cultural Norms
4. Power and Decision-making
5. Roles, Responsibilities, Participation, and Time Use
6. Human Dignity, Safety, and Wellness

The findings of the Gender and Youth Analysis are the basis for the development of the Gender and Youth Inclusion Action Plan in Annex A on page 45.

¹⁸ USAID. 2015. Gender analysis and Action Plan: REPOWER – Kosovo.

¹⁹ AWESK. 2022. Gender diversity in the energy sector of Kosovo.

²⁰ USAID. 2021. ADS Chapter 205: Integrating Gender Equality and Female Empowerment in USAID’s Program Cycle.

2. METHODOLOGY

This Gender and Youth Analysis aims to identify gender and social inclusion-based challenges, constraints, and opportunities, in accordance with USAID ADS 205²¹, and has been produced in compliance with the USAID Policy on Gender Equality and Female Empowerment (2012). The Gender and Youth Analysis was conducted by synthesizing and analyzing qualitative and quantitative data collected through a literature review of publicly available data sources and through interviews and focus group discussions. The findings of the Gender and Youth Analysis, outlined in this report, have been used to inform and develop the ESA Gender and Youth Inclusion Action Plan (Annex A).

The Gender and Youth Analysis process is guided by an analytical framework, compliant with ADS 205 and the USAID Youth in Development Policy (2022)²², based on the following six gender and inclusion domains, used throughout the literature review process, and analyzed at both regional and country-levels. The following framework emphasizes both gender equality and social inclusion, fostering an understanding of the energy sector that is sensitive to local contexts. This framework also encourages identification of potential participatory and empowering approaches using an intersectional lens by analyzing each domain from the perspective of gender and social inclusion.

i. Laws, Policies, Regulations, and Institutional Practices

Identifying and analyzing the extent to which formal and informal legal systems, policies, regulations, and institutional practices related to the energy sector may contain or impact on explicit, or implicit, gender and identity biases, related to gender equality and youth inclusion within the energy sector. In addition, this domain considers the efficacy of existing laws and policies in advancing gender equality and youth inclusion within the energy sector.

ii. Access to and Control over Assets and Resources

Examining the ability for persons of different genders and social identities to own and/or have access to and use of productive resources within the energy sector, in addition to the degree of social acceptance of their respective abilities to access and control resources such as employment in the energy sector.

iii. Knowledge, Beliefs and Perceptions, Cultural Norms

Assessing the cultural norms and beliefs in Kosovo, and how these may influence perceptions of gender and social identities, in addition to how this may impact the way in which people behave and participate in relevant activities in the energy sector.

iv. Power and Decision-making

Assessing how persons of different genders and social identities may decide, influence, and have control over various resources related to the energy sector at both local and national levels, in addition to

²¹ USAID ADS 205. Integrating Gender Equality and Female Empowerment in USAID's Program Cycle. <https://www.usaid.gov/sites/default/files/documents/1870/205.pdf>

²² USAID. 2022. Youth in development policy: 2022 update.

through representation in decision-making positions relevant to the energy sector (in public, private, and civil organizations).

v. Roles, Responsibilities, Participation, and Time Use

Analyzing the productive and reproductive activities that persons of different genders and social identities may be involved in, in addition to their roles and responsibilities, and time used in both paid and unpaid work, to understand barriers and opportunities to their involvement within the energy sector.

vi. Human Dignity, Safety, and Wellness

Analyzing the quality or state of being respected, honored, and able to live a life free from discrimination, harm, violence as it relates to the energy sector. It may include being safeguarded from identity-specific needs, including physical, spiritual, and mental well-being for groups such as ethnic or religious minorities, socially excluded persons or people living with disabilities (PLWD), and includes definitions and data related to gender-based violence (GBV) and the prevention of GBV in the energy sector.

2.1 LITERATURE REVIEW

The literature review is based upon publicly available reports and data sources directly relevant to the Energy Sustainability Activity. The literature review process prioritized country-specific reports and papers, national and international databases, and USAID and other donor publications and program documentation. A complete list of resources included in the literature review is provided in the References section at the end of this report. Where gaps in availability of relevant data sources have been identified, the Gender and Youth Analysis has utilized regional and international literature and information sources to inform the identification of gender equality challenges and best practices relevant to the energy sector.

2.2 PRIMARY DATA COLLECTION

Primary data collection for the Gender and Youth Analysis involved i) key informant interviews (KIIs) with relevant stakeholders and experts and ii) focus group discussions (FGDs) with interns in the first cohort of the ESA-supported New Energy Internship Program, which aims to increase youth participation in the energy sector, and members of AWESK. Topics addressed were related to energy sector policies, factors that might contribute to exclusion of women and youth from the energy sector and decision-making, and recommendations for improving inclusivity to build a more resilient energy sector. In total, 25 women and 6 men (including 5 young women and 4 young men) holding various positions in the energy sector in Kosovo were consulted for this analysis. Three women participated in both the KIIs and the FGDs. See Annex B for the full list of interviewees.

Table 1. Interview Participants

INTERVIEW PARTICIPANTS	
INTERVIEWS	PARTICIPANTS
Individual Key Informant Interviews, January 19, 2022 – June 8, 2022	<p>18 women; 2 men</p> <ul style="list-style-type: none"> • 10 representatives from public energy institutions • 4 representatives from private energy institutions • 2 representatives from academic institutions • 1 representative from the ESA project • 1 representative from an association • 1 representative from a non-governmental organization (NGO)
Focus Group Discussion with Male Interns, April 29, 2022	<p>4 men</p> <ul style="list-style-type: none"> • Interns in the first cohort of the ESA New Energy Internship Program
Focus Group Discussion with Female Interns, April 29, 2022	<p>5 women</p> <ul style="list-style-type: none"> • Interns in the first cohort of the ESA New Energy Internship Program
Focus Group Discussion with members of AWESK, May 6, 2022	<p>5 women</p> <ul style="list-style-type: none"> • Representatives of AWESK holding various positions within energy sector institutions, including public institutions and academic institutions.

2.3 DATA LIMITATIONS

This Gender and Youth Analysis is based upon an assessment of publicly available literature relevant to the Energy Sustainability Activity objectives in conjunction with primary data collection. Not all sources had statistical data available for Kosovo. Additionally, almost all global sources for statistical data use binary “male” and “female” categorizations and do not include disaggregated data based on other social identifiers such as gender, sexuality, people living with disabilities (PLWD), or age. This makes it difficult to have a deeper understanding of the intersectionality of gender and other social attributes necessary to understand the barriers and opportunities related to engaging with a broad range of people with diverse social identities in the energy sector. Finally, the researchers made an effort to interview equal numbers of women and men, but faced the bias that “gender equality” refers strictly to women, and were typically referred to consult with women; thus, the number of women interviewed is higher than the number of men interviewed.

3. GENDER AND YOUTH INCLUSION IN THE KOSOVO ENERGY SECTOR

The following sections provide an analysis of gender- and youth-based constraints and opportunities, as well as recommendations, in each of the six domains, that feed into the action plan in Annex A.

3.1 LAWS, POLICIES, REGULATIONS, AND INSTITUTIONAL PRACTICES

FINDINGS

In 2004, Kosovo adopted an “Egalitarian Law Package” including the Law on Gender Equality (LGE), the Inheritance Law, and Family Law, as demanded by the UN Interim Administration Mission in Kosovo. In 2015, Kosovo approved a “Human Rights Law Package,” which included a more comprehensive version of the LGE and Law on the Protection from Discrimination.²³ In 2020, the Kosovo Parliament ratified the Istanbul Convention, an international treaty to end violence against women, and the Constitution was amended.²⁴ Kosovo’s Constitution and laws consistently declare women as equal to men, but in daily life, women still struggle with access property, social resources, and personal security, and they lack employment opportunities. Kosovo has not signed certain international agreements, such as the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), primarily because it is not recognized as an independent country by the United Nations (UN). Kosovo’s legislation, however, is consistent with CEDAW.

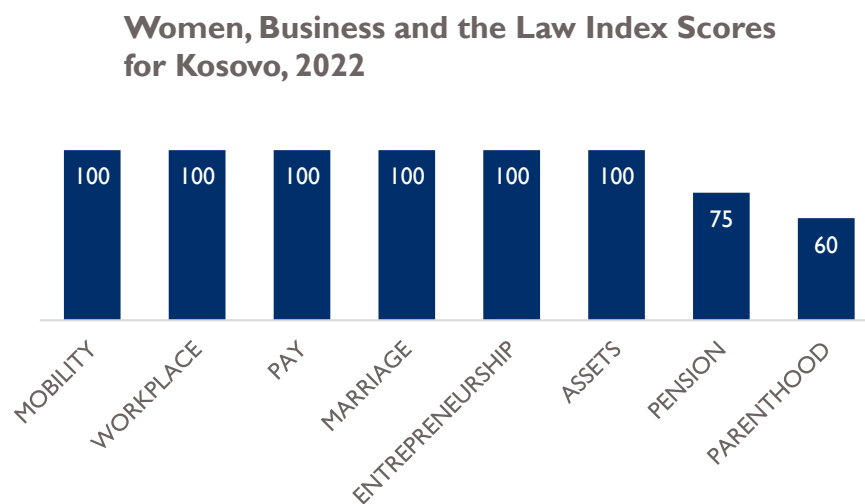


Figure 1. Women, Business and the Law index scores for Kosovo, 2022

²³ Council of Europe. 2021. Setting up treatment programmes for perpetrators of domestic violence and violence against women.

²⁴ Republic of Kosovo. 2020. Amendment of the Constitution of the Republic of Kosovo – 2020.

The World Bank assessed Kosovo in its 2022 Women, Business and the Law report, providing scores on indicators such as accessing institutions, getting a job, and protecting women from violence. Kosovo received a 91.9 out of 100 across eight categories.²⁵ The country received full marks in this analysis regarding legal protections for women’s mobility, workplace, pay, marriage, entrepreneurship, and assets; however, important gaps remain in the legal framework.²⁶ The country received the lowest scores on parenthood and pension. The low scores in these categories are largely related to lack of legal protections for childcare and parental leave that meet international standards. While Article 49 of Law No. 03/L-212 on Labor does provide paid maternity leave of up to 270 days, the government does not administer 100 percent of maternity leave benefits.²⁷ Fathers can take up to seven days of paid paternity leave; however, the government does not provide paid parental leave in equal measure of at least two weeks.²⁸ Additionally, periods of absence from work due to childcare are not accounted for in pension benefits.²⁹ Looking at overall scores, Kosovo ranks in the middle of its peers in the Balkans.

Women, Business, and the Law Index Overall Scores, Balkans Region

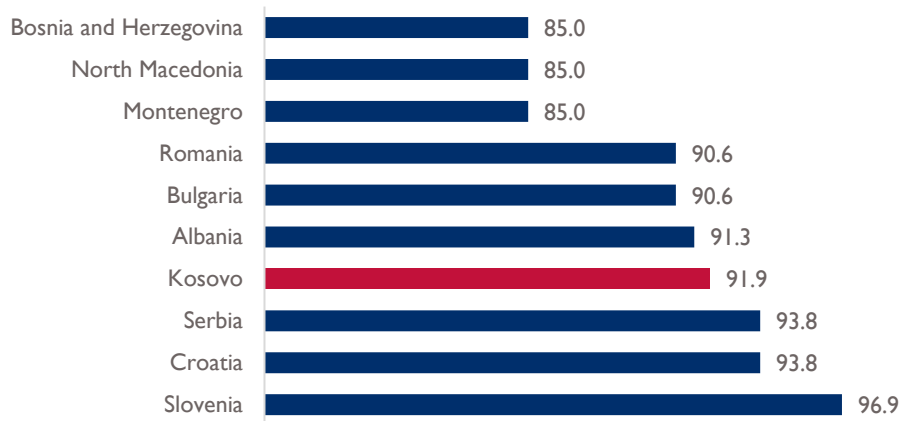


Figure 2. Women, Business, and the Law index overall scores, Balkans Region

FGD participants report that parental leave is critical for helping women get ahead and be more successful in their careers. Rather than de-activating from the labor market, those who have access to parental leave benefits are able to remain in the workforce as parental leave policies, especially those that are equal for both fathers and mothers, promote a more equal distribution of parental responsibilities between the parents. Policies related to parental leave that meet international standards

²⁵ World Bank. 2022. Women, Business and the Law 2022.

²⁶ World Bank. 2022. Women, Business and the Law 2022.

²⁷ World Bank. 2022. Women, Business and the Law 2022.

²⁸ World Bank. 2022. Women, Business and the Law 2022.

²⁹ World Bank. 2022. Women, Business and the Law 2022.

need to be supported in all institutions to improve the activity of women in the labor market and contribute to inclusive economic growth.

The primary machinery for protecting gender equality in the country is the Law on Gender Equality, which establishes gender equality as a fundamental value for the democratic development of the society, by providing equal opportunities for both female and male participation in the political, economic, social, and cultural fields of life.³⁰ Most primary and secondary legislation in Kosovo lacks a gender perspective and fails to address the potentially different needs and priorities of women, men, girls, and boys.³¹ None of the Kosovo laws, policies, or strategies in the energy sector are gender-responsive, despite the EU’s call for gender mainstreaming in the energy sector and as a prerequisite for EU pre-accession processes³² and Kosovo’s Law on Gender Equality, which stipulates that public institutions shall be responsible for implementing gender mainstreaming in all policies, documents, and legislation.³³

Table 2. Legal Instruments for Gender Equality and Youth Inclusion in Kosovo

LEGAL INSTRUMENTS FOR GENDER EQUALITY AND YOUTH INCLUSION IN KOSOVO	
POLICY	DESCRIPTION
Kosovo Program for Gender Equality 2020–2024, 2020	<ul style="list-style-type: none"> • Outlines the action plan to implement gender mainstreaming in public policy frameworks aligned with the government’s strategic priorities. • Includes indicators related to improving the employment and engagement of youth in education and training.
Policy Against Sexual Harassment in Public Administration, 2020	<ul style="list-style-type: none"> • Defines sexual harassment and outlines procedures for public institutions to prevent and respond to it.
Law on Gender Equality, 2015	<ul style="list-style-type: none"> • Guarantees equality between men and women, including equal opportunities and treatment in public and private areas of live in Kosovo. • Mandates that 50 percent of appointed government positions should be held by women (this has not yet been achieved).
Law on the Protection from Discrimination, 2015	<ul style="list-style-type: none"> • Prohibits discrimination on the basis of sex and age (among other identities).
Law on Protection Against Domestic Violence, 2010	<ul style="list-style-type: none"> • Defines domestic violence and provides for procedures and punishment for perpetrators of domestic violence.

