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Gender Action Plan III – 2021-2025 **Country Level Implementation Plan for Kosovo**

CONTEXT FOR EU ACTION ON GENDER EQUALITY AND WOMEN'S EMPOWERMENT IN KOSOVO

The **Gender Equality Institutional set up** is in place in Kosovo. The Agency for Gender Equality (AGE) is an independent agency under the Office of the Prime Minister. There are Gender Equality Officers (GEOs) in every line Ministry and in most municipalities. Within the Assembly, there is a Committee for Human Rights, Gender Equality, Missing persons, Victims of sexual violence and Petitions deal with issues of gender equality and women rights. There is also an informal Women Caucus. The Ministry of Justice has the responsibility for addressing gender-based violence, namely the National Coordinator for Domestic Violence and Violence against Women (DVVAW) and Gender Based Violence (GBV), the Agency of free legal aid and policies governing shelters, Centres for Social Welfare, and many social services. Other ministries have responsibilities for furthering gender equality, and the Ministry of Finance, Labour and Transfers has several such responsibilities related to social policy.

Kosovo has made several **legal and policy commitments** to gender equality. In 2020, Kosovo expanded existing commitments to the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and gender equality in its [Constitution](#) by including the Istanbul Convention. The United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace, and Security is not explicitly mentioned in Kosovo law, but its aims are incorporated in the [Kosovo Program for Gender Equality 2020-2024](#), relating to decision-making, justice, peace, security, and equal participation in the security sector.

The [Law on Gender Equality](#) foresees women and men's equal participation (50%) at all levels of decision-making in political and public life. This and the [Law on Protection against Discrimination](#) offer protections from discrimination based on gender, sex, sexual orientation, and gender identity. While incongruent with the Law on Gender Equality, electoral laws include quotas for 30% representation of both genders in political parties' lists and municipal and national assemblies. The new [National Strategy on Protection Against Domestic Violence and Violence Against Women \(2022-2026\) and its Action Plan](#) and the [New Law on Prevention and Protection from Domestic Violence, Violence Against Women and Gender-Based Violence](#) adopted by the Kosovo Government in 2022 and 2023 respectively, ensure adequate response to all forms of gender-based violence as required by the Istanbul Convention. The Minister of Justice, appointed also as a National Coordinator for DVVAW and GBV has undertaken the coordination for the adoption of the by-laws foreseen in the law. In addition, the new [Protocol for Treatment of Sexual Violence Cases](#) adopted in 2023 is in line with Article 25 of the Convention.

A new [Law on Social and Family Services](#) was adopted in 2023 but requires secondary legislation to adequately address gender equality issues. The [Law against trafficking](#) exists but requires updating to ensure adequate response to all forms of gender-based violence as per the Istanbul Convention.

Several laws and policies regulate access to inclusive and non-discriminatory education, including the [Law on Early Childhood Education](#), the [Law on Education in the Municipalities](#), the [Law on Pre-University Education](#), and the [Law on Higher Education](#). The [Labour Law](#) prohibits discrimination in employment, recruitment, training, promotion, disciplinary measures, and employment conditions, but should be harmonized with the EU *acquis*, particularly related to the [EU Work-Life Balance Directive](#), self-employment, and to address [gender-based discrimination](#) against women related to maternity leave. The [Law on Safety and Health at Work](#) obliges employers to ensure equal treatment of all employees,

particularly pregnant women, [breastfeeding women](#), and [persons with disabilities](#), but needs a more holistic approach to safety regarding women workers, especially in relation to sexual harassment. The Labour Inspectorate still needs further capacity building in relation to gender equality aspects in Occupational Health and Safety (OSH) as per the recommendations of the [Law review: gender mainstreaming a normative framework for decent work and OSH](#). Sexual harassment in the workplace remains under-reported and needs to be further addressed. Civil servants are being trained on the matter. The Civil Code still has not been adopted along with several needed reforms, including those protecting the rights of LGBTI+ persons. The draft Law on Reproductive Health has also encountered opposition, questioning Kosovar women's rights to reproductive health and bodily autonomy.

Despite the relatively comprehensive legal and policy framework, **implementation** remains weak. The 2022 Assessment Report published by a Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO) highlights "*several issues where improvement is needed to reach a higher level of compliance with the standards of the Istanbul Convention*" and adds that "*significant structural gender inequalities remain in Kosovo, affecting women's socio-economic rights, particularly women's low access to property and inheritance rights, and to child's alimony*". Gender inequalities continue to persist in all sectors relevant to the Instrument for Pre-Accession Assistance (IPA) III. Rural, disabled, and ethnic minority women (particularly Bosnians, Roma, Ashkali, and Egyptians), as well as LGBTQI persons often face additional barriers and inequalities.

Women's representation in decision-making has improved at the central level but remains low at the local level. Women, especially ethnic minority women, remain underrepresented in the parliament (36.6%), assemblies (35%), government (less than 34% of ministers in all elections and only 20% of deputy ministers since 2008), public administration (44% of civil servants at the central level, 33% at the local level, 2 women mayors following 2021 Municipal Elections), and justice institutions, particularly in decision-making positions. Despite expressions of commitment to UNSCR 1325, women and women's priorities have been underrepresented in the Pristina-Belgrade Dialogue. The gender analysis required to inform all draft laws and policies is seldom conducted and AGE and GEOs are insufficiently engaged, including in relation to [digital](#) reforms. Gender-responsive budgeting is not adequately implemented or institutionalised throughout the budget cycle despite requirements in the Law on Gender Equality and budget circulars.