³⁰ Luxembourg Development Cooperation Agency. 2021. Gender Equality in Kosovo.

³¹ Kosovo Women’s Network. 2018. Kosovo gender analysis.

³² Guri, N. and Vela, S. 2021. Make way for women in the energy sector.

³³ Republic of Kosovo. 2015. Law on gender equality.

Law on Empowerment and Participation of Youth, 2009	<ul style="list-style-type: none"> Promotes and reaffirms continued participation of youth in the decision-making process, without any difference and exclusion.
Family Law of Kosovo, 2006	<ul style="list-style-type: none"> Guarantees equality between men and women in the family and within marriage.
Law on Inheritance in Kosovo, 2006	<ul style="list-style-type: none"> Regulates inheritance rights and the procedures that courts, other bodies, and authorized persons follow during inheritance matters. Stipulates that all physical persons under the same conditions are equal in inheritance.

Gender integration into laws and policies happens on an ad hoc basis. A focus group discussion participant from a public institution who is responsible for gender integration and anti-discrimination in laws and regulations noted that they are also responsible for their primary job duties covering the HR department administrative tasks. Having to be responsible for both domains is a burden, and she finds that she cannot cover many important tasks when it comes to gender equality. The national plan for energy and climate includes a component related to training for women and youth, but there is a need to highlight them more and articulate how they can play a key role in the design of this strategy and of similar strategies. AWESK, along with other NGOs and stakeholders, has been part of two consultative meetings for drafting the National Energy Strategy (NES) organized by the Minister wherein AWESK raised the issue of increasing the representation of women in the energy sector through education and employment. Additional strategic objectives of the draft NES are to increase the number of graduates in energy-related fields and ensure that at least 25 percent of employees in the sector are women by 2031.³⁴

AWESK is also working with energy sector institutions in Kosovo to ask them to sign the Women’s Empowerment Principles (WEPs); so far, only KEDS has agreed to do so as they are a private company and have more leeway to partake in such initiatives.

Lack of gender mainstreaming in policy-making, implementation, and monitoring processes has led to laws, policies, and programs that do not sufficiently consider the differences between women’s and men’s needs. Moreover, the Gender Equality Officers are insufficiently involved in drafting policies for their ministries or municipalities, because they lack capacities and decision-makers do not sufficiently involve them. Additionally, the current laws on energy and policies are gender-blind, as the Agency for Gender Equality was not consulted during the drafting processes for these policies.

Implementation of the LGE is at a standstill because public institutions do not have internal or separate policy documents or guidance related to gender equality. Public sector employees report that they have

³⁴ Kosovo Ministry of Economy. n.d. Draft Energy strategy of the Republic of Kosovo 2022-2031.

tried to convince institutions to adapt to LGE and the Kosovo Program on Gender Equality to be incorporated into the institution's policies. An example of how strong internal policies can help close the gap between the national-level written guidance and implementation comes from a key informant. The LGE states that gender representation in all bodies should be 50-50. However, an employee of a public institution notes that the institution has not been able to achieve this due to many factors, including the number of women applicants. After discussing with the CEO, the institution started to include the phrase "women applicants are strongly encouraged to apply," and they have seen a significant increase in women applicants, but have not yet achieved the 50-50 target set out in the LGE.

A key informant notes that the adoption of the 2020 Policy Against Sexual Harassment in the Public Administration of Kosovo was impactful; nevertheless, there remains a need to continuously strengthen the three major gender equality mechanisms (LGE, Kosovo Program for Gender Equality 2020–2024, and the Policy Against Sexual Harassment) in order to empower institutions to further develop other policies that support gender equality within the institution. Increasing the capacities of certain groups, like AWESK, could bolster their political power and ability to influence the development of these and other policies with a gender-responsive lens.

While many stakeholders indicate that there are gaps between the vision of equality outlined in Kosovo's legal framework and the application of equality in practice, it is difficult to measure gender gaps due to the lack of gender data. A key informant indicates that institutions collect very little or almost no administrative data on women's participation in the energy sector. If they have collected this data, they are not believed to be reliable. AWESK recently published a report including data about gender diversity in the energy sector which is an important first step toward illuminating barriers and opportunities to achieving gender parity in the energy sector of Kosovo.³⁵ In general, data collection is mainly supported by various international organizations and is collected in an ad hoc, project-based manner. Neither the public heating company, Termokos, nor the Kosovo Energy Distribution Service (KEDS) maintains gender-disaggregated data on bills paid or complaints received. There is also a lack of disaggregated data on the percentage of women engaged within the energy sector, in terms of positions held within their respective energy institutions.

Another barrier that institutions face in implementing gender equality policies is the lack of gender-responsive budgeting (GRB). GRB is an approach that applies gender mainstreaming principles throughout the budget process. This process is carried out as a gender-based budget assessment, including a gender perspective at all levels of the budget process and restructuring of revenues and expenditures to promote gender equality.³⁶ Three key informants recommend ensuring that gender equality is considered in the government planning and budgeting process and assessing the budgetary implications for each law and planned activities related to how they impact men and women.

³⁵ AWESK. 2022. Gender diversity in the energy sector of Kosovo.

³⁶ Kosova Women's Network. 2020. Monitoring the Implementation of SDG Indicator 5.c.1 (Gender Budgeting) in Kosovo.

Institutionalizing GRB would be instrumental in helping institutions push forward and enforce policies related to gender equality.

Private sector perspectives show more gender-friendly and youth-friendly culture and institutional practices. Intern FGD participants report that there are many young people in renewable energy, including in engineering and technician roles. They perceive that the private sector offers more space for employment of people with their capacities, while the public sector seems to be understaffed. This point should be well noted, since the Energy Strategy sets high targets for private sector renewable energy sources (RES)–based electricity generation, which will surely increase the energy sector’s friendliness toward an increase in women staff.

According to a key informant, institutional practices related to recruitment may hinder public institutions from increasing the number of women represented in their workforce. Because of the bureaucracy required in recruitment processes, public institutions usually hire internally first. It can take up to two years to hire an outsider. If institutions are more likely to pull from their internal talent pool, which is majority male, it is hard for women to break into the sector. This analysis also revealed that nepotism and political connections often influence recruiting and hiring choices which may contribute to the exclusion of youth and women from employment. However, Kosovo does have legal procedures in the Law on Public Officials outlining how priority is given to the less represented gender or less represented community during recruitment if candidates receive the same points.

SIGNIFICANCE FOR ESA

Despite a national legal framework that promotes gender equality and anti-discrimination, this analysis shows that the implementation of laws and institutional practices is not gender-responsive. This is an opportunity for ESA to advance transformational change in Kosovo by advocating that the government integrate gender and youth considerations into energy sector policies and labor regulations. Key recommendations under this domain are:

- Invoke the Kosovo Program on Gender Equality, Law on Gender Equality, the Anti-Discrimination Law, and other relevant policies when advocating for incorporating a gender and youth lens into the design and implementation of energy project activities and budgets through GRB. (See Activity 1.1 in the Gender and Youth Action Plan.)
- Provide technical guidance for integrating gender and youth considerations into the RES Law, under development as of 2022. (See Activity 1.1 in the Gender and Youth Action Plan)
- Kosovo is in the process of drafting the National Energy and Climate Plan (NECP) 2021–2030; this presents an opportunity for ESA to work with partners to ensure that gender and youth considerations are highlighted in the design and implementation of the plan. (See Activity 1.1 in the Gender and Youth Action Plan.)
- Work with partners to advance human resources policies that promote inclusive practices for women in the workplace that are aligned with LGE objectives, such as offering parental leave of at least two weeks in equal measure for mothers and fathers and policies that ensure parents a smooth transition back to the workforce, such as flexible working hours and on-site lactation facilities. (See Activities 1.2 and 1.4 in the Gender and Youth Action Plan.)
- Build on the guidelines for preventing and addressing sexual harassment that are already in the policy framework of Kosovo to promote capacity development opportunities for understanding

and mitigating sexual harassment in the workplace. (See Activity 1.2 in the Gender and Youth Action Plan.)

- Work with partners to consult with groups of women, men, girls, and boys about energy sector policies to understand the differential impacts and unique knowledge that each group possesses, gathering input to integrate these considerations into the development of policies. (See Activity 1.2 in the Gender and Youth Action Plan.)
- Promote leadership discussions on the challenges and benefits of improving laws, policies, and regulations for women’s and youth’s integration into energy sector labor policies. This can be done by partnering with professional networks such as AWESK and women’s empowerment initiatives such as the Women’s Empowerment Principles that are already discussing these issues and by inviting key actors to reflect on the advantages of a diverse and inclusive workforce. (See Activities 1.2 and 1.3 in the Gender and Youth Action Plan.)

3.2 ACCESS TO AND CONTROL OVER ASSETS AND RESOURCES

FINDINGS

“No matter how prepared women are, men are still given more access.”

—Key informant woman manager at a public institution

Gaps related to women’s and youth’s limited participation in the energy sector’s workforce and access to affordable energy are particularly important to the ESA project. These gaps limit access to women’s and youth’s access to financial

assets which limits broad and inclusive economic growth. Kosovar women have one of the lowest employment rates in the world, and the lowest in Europe. The 2021 Women, Peace, and Security Index, which captures 11 indicators of women’s status in a country, ranked Kosovo 77 out of 170 countries, the lowest ranking of all countries in the Balkan region. Its lower score can be attributed to lower rates for women’s financial inclusion and employment.³⁷ In particular, the index ranks Kosovo the “worst country” out of Central and Eastern Europe for employment, with a score of 13.4 percent (the average score for the region is 47.3 percent).³⁸ According to the 2020 Labor Force Survey in Kosovo, the rate of employment for men is 42.8 percent, while the rate of employment for women is 14.1 percent.³⁹ Unemployment is 32.3 percent among women, compared to 23.5 percent among men. The highest unemployment rate—49.1 percent—is among those ages 15–24.⁴⁰

³⁷ Georgetown Institute for Women, Peace and Security. 2021. Women peace and security index 2021/22.

³⁸ Georgetown Institute for Women, Peace and Security. 2021. Women peace and security index 2021/22.

³⁹ Kosovo Agency of Statistics. 2021. Labor Force Survey in Kosovo.

⁴⁰ Kosovo Agency of Statistics. 2021. Labor Force Survey in Kosovo.

Rate of unemployment in Kosovo, 2020

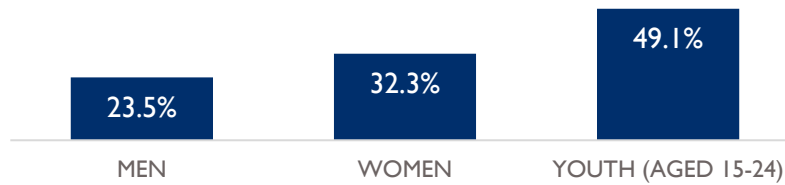


Figure 3. The Kosovo unemployment rate, 2020

The exceptionally low employment rates of women can be explained by low education levels, lack of childcare institutions, the persistence of traditional social roles, and low market demand for female labor. A Ministry of Labor and Social Welfare study found that Kosovar women express nearly the same desire to work as men do, but feel reluctant and doubtful about their opportunities.⁴¹ Women are mostly employed in the education, trade, and health sectors (53.0 percent of employed women), while men are mainly employed in the trade, manufacturing, and construction sectors (43.1 percent of employed men).⁴²

2021 Women, Peace, and Security Index Score, Balkans

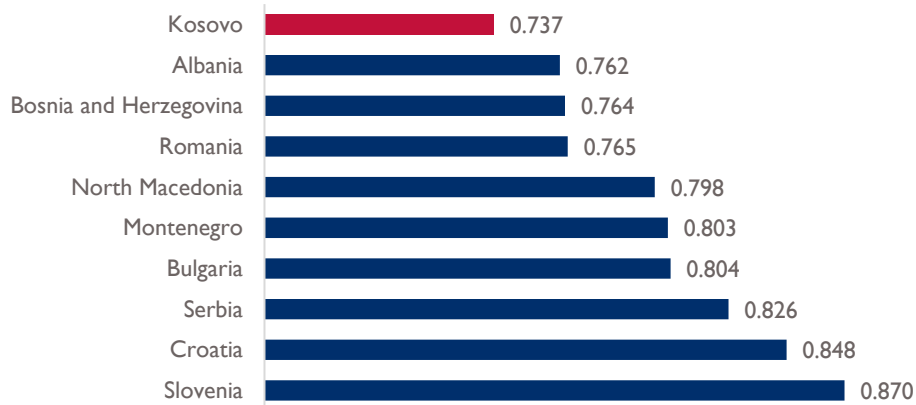


Figure 4. 2021 Women, Peace, and Security Index score, Balkans

Furthermore, women are more likely to build their careers and to have supervisory roles in the public sector than in private companies. Enterprise surveys show that women in Kosovo account for just 0.3

⁴¹ Hoxha, L. 2017. Women out of work.

⁴² Kosovo Agency of Statistics. 2021. Labour Force Survey 2021.

percent of top managers—the lowest share in Europe and Central Asia.⁴³ Despite employed women having higher education levels than employed men, employed women are significantly less likely to work as legislators, senior officials, and managers,⁴⁴ likely due to conscious and unconscious biases about women’s roles in a traditionally male-dominated field. As one key informant put it, “no matter how prepared women are, men are still given more access.”

A key informant reports that women are not given opportunities in the energy sector in the same way that men are. In her view, even when a female candidate is well educated compared to a male candidate, the man is given the opportunity with a view that he will enhance his work experience in a managerial position. In her experience, women who are hired in the energy sector typically take on support positions. In general, across the globe and across all industries, men typically hold higher-level leadership and managerial positions compared to women. This phenomenon is correlated with a pay gap between men and women, with men earning higher salaries on average.⁴⁵ Across all education levels and occupations, men in Kosovo earn more than women.⁴⁶ In Kosovo, the average net worth of women is €312 per month, while men earn €346 per month. This gap further contributes to barriers that women face in accessing training and other opportunities.

Interviews confirm that there are gaps in access to education and training programs and that opportunities for women and men to participate in professional capacity development programs are not equal. Another interview states that there is a need to give more space for girls in the energy sector and that initiatives for women to participate in various activities such as conferences, seminars, and activities related to energy could help provide this space in an equitable manner. While some data exist, there is overall a lack of sex- and age-disaggregated data about women’s and youth’s access to resources across the full chain of energy sector activities, from educational, training, and employment opportunities to consumption of electricity. Closing these data gaps, in line with the Energy Community Secretariat’s call for collecting gender-disaggregated data, will allow parties to understand root causes of inequality in the energy sector and design specific and equitable measures to address them.⁴⁷

Different levels of access to opportunities begins at school. A male intern FGD participant states that he believes that girls and boys have equal opportunities in the labor market. However, upon further reflection, he adds that in his electrical engineering program at university, only seven of 49 students were girls. Nearly all girls and boys in Kosovo are enrolled in primary school, but disparities in education begin to exist in secondary school. As of 2000, only 54 percent of girls were enrolled in secondary school compared to 65 percent of boys.⁴⁸ Education is a major determinant of labor market outcomes. Men with university education are over three times more likely to have a job than men who completed only basic education. The education premium is even higher for women: female university graduates are over 28 times more

⁴³ World Bank. 2012. Kosovo: Gender gaps in education, health and economic opportunities.

⁴⁴ Ibid.

⁴⁵ Macis, M. 2017. IZA World of Labor. Gender differences in wages and leadership.

⁴⁶ Republic of Kosovo. 2020. Gender pay gap in Kosovo.

⁴⁷ Energy Community. 2022. Dedicated webinar explores need for gender disaggregated data in the energy sector.

⁴⁸ UNDP. 2002. Human Development Report: Kosovo.

likely to be employed than women with basic education.⁴⁹ A lack of physical infrastructure and qualified teachers severely stunts the education system in Kosovo, producing a great disparity between labor market demand and the skills that youth obtain from their education.⁵⁰ Among university students, women are overrepresented in programs such as education, philosophy, and medicine, while men are overrepresented in programs such as engineering, construction, and agriculture.⁵¹

In Kosovo, there is also a lack of skilled technicians such as installers, as the country lacks specialized technical or vocational schools in this field. Where these are available, there is a gender gap; in 2015, women comprised only 39 percent of students enrolled at vocational training centers and 36 percent of adult education course attendees. This may be due in part to occupational segregation and perceptions that VTC cater more to “male” professions, though further research is needed.⁵² There is also a lack of specialized staff profiles in PV solar—project design, project management, work inspections, sales, and marketing. Labor migration and educational opportunities remain a significant factor pushing skilled Kosovars, particularly young people, to emigrate and leading to a “brain drain” phenomenon.⁵³ The lack of a specialized labor force may affect the future employment demands and can hinder the employment opportunities on a larger scale in Kosovo in the renewable energy sources (RES) sector.⁵⁴

⁴⁹ World Bank. 2012. Kosovo: Gender gaps in education, health and economic opportunities.

⁵⁰ UNDP. 2016. Kosovo Human Development Report 2016.

⁵¹ UNDP. 2016. Kosovo Human Development Report 2016.

⁵² Kosovo Women’s Network. 2018. Kosovo gender analysis.

⁵³ Hajdari, L. and Krasniqi, J. 2021. Humanities and Social Sciences Communications. The economic dimension of migration: Kosovo from 2015 to 2020.

⁵⁴ USAID. 2021. Kosovo Energy Security of Supply: Assessment of PV Generators in Kosovo.

Youth Unemployment (% , national estimate, 2019)

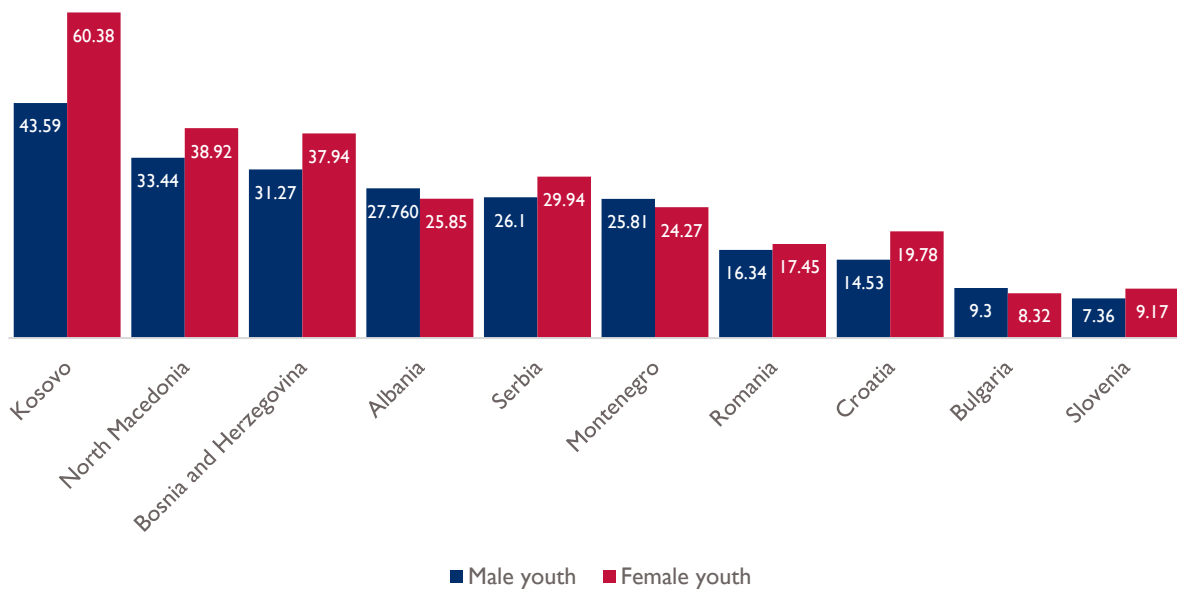


Figure 5. Youth unemployment in the Balkans, 2019

Youth also face barriers in accessing employment in the energy sector. Youth unemployment is a significant concern in Kosovo and is significantly higher than other countries in the region.⁵⁵ With 53 percent of its people under the age of 25, Kosovo has the youngest population in Europe. In Pristina, the capital, the average age is 28.⁵⁶ Over half of the population in the country is under 29 years old and approximately 20,000 young people enter the labor market each year,⁵⁷ but 43.59 percent of men and 60.38 percent of women ages 15 to 24 years old are unemployed. Furthermore, youth often lack the needed skills to obtain jobs in more specialized fields. The Ministry of Trade and Industry reported an overall lack of skills in technology, knowledge of operating procedures, or management skills among youth, which can often be attributed to poor education programs.⁵⁸

A key informant reports that, even if opportunities are given to all equally in theory, she has witnessed hesitation from her colleagues in the energy sector in giving opportunities to young people and women. She reports that the youngest person in her organization is about 40 years of age. A female intern FGD participant reports that, even from her somewhat limited experience working in the energy sector that

⁵⁵ World Bank. 2019. Unemployment, youth female (% of female labor force ages 15-24) (national estimate). Available at <https://data.worldbank.org/indicator/SL.UEM.1524.FE.NE.ZS>.

⁵⁶ Sassi, L. and Amighetti, E. 2018. Kosovo: A young country, being shaped by its youth. *Politico*.

⁵⁷ UNDP. 2016. Kosovo Human Development Report 2016.

⁵⁸ UNDP. 2016. Kosovo Human Development Report 2016.

it is “obvious” that institutions engage boys more than girls. She continues to say, “in a way we as women have to work much harder and more willingly for something that a man on the other hand does not try so hard [for].”

A key informant notes that her organization hosts student interns and, since a female board member joined the organization, they have been initiating many efforts to include more women. Despite these efforts, the number of women on staff has not increased. Her organization prepared an action plan in collaboration with the National Association of Regulatory Utility Commissioners (NARUC) to encourage young women and girls to study the field of energy. The plan has not been approved by the board. They are hopeful that this will be accomplished when the bachelor’s program at the University of Pristina in electrical engineering is accredited.

Women are more impacted by energy poverty than men. Because of cultural norms and a lower employment rate among women, they are often responsible for household chores and spend more time at home than men. As such, women are the primary consumers of energy in Kosovo. In Kosovo, around 60 percent of urban homes spend between 10 percent and 30 percent of their family income on electricity consumption. A household is said to be energy poor if it spends more than 10 percent of its income on electricity.⁵⁹ In this way, women having a larger role in the country’s energy sector is necessary to give them a say in ensuring affordable access to electricity and developing policies that consider the gendered implications of energy access. Promotion of an inclusive workforce by increasing women’s and youth’s empowerment and leadership in the energy sector will lead to greater diversity of thought and innovation in the sector. This could help accelerate the growth of a low-carbon and resilient economy and is a prerequisite for a successful implementation of energy policies and programs.

SIGNIFICANCE FOR ESA

The Gender and Youth Analysis found several barriers to equal access to employment and other key resources and assets related to participation in the Kosovar energy sector. To achieve its objectives, the ESA program should focus on addressing the gaps related to women’s and youth’s participation in the energy sector workforce, especially by encouraging young people (boys and girls) to become interested in STEM. Key recommendations under this domain are:

- Access to high quality, modern, and reliable energy solutions is at the heart of ESA’s objective of creating an enabling environment for increasing energy production in Kosovo. It is, therefore, important to consider the specific barriers affecting women and youth in participating in the energy sector and gaining access to electricity. Considering these factors throughout implementation can ensure that the Activity contributes to inclusive growth in the energy sector that leads to greater diversity of thought and innovative perspectives. (See Cross-Cutting Consideration I in the Gender and Youth Action Plan.)

⁵⁹ Guri, N. and Vela, S. 2021. Make way for women in the energy sector.

- Collecting sex- and age-disaggregated data and integrating gender indicators into the M&E plan to measure gendered impacts of interventions and women’s participation in the energy sector will help provide further insight for ESA and other actors to understand the intersecting factors contributing to exclusion in the energy sector and steps to address it. (See Activity 2.1 in the Gender and Youth Action Plan.)
- ESA should focus on working with partners to raise awareness about the benefits of inclusivity and diversity. Creating awareness among partners can facilitate the development of gender-responsive recruitment strategies and other inclusive policies at the institutional level, which will usher in transformative change in the energy sector. ESA can do this by collaborating with companies who have a gender-balanced workforce and sharing their experience through various media and educational events about lessons learned or the benefits they have seen. (See Activity 2.2 in the Gender and Youth Action Plan.)
- Promoting women’s and youth’s equal access to the workforce while also stimulating access to Science, Technology, Engineering and Mathematics (STEM)-related education will be key to increase the labor pipeline of a growing energy sector. ESA can work with professional associations and academic institutions to promote collective efforts towards supporting STEM and other energy-related skills development that can accelerate professional growth for women and youth. (See Activity 2.3 in the Gender and Youth Action Plan)

3.3 KNOWLEDGE, BELIEFS AND PERCEPTIONS, CULTURAL NORMS

FINDINGS

Since independence in 2008 and the adoption of international gender equality standards and legislation, Kosovo has come a long way in terms of securing formal rights for women; however, considerable challenges related to patriarchal norms persist. Traditional gender norms in Kosovo contribute to conscious and unconscious bias which limits women’s participation in society and in the energy sector.

These norms are upheld by both men and women. A study used the Gender Equitable Men Scale, an internationally accepted measurement, to measure attitudes toward gender norms in Kosovo. The majority of men (and women) lie within the measure for “moderate equity” norms, meaning that they agree with some statements related to unequal gender norms, such as “there are times when a woman deserves to be beaten.” About 13 percent of men belong to the “low equity” category in gender norms, meaning that they agree with many statements related to unequal gender norms; only 1 percent of women belong to that category. This demonstrates that a significantly higher share of men hold “low equity” attitudes about gender than women. Most men agreed with statements that expressed an aversion toward sexual diversity, while women showed a milder reaction.⁶⁰

⁶⁰ OSCE/UNFPA. 2018. A men’s perspective on gender equality in Kosovo.

Men's and Women's Attitudes Towards Gender Equity in Kosovo

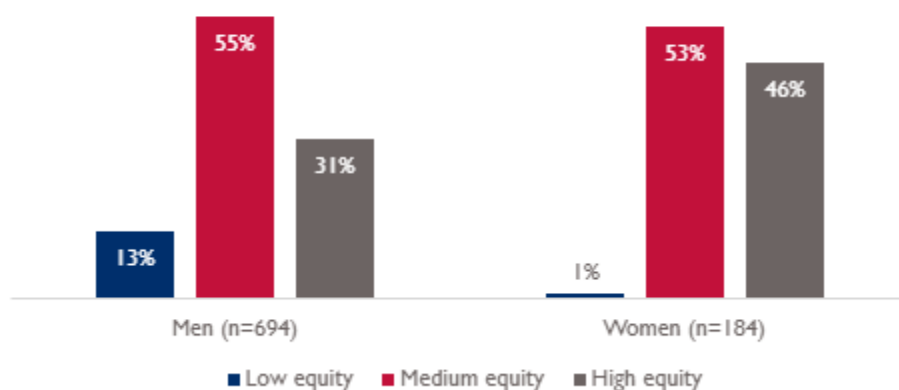


Figure 6. Men's and women's attitudes toward gender equity in Kosovo

As is the case in many patriarchal societies, some women also agree with “moderate” or “low” equity norms. While patriarchy suppresses both men and women, it also grants men privileges. Despite women’s status as the oppressed group, they often uphold the patriarchal morality not only because they are socialized into this system, but also as a means to their survival.⁶¹ Strict ideas about masculinity also endanger women who participate in economic empowerment activities; men can react violently against their perceived loss of power or authority within a household as women’s economic circumstances and opportunities improve. There is an emerging consensus that both single-gender and mixed-gender activities are necessary to promote positive masculinity that engages men in work to change harmful gender attitudes, ultimately benefiting women, girls, boys, and men.⁶²

Studies have found a link between strict ideas surrounding masculinity and depression, acts of sexual violence, bullying, suicide, and binge drinking.⁶³ As the energy sector is male-dominated, these social norms are less questioned; therefore, the women who are part of the energy sector workforce and leadership are more exposed to the harmful effects of these beliefs. Women’s experience and fear of male violence sharply reduces their mobility, affecting their participation in public life, economic opportunities, access to essential services, and their physical and emotional well-being.⁶⁴ These social

⁶¹ OSCE/UNFPA. 2018. A men’s perspective on gender equality in Kosovo.

⁶² USAID. 2015. Working with men and boys to end violence against women and girls.

⁶³ Promundo. 2019. The cost of the man box: A study on the economic impacts of harmful masculine stereotypes in the United States.

⁶⁴ USAID. 2015. Working with men and boys to end violence against women and girls.

norms are a root cause related to the lack of women in STEM as students, employees, and decision-makers.

A common theme that this analysis finds is that those who work in the energy sector recognize that inequality starts in childhood in Kosovo. Girls and boys are raised to reinforce gendered stereotypes that uphold the patriarchal culture. This is a process known as gender socialization, wherein “individuals develop, refine and learn to ‘do’ gender through internalizing gender norms and roles as they interact with key agents of socialization, such as their family, social networks and other social institutions.”⁶⁵ An interviewee recounts that when she was little, she never touched cables or screwdrivers, while her brother used these tools regularly. She reports that she continues to see this patriarchal influence today in her workplace in the gendered division of labor as women typically hold administrative or support positions while men hold technical positions.

This patriarchal influence also impacts the subjects students choose to study in school. Some energy sector institutions hold outreach sessions with young people to encourage young girls to study STEM subjects and pursue a career in energy. However, young professionals remain gender-segregated in their academic and career choices. For example, design, economics, education, health, and law are seen more as professions for young women. Institutions are frustrated with the non-accreditation of the electrical engineering program at the University of Pristina which hampers their outreach efforts to encourage young women to study STEM. The reported reason for non-accreditation is a lack of academic staff in the field of energy. As education is a profession typically chosen by women in Kosovo, it is possible that men with expertise in the energy field do not choose to become professors; at the same time, there might not be enough women with energy expertise to fill the seats in the department.

This analysis finds that women’s lower rates of participation in the workforce and in male-dominated fields is often explained by saying that women do not have enough confidence. Some interviewees agree by saying that women are penalized for having low self-confidence, and thus there is a need for programs that build self-confidence in young women. Others disagree, saying that this is a false perception. The reality, in their view, is that women and girls are interrupted when they speak in meetings. However, when men speak in meetings, they are heard. It is less likely that women are excluded or not considered because they do not speak up in a confident way and more likely that they might have low self-confidence because they are subject to exclusionary practices and might have been socialized to behave in more traditionally feminine ways. Self-confidence is a stereotypical male feature and the presentation of self-confidence by girls can be considered a breach of their gender role which they may be penalized for in subtle ways.⁶⁶ In this way, the same norms that contribute to women’s insecurity also give men privilege and make them more secure.

⁶⁵ UNICEF. 2019. Gender socialization during adolescence in low- and middle-income countries: Conceptualization, influences, and outcomes.

⁶⁶ Agam, R., Tamir, S. and Golan, M. 2015. Gender differences in respect to self-esteem and body image as well as response to adolescents’ school-based prevention programs.

There is a pervasive mindset that energy is a field for men, though some interviewees note that it is slowly improving. One reports that, in the past, men were free to use sexist expressions in the workplace, but her experience is that men are now more prudent with their language. In the past, she recalls that if a man and woman applied for the same position and woman was successful, the perception was that the woman got it without merit and faced many questions about her social status and was considered to be promiscuous. She says that this kind of reaction is not common anymore; yet, as there is a lack of women's representation in the field due to these sexist behaviors of the past, girls and women still do not seek employment in the field due to a lack of role models.

This analysis finds that, when women do apply to energy sector jobs, they are usually held to a higher standard of evaluation compared to men. In order to succeed, women are required to have more qualifications, experience, and competencies compared to a lesser qualified man. This experience indicates that, no matter how qualified a woman is, there is still the mindset and prejudice that they cannot do a job in the energy sector, which has historically been more intended for men. Additionally, while job-seeking, women are often asked if they plan to start a family, regardless of the work criteria and their professional experience. This is related to norms about women's roles and responsibilities as a caretaker.

Women in Kosovo may also face barriers related to "benevolent sexism," a phenomenon when people replicate exclusionary practices under the guise of helping. A male FGD participant who interned at an all-male private company recognizes that women engineers are discriminated against. He believes that there are few women engineers in Kosovo because their work is not trusted. In his experience, he notes that directors are afraid that women might face harassment at work and for this reason, they do not get hired. Others note that girls and women do not seek employment in the energy sector because it is difficult and requires long working hours. In these examples, the leaders want to "help" the women by not putting them at risk of harassment or working long hours; instead, the outcomes are that women are further excluded and have a more difficult time breaking into non-traditional positions.

There is a general perception that "gender equality" only refers to women. However, there are negative stereotypes about men in Kosovo, as well. There is a perception that men engage more in corruption and that women conduct their work with greater professional integrity. Men also benefit from gender equality interventions that help people release strongly held stereotypes about masculinity. However, as one key informant notes, every important activity to advance the position of women within her workplace has been initiated by women.

This analysis finds that the field of renewable energy might offer better opportunities for women. Currently, women worldwide hold 32 percent of renewable energy jobs compared to only 22 percent of jobs in the energy sector overall.⁶⁷ In the Kosovo context, interviewees note that coal as a source of energy is typically associated with men. This could be related to traditional norms associated with both energy sources and gender roles. The solar and wind sectors could have a very large impact and

⁶⁷ IRENA. 2019. Renewable energy: A gender perspective.

opportunity for involvement of girls and women. At the same time, it is important to continue to prioritize the inclusion of women and other diverse groups in the traditional energy sector.

SIGNIFICANCE FOR ESA

Transforming gender norms that hold women and men back has the potential to close the access gap of women and youth to labor markets that are currently reserved for men, with the benefits of increased innovation. ESA can contribute to this transformation by promoting and practicing unconscious bias awareness and developing skills to increase empathetic communication and conflict resolution. Key recommendations under this domain are:

- Further research may be needed to identify how social norms affect excluded groups such as youth, the LGBTQ+ community, people living with disabilities, and ethnic and religious minorities in their ability to access education and participate in the workforce. Programmatic activities should acknowledge that different norms may limit the presence of participants. Limitations such as time, availability, mobility, and access to technology should always be considered in activity design, so that teams intentionally seek the integration of diverse participants in all activities. (See Cross-Cutting Consideration 2 in the Gender and Youth Action Plan.)
- ESA should work with both men and women through unconscious bias training and capacity development programs on empowerment and personal agency, such as the Johns Hopkins University Self-Empowerment and Equity for Change (SEE Change) Initiative Empowered Employee training, to create an enabling environment for transformative conversations that can help overcome harmful norms in the long term. (See Activities 3.1 and 3.2 in the Gender and Youth Action Plan.)
- ESA can engage in training or conversations with men at partner institutions to define strategies for engaging male allies and assigning specific actions to be performed by leaders, managers, and board members to practice and promote gender equality. Training for men about how to engage in gender equality efforts takes some of the burden off women and can lead to gender-transformative change as men's perceptions of women and of masculinity are shifted. (See Activity 3.3 in the Gender and Youth Action Plan.)
- ESA can collaborate with organizations and movements that are already working to minimize the effects of harmful social norms, such as women's support groups within companies. Internship programs coupled with a high-quality and structured mentorship and sponsorship program can serve as support mechanisms for women's and youth's career development. ESA should invest in and contribute to efforts to develop safe spaces and support mechanisms for women to interact with and encourage each other. (See Activity 3.4 in the Gender and Youth Action Plan.)

3.4 POWER AND DECISION-MAKING

FINDINGS

Due to the influence of cultural norms, women and youth are underrepresented in decision-making roles in Kosovar society. In the political sphere, women remain underrepresented as elected officials in municipal assemblies (35 percent) and the parliament (32 percent); as civil servants in senior decision-making positions at municipal (20 percent) and national levels (27 percent); in political posts such as heads of parties, ministers (two out of 21) and mayors (zero out of 38); and in dialogue and negotiations.⁶⁸

“Because of my position as a woman, when I spoke, I was never heard.”
 —Woman officer at a public institution and focus group participant

Elected officials in Kosovo, 2018

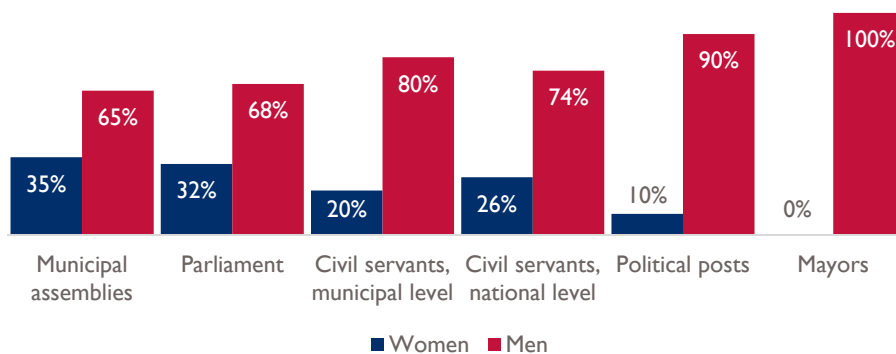


Figure 7. Elected officials in Kosovo, 2018

In the household sphere, in most cases, household decision-making is done jointly by both partners, but the share of men who have said that their wife or partner has the final say is significantly low.⁶⁹ It is very rare that a mother has a final word or even equal say related to decisions on spending money on large household investments; this decision is typically made by the father.⁷⁰ However, these norms are changing and reports indicate that men who saw their parents decide together on important family decisions were more likely to do the same with their partner.⁷¹

Traditional social norms in Kosovo also mean that young people are not included in decision-making in homes, schools, or communities. Sixty-one percent of adolescents and youth in Kosovo report feelings

⁶⁸ Kosovo Women’s Network. 2018. Kosovo gender analysis.
⁶⁹ OSCE/UNFPA. 2018. A men’s perspective on gender equality in Kosovo.
⁷⁰ OSCE/UNFPA. 2018. A men’s perspective on gender equality in Kosovo.
⁷¹ OSCE/UNFPA. 2018. A men’s perspective on gender equality in Kosovo.

of exclusion, perceiving little or no opportunity to participate in decision-making processes.⁷² In addition, youth struggle to feel represented in the political sphere, with only 10 percent of youth in Kosovo agreeing that their interests are well represented in politics with few platforms and mechanisms for youth participation.⁷³

In the energy sector, most interviewees agree that men are typically the decision makers. Even when women engineers are entrusted to provide a professional evaluation on a certain issue, it is still men who have the final say about the decision taken. Even in the RES sector, women face challenges accessing leadership positions with decision-making power. Across the global RES sector, women represent no more than a quarter of directors and hold barely 8 percent of senior management positions in the wind industry.⁷⁴ In one energy sector institution in Kosovo, there are ten departments, nine of which are headed by men. Women focus group discussion participants speak about needing to fight and resist when it comes to decisions taken within the institution in order to maintain a high work ethic and respect for work procedures and rules. Even if they are in a decision-making position, women find it very difficult to speak up due to cultural norms.

Interviewees overwhelmingly agree that in meetings where women are speaking, they are not respected. One woman FGD participant explains that, “because of my position as a woman, when I spoke I was never heard.” One interviewee reported that in her workplace, no woman participated in any high-level meetings until 2018. Since 2019, they have been more vocal in involving women in high-level meetings, which has caused a noticeable improvement in the image of their institution. They began to receive positive feedback from other energy sector actors. However, she notes that this initiative has not been undertaken in a systemic or sustainable manner and when new leadership came in, she sensed a lack of initiative and objectives related to gender equality and increasing women’s leadership and decision-making in the institution. Currently, she says two out of seven board members are women.

Studies have shown that gender-based quotas for political representation have been shown to be effective and a necessary tool in challenging existing patrilineal political systems, ensuring more effective outcomes, and increasing women’s representation in decision-making positions.^{75,76,77} According to the Kosovo Law on Gender Equality, all political parties need to secure equal representation between men and women before submitting their lists of candidates. The Assembly has instituted a gender quota stipulating that women must comprise at least one-third of the general composition of the Assembly. Despite this stipulation, this analysis finds that women have often been shut out of decision-making roles in various political and institutional structures, exacerbated by nepotism and corruption. In addition, women tend to hold less specialized positions than men and are thus not involved in core business

⁷² UNICEF. n.d. The second decade of a child’s life.

⁷³ UNICEF. n.d. The second decade of a child’s life.

⁷⁴ IRENA. 2021. Gender equality for an inclusive energy transition: Women leading the way in solar energy.

⁷⁵ Cook, N., Grillos, T, and Andersson, K. 2019. Representation of women in decision making groups increases the likelihood that climate policy interventions will be effective and that the benefits of the interventions will be shared equally.

⁷⁶ Clayton, Amanda. 2014. Electoral gender quotas and attitudes toward traditional leaders: A policy experiment on Lesotho.

⁷⁷ Schramm, M. 2019. Do quotas actually help women in politics?

decisions. However, stakeholders note that things are changing and that the gender quota has helped increase women's representation on the board and in parliament. The absence of women in decision-making positions in formal energy institutions leads to a lack of positive role models for girls and young women who are interested in STEM, which is the type of expertise usually required for employment in the energy sector. Furthermore, low levels of women's participation in discussions at the energy policy level mean that potential solutions and decisions are likely to have an inadvertent male bias. Including the perspectives of women and youth in decision-making processes has the potential to bring increased innovation and business benefits to the sector. Thus, institutional support for engaging women and youth in decision-making is critical.

Because there remains resistance to the mentality that women could be involved in every work process and decision related to mining, energy production, or energy supply, institutional support for more women in decision-making roles will be critical. The lack of women and youth engaged in decision-making in the energy sector may be detrimental to the strength and resilience of the sector. Studies suggest that women bring new perspectives to the workplace and improve collaboration; increasing the number of qualified women in an organization's leadership also yields better performance overall.⁷⁸ At a time when innovation and fresh ideas would be most valuable to assuring a stable and resilient energy sector in Kosovo, there is a need for greater mobilization of women, men, and youth to be fully engaged in decision-making on issues that can help women and youth in the labor market, especially in the energy sector. The energy sector needs to do better to engage, retain and promote women and young talent if it is to fill its growing needs for skills and talent and to amplify the voices of women and youth, giving them space to shape the sector.

SIGNIFICANCE FOR ESA

ESA should implement all its activities acknowledging, enhancing, and respecting the decisions of women and youth. ESA can contribute to existing networks that support female and youth leadership in the energy sector and foster support from different stakeholders to advance gender equality and youth inclusion within the organizations that partner with ESA and as a key aspect of program implementation. Key recommendations under this domain are:

- ESA should aim to develop a deeper understanding of women's and youth's needs to increase their leadership in the energy sector. This can be done by consulting with partners and providing input regarding gender and youth inclusion and gender-responsive budgeting. (See Activity 4.1 in the Gender and Youth Action Plan.)
- ESA should also work with partner stakeholders to provide technical assistance in reviewing their internal practices and policies with a view of promoting the benefits and advantages of enabling spaces for women and youth in decision-making roles in the energy sector. Increase the power of youth engaged in the energy sector by creating a peer-to-peer networking and

⁷⁸ IRENA. 2021. Gender equality for an inclusive energy transition: Women leading the way in solar energy.

knowledge exchange network for current and former interns supported through the New Energy Internship Program. (See Activity 4.2 in the Gender and Youth Action Plan.)

- Finally, ESA should aim to increase women's and youth's power through all its interventions by collaborating with civil society groups to develop mechanisms that elevate the voices of women and youth, and by strengthening these organizations. These mechanisms should provide channels of communication and decision-making that contribute to the design of the activities. (See Activity 4.3 in the Gender and Youth Action Plan.)

3.5 ROLES, RESPONSIBILITIES, PARTICIPATION, AND TIME USE

FINDINGS

Interviews showed that gender roles and associated perceived responsibilities affect the specific ways in which women and men participate in the energy sector. Starting at a young age, girls and boys typically choose different academic paths to study. Once employed, women are expected to perform roles as assistants and secretaries rather than as engineers or technicians. In addition, women's perceived role as the primary family caretaker can deprive them of career opportunities equal to men.

Socialized gender norms contribute to prevalent assumptions that women are "naturally" made to be responsible for care work, whereas men are seen as breadwinners and decision-makers. Cultural gender norms and traditional patrilineal practices contribute to women's limited opportunities in several areas, including the labor market, owning property, leading private businesses, etc. Women are not expected to challenge the existing gender norms and constructs, especially those related to labor and male-dominated sectors.

The burden of unpaid labor is a major root cause for women's lower representation in the workforce overall, and in the energy sector in particular. The traditional gender norms that persist in Kosovo assign family responsibilities almost exclusively to women, and access to high quality, affordable child and elder care is very limited, particularly outside the capital and in rural areas. As a result, over 50 percent of inactive women in Kosovo report personal or family obligations as the primary reason for not working outside the home.⁷⁹

Globally, women spend an average of threefold more time on unpaid care work than men do and the estimated value of women's unpaid domestic work is \$10.8 trillion dollars.⁸⁰ In Kosovo, a study that examined men's perspectives on gender equality finds that for the majority of men's childhood experiences, taking care of children and household chores were their mother's obligation. In their perspective, male figures were rarely seen preparing food or doing housework as these were typically labelled as women's duties. Social norms are changing with younger generations, as men belonging to younger age groups were more likely to have seen their fathers or other male figures becoming actively

⁷⁹ Mantovanelli, M. 2019. Without women there can be no economic prosperity for Kosovo.

⁸⁰ Promundo. 2021. State of the World's Fathers 2021.

engaged in household duties. In addition, higher household involvement of men's fathers or other male figures was more common when the respondents' parents had higher educational attainment.⁸¹ On average, women in Kosovo sleep less than men, watch TV less, have fewer hobbies than men, make fewer purchases than men, and spend less time on education-related activities.⁸² Due to their burden to engage in unpaid childcare and elder care work, women are often excluded or denied the right to access the labor market.

The gender gap in employment is highest for those ages 35–44, or those in their prime reproductive years. In addition, Kosovo has one of the lowest female job-seekers rate in the world—20 percent in 2017. This is significantly below labor force participation rates for men in Kosovo, around 65 percent, and the lowest participation rate of women in Western Balkan countries, which averages 41 percent.⁸³ This is likely related to the fact that the energy sector does not typically offer flexible hours like some other sectors do. For pregnant women and new mothers, this makes the sector an unappealing career choice.

In addition, women's perceived role as the primary family caretaker in Kosovo contributes to occupational sex segregation, in terms of sector and job function. Women are employed mainly in the education, trade, and health care sectors (52.7 percent) while men are mainly employed in the trade, construction, and manufacturing sectors (44.1 percent).⁸⁴ There are negative perceptions about women entering vocations associated with construction, such as electricians, mechanical equipment installers, builders, carpenters, metal workers.⁸⁵ These perceptions also make women and girls less likely to study STEM and energy subjects in their academic career. Careers like education and health care might be popular career choices for women as they relate to their perceived role as caregivers. In addition, careers that are associated with a longer duration of study penalize women in particular compared to men because of gender roles of motherhood or social roles of care, and thus women face unique considerations in choosing an academic or career path.

⁸¹ OSCE/UNFPA. 2018. A men's perspective on gender equality in Kosovo.

⁸² European Parliament. 2019. Women's rights in Western Balkans.

⁸³ Mantovanelli, M. 2019. Without women there can be no economic prosperity for Kosovo.

⁸⁴ Kosovo Agency of Statistics. 2021. Labor Force Survey in Kosovo, 2020.

⁸⁵ AWESK. 2022. Gender diversity in the energy sector in Kosovo.

Employment by industry and gender (in thousands), 2020

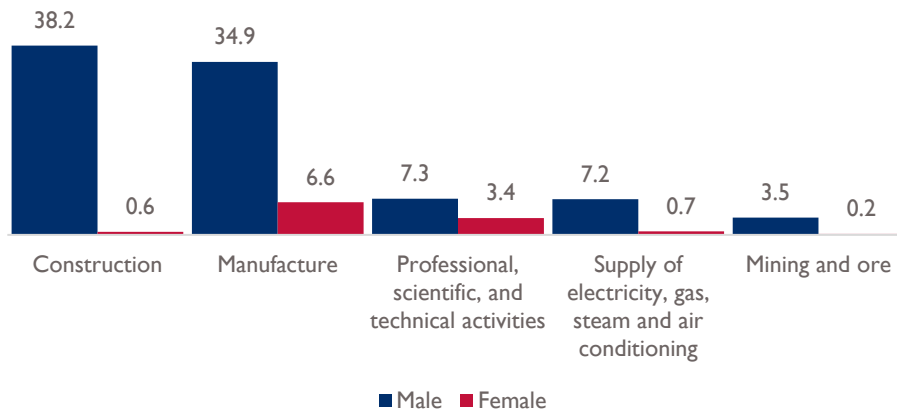


Figure 8. Employment by industry and gender, 2020

Furthermore, even when they are employed in STEM fields, women tend to be involved in administrative and support positions such as HR, procurement and finance, not technical positions. These roles might be more associated with stereotypically feminine characteristics, whereas many technical positions in the energy sector are associated with physical strength and heavy lifting, which are more associated with male characteristics. These stereotypes also hinder women from pursuing leadership and decision-making roles. For example, even in the education field which is typically female-dominated in Kosovo, few women apply to the position of school principal. This could be related to norms around leadership and decision-making, which are seen as more masculine traits, or it could be related to the burden of unpaid care work that women face at home which causes them to make career sacrifices.

Interviews confirm these burdens and assumptions as prevalent and harmful in the workplace. Women FGD participants report that in their places of work, men receive more advantages, favorable assignments, and work opportunities because it is assumed that women do not have time for work as they must take care of their families. Unconscious bias in the workplace further pigeonholes women into their perceived roles. A female intern largely performed administrative tasks during her internship while her male counterpart was viewed as more capable. Their work was typically presented by him in the capacity of the group leader, despite both interns having master’s degrees. In discussions of professional qualifications of women, a stakeholder reported that some might falsely say that there are no qualified women. Instead, institutions fail to consider the many social and patriarchal barriers that exist in institutions and social structures which deprive women of an equal chance.

SIGNIFICANCE FOR ESA

Gender roles that assign responsibilities to women, most of them unpaid, reduce their available time to access education and participate in the workforce. Moreover, energy sector-specific careers are associated with characteristics stereotypically associated with men; therefore, women are influenced to make choices that steer them away from STEM careers, which contributes to their lack of representation of women in the energy sector. Key recommendations under this domain are:

- In planning all its activities, ESA should support and encourage the advancement of public, private, and academic policies that facilitate access to work for women, considering measures or programs that contribute to a better distribution of domestic work, caregiving, and reproductive responsibilities. ESA can do this by increasing partners' awareness about the importance of including women in activities in a way that does not create a double burden for them (for example, avoiding planning activities in the evening or during the weekend when women might be engaged in unpaid labor and unable to attend). Being conscious about defining the duration and time of activities to adjust to women's schedules is key to opening space for their involvement. (See Cross-Cutting Consideration 3 in the Gender and Youth Action Plan.)
- ESA can also promote policies such as maternity and paternity leave in equal measure and that follow international standards to recognize male caregiving and reproductive responsibilities and encourage good corporate practices, such as making public and private early education and/or childcare programs available for families with children, promoted by partners. (See Activity 5.1 in the Gender and Youth Action Plan.)
- In collaboration with partners, ESA should make a conscious effort to influence emerging female professionals to visualize themselves as leaders and active members of the energy sector workforce. This can be done through gender-responsive communication campaigns and workshops for youth and early career professionals that advance their skills, confidence, and leadership to take part in the energy sector. (See Activity 5.2 in the Gender and Youth Action Plan.)
- ESA should also aim to increase knowledge about the root cause of sex segregation in the workplace, providing workshops and capacity-building training that includes reflecting on the need for a diverse workforce and the benefits of inclusion to improve conditions for everyone. ESA should promote the creation of safe spaces for women and men to reflect on the barriers their gender roles present and to create a sense of understanding among partners. This understanding is key to advancing policies and practices that can deeply transform the energy sector. (See Activity 5.3 in the Gender and Youth Action Plan.)

3.6 HUMAN DIGNITY, SAFETY, AND WELLNESS

FINDINGS

Gender-based violence (GBV) refers to harmful acts directed at an individual based on their gender, and can include sexual, physical, mental, or economic harm, threats of violence, coercion, and manipulation. GBV, discrimination, and energy poverty are issues that women or those who have diverse social identities often bear the brunt of and which impact their ability to participate equally in society and in the energy sector. As energy sector projects can lead to an increase in GBV in a community due to a combination of risk factors associated with urbanization, construction, and a potential influx of male

workers,⁸⁶ it is important to consider the risks associated with project interventions and develop mitigation strategies to prevent and respond to GBV.

As women enter the workforce in greater numbers, and especially into typically male-dominated industries or roles, concern about violence they may face at the workplace also grows.⁸⁷ GBV and sexual harassment in the workplace can cause emotional, physical, and sexual violence for women and other excluded groups. Despite legislation to prevent sexual harassment in public sector employment, Kosovo's lack of recognition by some international bodies prevents survivors from accessing key instruments of justice, such as access to the European Court of Human Rights.⁸⁸ Harassment in the workplace negatively impacts women, their families, and the firms in which the acts of harassment occur. Similar to the consequences of intimate partner violence, sexual harassment in the workplace can cause reduced productivity, burnout, stress, anxiety, and depression for survivors.⁸⁹ This puts them at risk of losing their jobs and hinders career advancement (which also affects their families' income and opportunities). Moreover, it harms firms as well. Around the world, firms lose an average of \$22,500 in productivity per harassed individual.⁹⁰

Studies have found that domestic violence in Kosovo is prevalent and that up to 90 percent of cases go unreported.⁹¹ A 2015 survey by the Kosova Women's Network found that 68 percent of women and 56

Percentage of Kosovar women who have experienced domestic violence

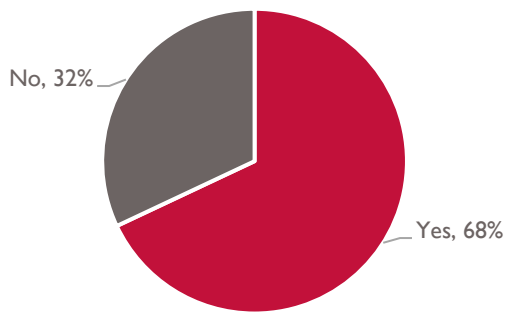


Figure 10. Percentage of Kosovar women who have experienced domestic violence

Percentage of Kosovar men who have experienced domestic violence in their lifetime

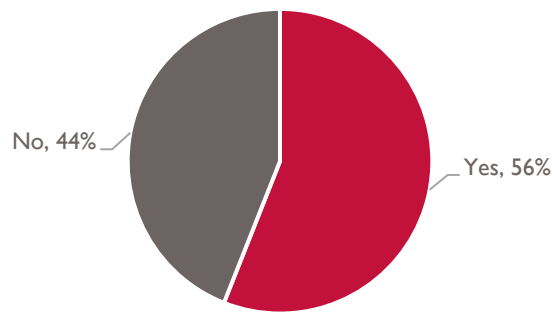


Figure 9. Percentage of Kosovar men who have experienced domestic violence

⁸⁶ USAID. 2015. Building a safer world: Toolkit for integrating GBV prevention and response into USAID energy and infrastructure projects.

⁸⁷ USAID. 2015. Working with men and boys to end violence against women and girls.

⁸⁸ Gjocaj, S. 2017. Kosovo's battered women trapped in vicious cycle in 'black hole' of Europe.

⁸⁹ EBRD, CDC, and IFC. 2020. Addressing gender-based violence and harassment; Emerging good practice for the private sector.

⁹⁰ ICRW. 2018. The costs of sex-based harassment to businesses: An in-depth look at the workplace.

⁹¹ Gjocaj, S. 2017. Kosovo's battered women trapped in vicious cycle in 'black hole' of Europe.

percent of men surveyed had experienced domestic violence in their lifetime.⁹² Men reported experiencing violence from their parents, while women suffered violence from both parents and partners. The survey also revealed that 32 percent of Kosovars think that “it is natural that physical violence sometimes happens when a couple argues.”⁹³ Victims of sexual violence in Kosovo often experience shame from society, leading to rejection from family members, divorce, or the idea that they are not fit for marriage.⁹⁴ During the 1999 conflict with Serbia, thousands of women were sexually abused and reported widespread stigmatization within their communities. In 2014, the country officially recognized these women as war victims, which entitled them to a state pension.⁹⁵ Victim blaming is also a common problem in Kosovo. One survey found that 74 percent of Kosovars believe that women who dress or act provocatively bring sexual harassment on themselves.⁹⁶

Interviews confirm that GBV is common in Kosovo and that the recent legislation provides a better institutional instrument to respond to sexual harassment and GBV but more willpower and policies are needed to prevent and address these issues. Stakeholders suggest that learning about GBV, sexual harassment, and bullying needs to be included in the school curriculum. Stakeholders also note a need to work with other institutions (police, judiciary, prosecutors) to provide more information about best practices to prevent and respond to GBV and femicide. As energy sector projects can often lead to an increase in GBV prevalence in a community,⁹⁷ it is important to take mitigation measures and provide feedback mechanisms for project stakeholders. In addition, stakeholders identified a lack of gender sensitivity and knowledge at an institutional level about gender issues in general, and GBV in particular. They note a need to consider and discuss how GBV interplays with gender inequality, especially for women from minority communities and the LBGT+ community in Kosovo, in their institutions, energy policies, economic empowerment, and participation in society.

Gender-based discrimination is also common in Kosovo. In Kosovo, more than one in ten women have felt discriminated against in the workplace.⁹⁸ More specifically, 30 percent of women believe their supervisor discriminates against them based on their gender when delegating work, 20 percent believe their gender impacts their profession, and 20 percent believe their colleagues treat them differently because of their gender.⁹⁹

⁹² Kosovo Women’s Network. 2015. No more excuses: An analysis of attitudes, incidence, and institutional responses to domestic violence in Kosovo.

⁹³ Kosovo Women’s Network. 2015. No more excuses: An analysis of attitudes, incidence, and institutional responses to domestic violence in Kosovo.

⁹⁴ Kosovo Women’s Network. 2015. No more excuses: An analysis of attitudes, incidence, and institutional responses to domestic violence in Kosovo.

⁹⁵ Chick, K. 2016. Ending the shame of Kosovo’s rape victims.

⁹⁶ Weiser, S. 2018. Sexual-harassment-reporting apps help stop abuse in global city streets.

⁹⁷ USAID. 2015. Building a safer world: Toolkit for integrating GBV prevention and response into USAID energy and infrastructure projects.

⁹⁸ Kosova Women’s Network. 2019. Gender-based discrimination and labour in Kosovo.

⁹⁹ Kosova Women’s Network. 2019. Gender-based discrimination and labour in Kosovo.

Energy poverty, or the lack of access to sustainable energy modern energy products and services, is an important factor for leading a safe and dignified life and typically impacts women more than other groups of people. Energy poverty is a significant concern in Kosovo, where 50 percent of households cannot afford sufficient warmth.¹⁰⁰ Electricity accounts for almost 90 percent of the total energy expenditures of households in Kosovo, and over 97 percent of the energy expenditures of poor households.¹⁰¹ As explored earlier in this analysis, there are multiple factors that combine to make women spend more time at home and be held responsible for household domestic duties, such as collecting fuel for cooking. Without affordable access to sustainable and modern energy solutions, women may be more likely to resort to unclean fuel sources, the consumption of which can lead to adverse health impacts and even death from indoor air pollution.¹⁰² They may also need to spend additional hours of unpaid labor to collect fuel.¹⁰³ There is a strong link between access to energy and gender-based violence, as evidence demonstrates that women in electrified households report significantly lower acceptance of domestic violence, as access to electricity increases one's access to information, opportunities for economic empowerment, and safety (such as street lights).¹⁰⁴ In these ways, access to energy underpins one's ability to seek educational and income-generating opportunities and is a basic necessity on the road to achieving equality.

SIGNIFICANCE FOR ESA

ESA aims to contribute to Kosovo's economic growth through energy security and sustainability without exacerbating any harmful actions that may lead to GBV by using "do no harm" principles.¹⁰⁵ In conjunction with all the actions recommended in previous domains and in alignment with the commitment to do no harm, ESA should prioritize human dignity in all its interventions, paying particular attention to how each intervention affects women and excluded populations differently than the average man. Key recommendations under this domain are:

- All interventions implemented by ESA should bear in mind that greater access to employment opportunities in the energy sector can empower women and simultaneously put them at greater risk of GBV. Caution should be taken when promoting shifts in gender roles or only targeting women with interventions because these changes can trigger backlash from male family or community members. The team should integrate into program design the effects on women's lives of increased access to energy sector employment, including a long-term vision of how this empowerment can contribute to shifting the existing oppressive structures into a more enabling environment for women's and all excluded groups' growth. (See Cross-Cutting Consideration 4 in the Gender and Youth Action Plan.)

¹⁰⁰ RES Foundation. 2018. Energy poverty in the Western Balkans.

¹⁰¹ ESMAP and the World Bank. 2019. Poverty and Distributional Analysis of Electricity Poverty and Protection of Vulnerable Customers in Kosovo.

¹⁰² Pangman, T. 2020. How air pollution in Kosovo is rooted in poverty.

¹⁰³ Cela, B. 2021. What does energy poverty mean for women?

¹⁰⁴ Power Africa. 2017. Exploring the relationship between energy access and gender-based violence.

¹⁰⁵ USAID. 2020 Responsible development: A note on conflict sensitivity from USAID's Center for Conflict and Violence Prevention (CVP).

- ESA should engage GBV experts and collaborate with local organizations that specialize in addressing and preventing GBV to provide capacity-building workshops for ESA and its partners. These should increase knowledge and awareness about the root causes and harmful consequences of GBV, developing survivor-centered policies to prevent and eradicate sexual harassment in the workplace following USAID guidance,¹⁰⁶ as well as the link between lack of electricity infrastructure and GBV.¹⁰⁷ ESA should use this information to develop practical policies, plans, and risk assessments for the project and partners to implement at an organizational and programmatic level. (See Activity 6.1 in the Gender and Youth Action Plan.)
- ESA should implement accessible and easy-to-use feedback mechanisms for reporting instances of GBV or other inappropriate behavior and make project partners and other stakeholders aware of them. (See Activity 6.2 in the Gender and Youth Action Plan.)

¹⁰⁶ USAID. n.d. Engendering Industries: Integrating gender into workplace policies.

¹⁰⁷ Power Africa. 2017. Exploring the relationship between energy access and gender-based violence.

4. CONCLUSION

The next five years for Kosovo are critical for establishing a robust, reliable, and regionally integrated power system in line with Energy Community (EnC) standards—an integral part of bolstering the country’s economic growth and increasing opportunities for its citizens. Unlocking the potential of women and youth to participate in Kosovo’s energy sector can help close gaps and contribute to growth. Through the implementation of the Energy Sustainability Activity, and with the support of USAID, there is the potential to make meaningful change in Kosovo’s energy sector, strengthen gender equality and youth inclusion, and promote inclusive economic growth for the country.

This Gender and Youth Analysis of the gaps, challenges, and opportunities to integrate and improve gender equality and youth inclusion in Kosovo was critical in informing the development of the ESA Gender and Youth Inclusion Action Plan (Annex A). The key findings of this analysis are as follows:

- Despite the existence of a national legal framework to promote gender equality and anti-discrimination, this analysis shows that the implementation of laws and institutional practices are not gender-responsive. This is an opportunity for ESA to advance transformational change in Kosovo by advocating that the government integrate gender and youth considerations into energy sector policies and into labor regulations.
- There are a multitude of barriers to equal access to employment and other key resources and assets related to participation in the Kosovar energy sector. To achieve its objectives, the ESA program should focus on addressing the gaps related to women’s and youth’s participation in the energy sector workforce, especially by encouraging young people (boys and girls) to become interested in STEM.
- Transforming gender norms that hold women and men back has the potential to close the access gap of women and youth to labor markets that are currently reserved for men, with the benefits of increased innovation. ESA can contribute to this transformation by promoting and practicing unconscious bias awareness and developing skills to increase empathetic communication and conflict resolution.
- ESA should implement all its activities acknowledging, enhancing, and respecting the decisions of women and youth. ESA can contribute to existing networks that support female and youth leadership in the energy sector and foster support from different stakeholders to advance gender equality and youth inclusion within the organizations that partner with ESA and as a key aspect of program implementation.
- Gender roles that assign responsibilities to women, most of them unpaid, reduce their available time to access education and participate in the workforce. Moreover, energy sector-specific careers are associated with characteristics stereotypically associated with men; therefore, women are influenced to make choices that steer them away from STEM careers, which contributes to their lack of representation of women in the energy sector.
- ESA aims to contribute to Kosovo’s economic growth through energy security and sustainability without exacerbating any harmful actions that may lead to GBV by using “do no harm”

principles.¹⁰⁸ In conjunction with all the actions recommended in previous domains and in alignment with the commitment to do no harm, ESA should prioritize human dignity in all its interventions, paying particular attention to how each intervention affects women and excluded populations differently than the average man.

By integrating gender and youth inclusion into all ESA interventions, the collaboration between Kosovo and the United States can benefit from the gains of diversity, increased efficiency, and profitability for the energy sector. The ESA Action Plan in Annex A outlines the specific actions that this USAID-funded activity aims to implement to contribute to gender equality and youth inclusion in Kosovo, specifically in the energy sector.

¹⁰⁸ USAID. 2020 Responsible development: A note on conflict sensitivity from USAID's Center for Conflict and Violence Prevention (CVP).

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ANNEX A: GENDER AND YOUTH INCLUSION ACTION PLAN

APPROACH

The Gender and Youth Inclusion Action Plan outlines how KESA intends to integrate gender equity and social inclusion throughout the Activity. It provides an overview of the actions necessary for KESA to align with USAID's 2020 Gender Equality and Women's Empowerment Policy and follows the guidance on Integrating Gender Equality and Female Empowerment in USAID's Program Cycle (ADS 205) and the USAID Youth in Development Policy (2022). The Gender and Youth Inclusion Action Plan outlines which activities and cross-cutting considerations will allow ESA to put forth a meaningful contribution that advances GESI within the energy sector, with a focus on equalizing opportunities for women and youth.

The Gender and Youth Inclusion Action Plan is based on and guided by the Gender and Youth Analysis. Where necessary, the Gender and Youth Inclusion Action Plan may be updated if additional relevant data are discovered or activities shift. The plan will be implemented with consideration for, and in coordination with, key stakeholders and other donor-funded activities. Based on the Gender and Youth Analysis findings, ESA will focus on incorporating gender and youth inclusion in its interventions by working with government and NGOs, universities, women in STEM, professional women's associations, and relevant counterparts in the energy sector. These stakeholders also include energy sector organizations and employers, energy education and training providers, stakeholders such as government ministries, regulators, and NGOs engaged in or requiring support for Gender and Youth inclusion. ESA also seeks to collaborate on capacity-building and assistance activities with NGOs and Associations who work on energy issues to influence government change and actions.

The activities in the Gender and Youth Inclusion Action Plan will focus on capacity-building, awareness-raising, and engaging ministries, universities, private sector organizations, and NGOs working in energy. The scope of training/workshops will be building awareness and comprehension of GESI and how it applies to the workplace, policies, and programs. ESA seeks the opportunity to enhance knowledge and capacities (including of best practices) and overcome challenges in the sector at large. ESA will encourage counterparts to engage on GESI in energy forums. Activities for which implementation has already begun will be denoted in the action plan as "ongoing."

The ESA Gender and Youth Specialist, along with the Collaboration, Learning, and Adaptation Lead, will lead the planned activities, with implementation support from identified champions and other Activity personnel. The plan will remain a living document, and because the activity is being planned and implemented in the COVID-19 context, if adjustments are required, they will be made accordingly. In parallel with its implementation of the activity MEL plan, ESA aims to monitor and report on Gender and Youth Inclusion Action Plan implementation as well as GESI capacity needs. Where relevant, the team will identify learning and capacity-building opportunities to strengthen knowledge and skills on GESI.

Table 3. Gender and Youth Inclusion Action Plan

GENDER AND YOUTH INCLUSION ACTION PLAN			
FINDINGS	PROPOSED ACTIVITY	LIFE OF PROGRAM (LOP) TARGETS	TIMELINE
<p>I. Laws, Policies, Regulations, and Institutional Practices</p> <p>Despite the existence of a national legal framework to promote gender equality and anti-discrimination, this analysis shows that the implementation of laws and institutional practices are not gender-responsive. This is an opportunity for ESA to advance transformational change in Kosovo by advocating that the government integrate gender and youth considerations into energy sector policies and into labor regulations.</p>	<p>Activity 1.1: Further develop energy package law(s), including the RES Law and other policies/strategies with a gender and youth inclusion perspective and incorporated gender-responsive budgeting where possible in preparation for EU pre-accession process and in line with EnC and LGE requirements.</p>	<p>Technical guidance for gender and youth integration provided for 3 energy sector documents</p>	<p>By fall 2025</p>
	<p>Activity 1.2: Capacity building with partner institutions regarding integrating gender equality and youth inclusion into institutional practices and policies, including a workshop about ESA's experience or an ESA partner's experience integrating gender and youth considerations into policies and provide guidance, as well as a webinar or workshop on developing survivor-centered policies to prevent workplace sexual harassment. Reach out to AWESK and other NGOs dealing with women in the energy sector to engage in mutual learning discussions and events.</p>	<p>2 learning events held</p>	<p>By December 2023</p> <p>By December 2023</p>
	<p>Activity 1.3: Strengthen AWESK as an institution able to influence the development of gender-integrated energy policies and legislation through development of a Sustainability Strategy for the organization to increase and retain membership and seek strategic growth opportunities.</p> <ul style="list-style-type: none"> Activity 1.3.1: Work with AWESK to develop a Work Plan for activity planning corresponding to the ESA Project Objectives. Activity 1.3.2: Provide technical guidance and resources for increasing AWESK's capacity to provide mentoring for the New Energy Internship Program. 	<p>Work plan developed</p> <p>Mentoring guidelines developed</p>	<p>By spring 2023</p> <p>By summer 2023</p>

	Activity 1.4: Coordinate with USAID Engendering Industries Program to support partner organizations' efforts to improve upon or develop new gender-responsive internal policies and practices.	As needed	By December 2025
<p>2. Access to and Control Over Assets and Resources</p> <p>There are a multitude of barriers to equal access to employment and other key resources and assets related to participation in the Kosovar energy sector. To achieve its objectives, the ESA program should focus on addressing the gaps related to women's and youth's participation in the energy sector workforce, especially by encouraging young people (boys and girls) to become interested in STEM.</p>	Cross-cutting consideration 1: Take meaningful steps to understand and address the specific and unique barriers affecting women and youth and hindering them from full participation in the energy sector and gaining access to electricity.	N/A	N/A
	<p>Activity 2.1: Encourage the collection of sex- and age-disaggregated data relevant to inequalities in the energy sector.</p> <ul style="list-style-type: none"> Activity 2.1.1: Conduct a review of the ESA project MEL plan to ensure that indicators are gender- and age-disaggregated where appropriate. Activity 2.1.2: Hold a webinar about the critical need to measure gender gaps, and youth gaps in the energy sector. Cooperate with AWESK to highlight the results of their data collection on gender diversity in the Kosovo energy sector, including by collaborating on drafting a data sheet with five key data points about women in the energy sector. Activity 2.1.3: Provide technical assistance to partners and others as needed to identify data gaps and to collect gender- and age-disaggregated data. 	<p>I review conducted</p> <p>I webinar held</p> <p>2 partners collecting gender- and age-disaggregated data</p>	<p>September 2022</p> <p>October 2022</p> <p>October 2023</p>
	Activity 2.2: Work with partners to raise awareness about the benefits of inclusivity and diversity by collaborating with companies who have a gender-balanced workforce and who can share their experiences through various media and educational events about the lessons learned, or the benefits they have seen.	<p>3 success stories written</p> <p>I roundtable held</p>	June 2023

	<p>Activity 2.3: Partner with other USAID-funded activities and academic institutions to consult about potential cooperation opportunities for the promotion of STEM academic and career paths for high-school youth. Participate in up to three joint activities with MESTI, USAID-funded activities, and/or other energy stakeholders to increase participation of women and girls in STEM, Such as the USAID Engendering Industries Program and the “Girls in ICT” initiative.</p>	<p>1 list of potential activities developed jointly with partners.</p> <p>3 joint activities held.</p> <p>At least 1 “Girls in ICT” activity supported.</p> <p>As needed</p>	<p>By fall 2023</p> <p>By December 2024</p> <p>By December 2024</p> <p>By December 2025</p>
<p>3. Knowledge, Beliefs and Perceptions, Cultural Norms</p> <p>Transforming gender norms that hold women and men back has the potential to close the access gap of women and youth to labor markets that are currently reserved for men, with the benefits of increased innovation. ESA can contribute to this transformation by promoting and practicing unconscious bias awareness and developing skills to increase empathetic communication and conflict resolution.</p>	<p>Cross-Cutting Consideration 2: Programmatic activities should acknowledge that different norms may limit the presence of participants. Limitations such as time, availability, mobility, and access to technology should always be considered in activity design, so that teams intentionally seek the integration of diverse participants, such as those in excluded groups such as youth, the LGBTQI+ community, people living with disabilities, and ethnic and religious minorities, in all activities.</p>	<p>N/A</p>	<p>N/A</p>
	<p>Activity 3.1: Hold an unconscious bias training of trainers with representatives of partner institutions.</p>	<p>20 participants</p>	<p>By December 2022</p>
	<p>Activity 3.2: Hold an Empowered Employee Training through the Johns Hopkins University Self- Empowerment and Equity for Change (SEE Change) Initiative.</p>	<p>20 participants</p>	<p>By December 2023</p>

	<p>Activity 3.3: Engage men and young men as allies for gender equality in the energy sector.</p> <ul style="list-style-type: none"> Activity 3.3.1: Deploy or partner with a firm and/or youth-focused NGOs that will deploy a male engagement training of trainers for representatives of partner institutions and for young men. Activity 3.3.2: Hold discussions with youth, men, and women, including AWESK members, about challenges that women face in the energy sector. 	<p>30 participants; at least 15 young men</p> <p>4 discussions held</p>	<p>By spring 2024</p> <p>By spring 2024</p>
	<p>Activity 3.4: Intentionally include a gender perspective in the ESA “New Energy” internship program by instituting a gender quota, holding a training session with men and women interns in the program about gender equality, unconscious bias, and engaging men in gender equality, formalizing interns’ engagement with host institutions, other energy sector employers and assigned mentors through ESA-sponsored visits to host institutions and/or regular meetings between AWESK mentors and interns, and showcase intern experiences through success stories, photographs, and other media to highlight diverse members of the energy sector workforce.</p>	<p>At least 60% of interns in the New Energy Internship Program are women.</p> <p>1 session with each cohort of interns.</p> <p>At least one visit/mentor meeting a quarter</p> <p>At least one success story per cohort</p>	<p>By end of project</p> <p>Ongoing, beginning with first cohort</p> <p>Ongoing, beginning in August 2022</p> <p>Ongoing, beginning with first cohort</p>
<p>4. Power and Decision-Making</p> <p>ESA should implement all its activities acknowledging, enhancing, and respecting the decisions of women and youth. ESA can contribute to existing networks that support female and youth leadership in the energy sector and foster support from different stakeholders to advance gender equality and youth inclusion within the</p>	<p>Activity 4.1: Consult with partners (AWESK, KEK, KOSTT, ME, ERO) to understand the challenges that women and youth face in holding leadership positions in the energy sector. Review their internal documents and provide input regarding gender and youth inclusion and gender-responsive budgeting.</p>	<p>At least 5 consultations per quarter</p>	<p>Ongoing</p>

organizations that partner with ESA and as a key aspect of program implementation.	Activity 4.2: Increase the power of youth engaged in the energy sector by creating a peer-to-peer networking and knowledge exchange network for current and former interns supported through the New Energy Internship Program.	At least 10 active participants in the network	By end of project
	<p>Activity 4.3: Aim to increase women’s and youth’s power through all interventions by collaborating with civil society groups to develop mechanisms that elevate the voices of women and youth, and by strengthening these organizations.</p> <ul style="list-style-type: none"> Activity 4.3.1: Develop a Sustainability Strategy with AWESK to ensure the long-term success of the organization, which is working to embed women’s voices in political spaces related to the energy sector. Activity 4.3.2: Conduct participatory mapping of barriers and opportunities with groups of youth and include youth in strategic decision-making related to ESA activities. 	<p>Sustainability strategy developed</p> <p>2 participatory mapping sessions conducted</p>	<p>By December 2023</p> <p>By December 2023</p>
<p>5. Roles, Responsibilities, Participation, and Time Use</p> <p>Gender roles that assign responsibilities to women, most of them unpaid, reduce their available time to access education and participate in the workforce. Moreover, energy sector-specific careers are associated with characteristics stereotypically associated with men; therefore, women are influenced to make choices that steer them away from STEM careers, which contributes to their lack of representation of women in the energy sector.</p>	Cross-Cutting Consideration 3: In planning the timing of all its activities, ESA will consider the timing and location in a gender-responsive manner to ensure that activities are accessible to all. ESA will encourage its partners to do the same.	N/A	N/A
	<p>Activity 5.1: Promote policies and practices that encourage an equal distribution of roles at home and in the workplace.</p> <ul style="list-style-type: none"> Activity 5.1.1: Reach out to KWN or Kosovo Center for Gender Studies for potential cooperation to hold a workshop and/or external event for the promotion of gender equality and advocating for good practices among partner organizations, such as paternity leave and maternity leave in equal measure or offering childcare benefits. Activity 5.1.2: Create a matrix of partner organizations measuring if they already provide or are actively developing policies for affordable access to childcare and early education, as well as practices such as career development programs for youth, women, and excluded populations. Call on partners who are already 	<p>1 workshop and/or external event</p> <p>1 matrix created, updated on a regular basis</p>	<p>By December 2023</p> <p>By September 2022</p>

	<p>ahead of the curve to share knowledge and experience with those who are not currently offering or working to offer these practices.</p> <ul style="list-style-type: none"> Activity 5.1.3: Write a policy brief or other thought piece for publishing about the benefits of providing childcare and/or maternity and paternity leave in equal measure for advancing gender equality in the energy sector workplace. 	1 policy brief or thought piece	By December 2022
	<p>Activity 5.2: In collaboration with partners and other USAID-funded activities, ESA should make a conscious effort to influence emerging female professionals to visualize themselves as leaders and active members of the energy sector workforce.</p> <ul style="list-style-type: none"> Activity 5.2.1: Develop a gender-responsive communications strategy to highlight diverse representations of energy sector professionals holding technical roles in Kosovo. Activity 5.2.2: Hold workshops for youth and early career professionals that advance their skills, confidence, and leadership to take part in the energy sector (for example, workshops on resume and cover letter-writing, leadership, and research skills). 	<p>1 strategy developed</p> <p>3 workshops held</p>	<p>By December 2022</p> <p>By December 2025</p>
	<p>Activity 5.3: Hold a learning event about the root causes of sex segregation in the energy sector workplace, focusing on what men and organizations can do to support working women.</p>	1 learning event	By December 2024
<p>6. Human Dignity, Safety, and Wellness</p> <p>ESA aims to contribute to Kosovo’s economic growth through energy security and sustainability without exacerbating any harmful actions that may lead to GBV. In conjunction with all the actions recommended in previous domains and in alignment with the commitment to do no harm, ESA should prioritize human dignity in all its interventions, paying particular attention to how each intervention affects women and excluded populations differently than the average man.</p>	<p>Cross-Cutting Consideration 4: All interventions implemented by ESA should bear in mind that greater access to employment opportunities in the energy sector can empower women and simultaneously put them at greater risk of GBV. Caution should be taken when promoting shifts in gender roles or only targeting women with interventions because these changes can trigger backlash from male family or community members. The team should integrate into program design the effects on women’s lives of increased access to energy sector employment, including a long-term vision of how this empowerment can contribute to shifting the existing oppressive structures into a more enabling environment for women’s and all excluded groups’ growth.</p>	N/A	N/A

	<p>Activity 6.1: Engage GBV experts and collaborate with local organizations to provide capacity-building workshops for its partners.</p> <ul style="list-style-type: none"> • Activity 6.1.1: Hold a workshop about the harmful consequences of GBV, developing survivor-centered policies to prevent and eradicate sexual harassment in the workplace, as well as the link between lack of electricity infrastructure and GBV. • Activity 6.1.2: Develop a risk assessment for the project and partners related to GBV and other potential unintended harmful consequences. 	<p>1 workshop</p> <p>Risk assessment for the project and each partner developed</p>	<p>By December 2024</p> <p>By December 2022</p>
	<p>Activity 6.2: Implement an accessible and easy-to-use feedback mechanism for reporting instances of GBV or other inappropriate behavior related to project activities; make project partners and other stakeholders aware.</p>	<p>Feedback mechanism(s) developed and communicated</p>	<p>By December 2022</p>

MEASURING PROGRESS

Based on the findings of the gender analysis, a series of Gender and Youth Action Plan activities has been proposed. To measure progress and monitor implementation of the planned activities, ESA will use the following custom indicators developed for the ESA MEL plan.

- Custom: Number of women hired and/or promoted to technical and managerial roles in energy sector public and private sector employers through USG support.
- Custom: Number of youth internships supported by KESA project.

Suggested additional or alternative indicators to add to the MEL plan to track progress on gender and youth integration are the following:

- GNDR 8: Number of persons trained with USG assistance to advance outcomes consistent with gender equality or female empowerment through their roles in public or private sector institutions or organizations (disaggregated by sex and age).
- GNDR 9: Number of training and capacity-building activities conducted with USG assistance that are designed to promote the participation of women or the integration of gender perspectives in security sector institutions or activities (disaggregated by sex and age).
- Custom: Number of persons hired by and/or promoted to technical and managerial roles in energy sector public and private sector employers through USG support (disaggregated by sex and age).
- Custom: Number of persons attending KESA-supported professional development training to strengthen careers in the energy sector (disaggregated by sex and age).

At a minimum, ESA will disaggregate all activity data by sex and, where possible, also disaggregate by other social identifiers, such as age and disability status. Where potential opportunities are identified to incorporate standard or custom GESI indicators (qualitative or quantitative) into action plan progress measurement, these should be included. Monitoring data are to be incorporated into the ESA quarterly and annual reports.

GENDER AND YOUTH INCLUSION STAKEHOLDERS

ESA has conducted stakeholder mapping to identify potential partners and stakeholders that could support the implementation of activities under the ESA Gender and Youth Inclusion Action Plan. The list remains subject to review and regular updates.

Table 4. Stakeholder Mapping

STAKEHOLDER MAPPING		
ORGANIZATION	POINT OF CONTACT	LEVEL OF INTERACTION
Agency for Gender Equality (AGE)	Edi Gusia	As a body which protects equal rights and labor rights, there may be prospects to be included in committees or advisory boards relevant to topics concerned with GESI in the energy sector.

AWESK	Arijeta Pajaziti	Ongoing collaboration for mentorship program of the ESA New Energy Internship Program. Collaboration on any similar GESI or Women in Energy initiatives being coordinated by industry stakeholders. Collaboration on gender and youth integration in the development of policies. Collaboration on women's networking events and connect them with other entities (academia, NGOs, women's initiatives etc.).
Energy Regulatory Office (ERO)	Ardiana Bokshi	Ongoing collaboration for internship and/or mentorship program. Potential collaboration to provide technical assistance for developing gender-responsive internal policies. Potential collaboration to raise visibility of women and youth working in the sector through networking and knowledge exchange events. Potential collaboration to participate in capacity-building workshops, such as male engagement or SEE Change.
Kosovo Energy Distribution Service (KEDS)	Leartha Berisha	Potential collaboration for internship program. Potential collaboration to provide technical assistance for developing gender-responsive internal policies. Potential collaboration to raise visibility of women and youth working in the sector through networking and knowledge exchange events. Potential collaboration to participate in capacity-building workshops, such as male engagement or SEE Change.
Kosovo Energy Corporation (KEK)	Fikrije Duraku	Ongoing collaboration for internship and mentorship program. Potential collaboration to provide technical assistance for developing gender-responsive internal policies. Potential collaboration to raise visibility of women and youth working in the sector through networking and knowledge exchange events. Potential collaboration to participate in capacity-building workshops, such as male engagement or SEE Change.
Kosovo Electricity Transmission, System and Market Operator (KOSTT)	Arjeta Gashi	Ongoing collaboration for internship and mentorship program. Potential collaboration to provide technical assistance for developing gender-responsive internal policies. Potential collaboration to raise visibility of women and youth working in the sector through networking and knowledge exchange events. Potential collaboration to participate in capacity-building workshops, such as male engagement or SEE Change.
Kosova Women's Network (KWN)	Nicole Farnsworth	Potential collaboration to provide technical assistance for developing gender-responsive internal policies. Potential collaboration to raise visibility of women and youth working in the sector through networking and knowledge exchange events.
Ministry of Economy (ME)	Besjana Qorraaj	As a body which protects equal rights and labor rights, there may be prospects to be included in committees or advisory boards relevant to topics concerned with GESI in the energy sector. Ongoing collaboration for internship and mentorship program. Potential collaboration to provide technical assistance for developing gender-responsive internal policies. Potential collaboration to raise visibility of women and youth working in the sector through networking and knowledge exchange events. Potential collaboration to participate in capacity-building workshops, such as male engagement or SEE Change.
Ministry of Education, Science, Technology, and Innovation (MESTI)	Azize Sekiraqa	As a body which protects equal rights and labor rights, there may be prospects to be included in committees or advisory boards relevant to topics concerned with GESI in the energy sector. Ongoing collaboration for internship and mentorship program. Potential collaboration to provide technical assistance for developing gender-responsive internal policies. Potential collaboration to raise visibility of women and youth working in the sector through networking and knowledge exchange events. Potential collaboration to participate in capacity-building workshops, such as male engagement or SEE Change.
University of Pristina	TBD	Potential collaboration and facilitation support to ESA's plans to grow the pipeline of women students in STEM and energy-specific education.

USAID Kosovo	Arben Nagavci Berenika Gashi	As USAID representatives with knowledge on GESI issues in Kosovo, these persons will be well informed to provide technical guidance and advice on Activity implementation issues. USAID has the opportunity to learn from lessons learned in implementing gender- and youth-responsive approaches under the ESA project to tailor best practices for cross-cutting integration.
RES Developers	Multiple	Ongoing collaboration for internship program. Potential collaboration to provide technical assistance for developing gender-responsive internal policies. Potential collaboration to raise visibility of women and youth working in the RES sector through networking and knowledge exchange events. Potential collaboration to participate in capacity-building workshops, such as male engagement or SEE Change.

GENDER AND YOUTH INTEGRATION TOOLS AND TEMPLATES

The table below provides a preliminary list of tools and templates which shall be utilized by the ESA team’s Gender and Youth Specialist, along with the Collaboration, Learning, and Adaptation Lead, for the relevant gender equality and social inclusion activities being undertaken by the Activity team. This list is non-exhaustive and shall be updated as and when new tools and templates are developed and selected.

Table 5. Gender and Youth Integration Tools and Templates

GENDER AND YOUTH INTEGRATION TOOLS AND TEMPLATES			
TOOL NAME	VERSION AND DATE DEVELOPED	PURPOSE	LIMITATIONS
USAID Engendering Utilities. Delivering Gender Equality: A Best Practices Framework for Utilities ¹⁰⁹	May 2019	The framework provides the utilities sector with global best practices and practical resources and tools to develop a road map for sustained progress in integrating gender equality throughout the corporate initiatives to strengthen gender equality in the industry and across the employee lifecycle.	The framework presents global best practices, and few cases are from Kosovo. Examples and tools will require assessment and adaptation to ensure they are appropriately tailored to the ESA context and stakeholders.
USAID Toolkit for Integrating GBV Prevention and Response into USAID Energy and Infrastructure Activities ¹¹⁰	August 2015	The toolkit supports the U.S. Strategy to prevent and respond to gender-based violence globally. It provides guidance for USAID technical and program officers to integrate GBV prevention and response into energy and	As a general guide to GBV prevention in energy and infrastructure activities, more detailed knowledge may be required by ESA staff in order to apply the lessons into practical implementation in

¹⁰⁹ USAID. 2021. Delivering gender equality: A best practices framework for male-dominated industries.

¹¹⁰ USAID. 2015. Building a safer world: Toolkit for integrating GBV prevention and response into USAID energy and infrastructure Activities.

		infrastructure activities (as required by ADS 205.3.4).	order to support the achievement of the objectives.
USAID Making the Case for Women in the Energy Sector ¹¹¹	2018	The document provides an overview of the role of women in the energy sector and presents evidence for making the case that women's equal participation in the energy industry will result in benefits, including profitability and stronger development outcomes.	A brief guide to making the case for greater participation by women in the energy sector. More detailed knowledge will be necessary to engage in Kosovo- specific discussions on the benefits of women's employment in the industry.
USAID Practical Guide to Women in Energy Regulation ¹¹²	June 2018	The guide outlines several strategies for energy regulators in order to strengthen efforts to better integrate women in energy regulation, including employment opportunities, energy regulatory policy development, and energy activities.	As a general guide to engaging women in energy regulation, more detailed knowledge will be required at the country level to tailor approaches in a manner that is culturally and socially acceptable.
USAID Youth Integration ¹¹³ Toolkit: Europe & Eurasia	November 2015	The toolkit provides guidance for conducting youth analysis and applying the findings to the youth integration framework in project design. It outlines specific challenges that youth in the Europe and Eurasia region face and outlines strategies for supporting youth in civic engagement, education, employment, media, and rule of law.	As a general guide for integrating youth considerations across several aspects of society in the entire region, more detailed knowledge will be required at the country and project level to tailor approaches to ensure they are appropriate for achieving project objectives.

Research and knowledge gathering will continue throughout Activity implementation and, therefore, this list of tools will likely be amended as the team takes a deeper dive as part of Activity implementation.

STAFF INCLUSIVITY AND CAPACITY-BUILDING PLAN

The table below outlines the proposed team capacity assessment and training activities to be held via face-to-face and online platforms for ESA team members. These are recommended to ensure that gender equality and social inclusion (GESI) is integrated throughout all project activities; the list can be tailored based on project needs and staff capacities.

¹¹¹ USAID. 2018. Advancing gender in the environment: Making the case for women in the energy sector.

¹¹² USAID. 2018. Practical Guide to Women in Energy Regulation.

¹¹³ USAID. 2015. Youth integration toolkit: Europe & Eurasia.

Table 6. Internal GESI Training Plan

INTERNAL GESI TRAINING PLAN			
SESSION NAME/TYPE	TRAINER	TARGET AUDIENCE	TIMELINE
Pre-Training Assessment			
GESI Capacity-building Needs Assessment	Gender and Youth Specialist	All ESA Activity personnel	Sep 2022
Face-to Face or Online Interactive Learning			
Presentation of results of the Gender Analysis and Action Plan	Gender and Youth Specialist	All ESA Activity personnel	Oct 2022
Tailored training: Introduction to USAID Gender Equality Female Empowerment Policy 2020 ¹¹⁴ and USAID Guide to Gender Integration & Analysis: Additional Help for ADS Chapter 201 & 203	Gender and Youth Specialist and HO GESI Principal	All ESA Activity personnel	Oct 2022
Tailored training: GESI Analysis for the ESA Activity: Utilization of USAID ADS Chapter 205: Integrating Gender Equality and Female Empowerment in USAID's Program Cycle (Domains for Gender Analysis) ¹¹⁵	Gender and Youth Specialist and HO GESI Principal	All ESA Activity personnel	Nov 2022
E-Learning Activities			
Gender 101 Training ¹¹⁶	Engendering Industries	All ESA Activity personnel	Jan 2023 (or within 3 months of onboarding)
Gender M&E ¹¹⁷	Global Health eLearning Center	All ESA Activity personnel	Jan 2023 (or within 3 months of onboarding)
Gender and Energy Equality e-Learning Course ¹¹⁸	Energy Sector Management Assistance Program	All ESA Activity personnel	Feb 2023
I Know Gender 7: Gender Equality in the	UN Women Training	All ESA Activity personnel	Feb 2023

¹¹⁴ USAID. 2012. USAID Policy: Gender Equality and Female Empowerment Policy.

¹¹⁵ USAID. 2021. ADS Chapter 205.

¹¹⁶ USAID. 2013. Gender 101: Gender Equality at USAID.

¹¹⁷ Global Health Learning Center. 2014. Gender M&E.

¹¹⁸ ESMAP. n.d. Gender and Energy Equality E-Learning Course.

World of Work ¹¹⁹		Centre		
How to Series: Mainstreaming Gender Equality in Infrastructure ¹²⁰	Gender	UN Women Training Centre	All ESA Activity personnel	Feb 2023

¹¹⁹ UN Women. n.d. I Know Gender 7: Gender Equality in the World of Work.

¹²⁰ UN Women. n.d. How to Series 3: Mainstreaming Gender Equality in Infrastructure.

ANNEX B: INTERVIEW LIST

Table 7. Interviews

INTERVIEWS						
	NAME/ROLE	ORGANIZATION	GENDER	KII	FGD	DATE OF INTERVIEW
1	Gentiana Arifaj, CEO	Alfa Solar	F	X		04/13/2022
2	Visar Bejta, Intern	Ministry of Economy (ME)	M		X	04/29/2022
3	Leartha Berisha, HR Manager	Kosovo Electricity Distribution Company (KEDS)	F	X		04/15/2022
4	Ardiana Bokshi, Administrative Manager	Energy Regulatory Office (ERO)	F	X	X	03/22/2022; 05/06/2022
5	Majlinda Daci Ajvazi, Professor and Director	Center for Energy and Sustainability, University of Pristina (CES)	F	X		04/15/2022
6	Fikrije Duraku, Acting HR Manager	Kosovo Energy Corporation (KEK)	F	X		04/04/2022
7	Nicole Farnsworth, Director	Kosova Women's Network	F	X		03/31/2022
8	Arjeta Gashi, HR and Administration Manager	Kosovo Electricity Transmission, System and Market Operator (KOSTT)	F	X		03/25/2022
9	Edi Gusia, CEO	Agency for Gender Equality (AGE)	F	X		04/01/2022
10	Meral Hallaqi Radoniqi, Energy Advisor, Kosovo Energy Efficiency Project	GiZ	F	X		03/22/2022
11	Bukurije Hoxha, Energy Consultant and Assistant Professor	Association of Women in the Energy Sector of Kosovo (AWESK)	F		X	05/06/2022
12	Lyra Hoxha, Intern	Jaha Solar	F		X	04/29/2022
13	Bardha Jaha, Intern	Ministry of Education, Science, Technology and Innovation (MESTI)	F		F	04/29/2022
14	Isa Jashari, Manager of Employee Relations Department	Kosovo Energy Corporation (KEK)	M	X		01/19/2022

15	Merita Jonuzi, Human Right Coordinator	Ministry of Education, Science, Technology and Innovation (MESTI)	F	X		04/12/2022
16	Zanfina Kabashi, Chief Sales Officer	Jaha Solar	F	X		04/09/2022
17	Vjollca Komoni, Acting Vice Dean	University of Pristina, Faculty of Electric and Computer Engineering	F	X		04/13/2022
18	Florina Kosumi, HR Manager	Ministry of Economy	F	X		03/31/2022
19	Driton Krasniqi, Intern	SunVolta	M		X	04/29/2022
20	Nisa Mustafa, Intern	ProCredit Bank	F		X	04/29/2022
21	Arijeta Pajaziti, Founder and Executive Director	Association of Women in the Energy Sector of Kosovo (AWESK)	F	X	X	03/25/2022; 05/06/2022
22	Naxhije Pajaziti Arifaj, Communications Manager	Kosovo Electricity Distribution Company (KEDS)	F	X		04/15/2022
23	Gezim Qehaja, Intern	Ministry of Education, Science, Technology and Innovation (MESTI)	M		X	04/29/2022
24	Besiana Qorraaj, Senior Officer for Renewable Energy Sources	Ministry of Economy (ME)	F	X		03/31/2022
25	Fahrije Qorraaj, Gender Equality Officer	Ministry of Economy (ME)	F	X	X	03/31/2022; 05/06/2022
26	Fjolla Rudari, Intern	Kosovo Electricity Transmission, System and Market Operator (KOSTT)	F		X	04/29/2022
27	Azize Sekiraqa, Gender Equality Officer	Ministry of Education, Science, Technology and Innovation (MESTI)	F	X		04/12/2022
28	Vllaznim Shaljani, Intern	Kosovo Energy Corporation (KEK)	M		X	04/29/2022
29	Nezir Sinani, Energy and Private Sector Engagement Consultant	USAID Energy Sustainability Activity	M	X		06/08/2022
30	Donjeta Sogojeva, Mechanical Engineer	Kosovo Energy Corporation (KEK)	F		X	05/06/2022
31	Selvete Zeqiri, Intern	Ministry of Economy (ME)	F		X	04/29/2022