Gender-based violence, disproportionately affecting women and girls, remains widespread, aggravated by a global rise in hate speech, divisive rhetoric targeting women and girls, cyber-bullying, inter-ethnic tensions, and discrimination against minorities and marginalised groups. **Early marriage** still affects some Roma, Ashkali, Egyptian, and rural girls. A working group has been established under the Prime Minister's office to try to eradicate the phenomenon. The institutional response to violence and access to justice have improved, but shortcomings continue. Rehabilitation and reintegration services are lacking. Financing remains insufficient.

Teachers seldom provide adequate education to transform gender norms¹ and inform on **sexual and reproductive rights**. Amid the already fragile healthcare system, access to quality healthcare was exacerbated amid COVID-19. Insufficient human resources, poor infrastructure, unprofessionalism among health workers, cultural practices, and weak awareness affect women in different ways. The draft Law on Reproductive Health would safeguard women's reproductive rights, but some Assembly deputies are opposing the Law, especially the right for single women to access In Vitro Fertilisation (IVF).

While the upper secondary school dropout rate is low, boys make up 79% of dropouts in 2018/2019. Roma, Ashkali, and Egyptians, especially girls, are more likely to discontinue **education** between lower and upper secondary school. Girls are underrepresented in vocational schools (42%) and boys in gymnasiums (42%). Traditional gender roles and stereotypes regarding suitable professions for women and men contribute to educational choices and their respective underrepresentation in certain sectors.

According to the Labour Force Survey for Q1 2023, a higher percentage of women (77.2%, compared to 43.6% for men) are **inactive in the labour market** (neither working nor seeking employment). Key

¹ KWN will have a paper published on this in 2024, supported by ADA.

factors include unpaid care work, insufficient affordable children care facilities, and discrimination in hiring amid current maternity leave provisions, whereby employers pay for six-month leave. Women are twice as likely to engage in informality as men, and the recent [gender analysis](#) of informality should inform future policies. Women are underrepresented among **entrepreneurs and business owners**, as they face additional challenges: poor access to capital, traditional gender roles, and discrimination.

Despite slight improvements, women comprise only 18% of all property owners. In 2019, 80% of citizens believed women and men should have equal rights to property ownership, compared to 42% in 2015. The tradition of men inheriting property remains one of the main challenges to women's **property ownership**, but affirmative measures by the government are contributing to overcoming them. Women often forfeit property and inheritance rights, which hinders their access to capital. Limited in-depth gender analysis exists related to climate change and environment, but evidence suggests women are under-represented in these sectors. The recent in-depth [gender analysis of digitalisation](#) exposed several shortcomings in legislation and gender-related challenges in the digital transition across several sectors.

This CLIP was initially informed by the EU [Kosovo Gender Analysis](#) (2018), and a brief updated [EU Gender Profile](#) that aligned GAP III objectives with the IPA III Programming Framework.¹¹ The GAP III objectives proposed for implementation in Kosovo align with the [Kosovo Program for Gender Equality \(KPGE\) 2020-2024](#). The CLIP will continue its alignment with the next KPGE 2025-2029 presently being drafted. The CLIP, drafted by the EU Office in Kosovo, also draws from consultations with stakeholders. These include the EU Special Representative (EUSR), the European Union Rule of Law Mission (EULEX), EU Member States, the UN, the Organisation for Security and Co-operation in Europe (OSCE), North Atlantic Treaty Organization (NATO) Kosovo Force (KFOR), and other donors and international organisations. Consultations also were held with key institutions like the Agency for Gender Equality and the Department on European Integration in the Office of the Prime Minister, as well as with civil society organisations (CSOs), including women's rights organisations, women's human rights defenders, and peacebuilders.

SELECTED THEMATIC AREAS OF ENGAGEMENT AND OBJECTIVES

The following thematic areas of engagement and objectives from GAP III have been selected for Kosovo. They are aligned with the IPA III Programming Framework. All references to “diversity” in the objectives mean that the EU will attend to the different positions and needs of women, men, girls, and boys of different geographic areas, ethnicities, abilities, sexual orientations, and gender identities, among others. The EU will achieve these objectives through political dialogue and programmes in several sectors, in close cooperation with the government, line ministries, municipalities, national gender equality mechanisms (AGE, GEOs), and civil society, particularly women CSOs.

FREEDOM FROM ALL FORMS OF GENDER-BASED VIOLENCE

GAP III Thematic Area 1 objectives relate to IPA III regarding rule of law and good governance and will contribute to the implementation of Kosovo's Constitutional commitments to the Istanbul Convention and to the Specific Objective 3.1 of the Kosovo Program for Gender Equality:

- “1. Women, men, girls and boys, in all their diversity, are better protected from all forms of gender-based violence in the public and private spheres, in the work place and online through legislation and effective enforcement”. The EU will achieve this through political dialogue, legislative review, legal implementation monitoring, EU-funded programmes on human rights and rule of law, and the European Instrument for Democracy and Human Rights (EIDHR). EULEX will continue monitoring and reporting on trends in access to justice for persons suffering gender-based violence, engaging in legislative review, and furthering capacities of institutions. The EU will synergize its efforts with the Council of Europe (CoE), UN Women, UNFPA USAID, Swedish International Development Agency (Sida), the Austrian Development Agency (ADA), German

¹¹ While according to official guidance from the European Commission, the CLIP should be aligned with the Multiannual Indicative Programme (MIP), Kosovo does not have one. Therefore, this is based on funding windows within the IPA III Programming Framework.

Development Cooperation (GIZ) and CSOs.

- “2. Women, men, girls and boys, in all their diversity, are agents of change regarding discriminatory social norms, gender stereotypes, and gender-drivers of conflict”, through EIDHR projects, in cooperation with EULEX, UNDP, UNFPA, the Netherlands, Slovenia, Sida, ADA^{III}, and CSOs.
- “3. Women, men, girls and boys, in all their diversity, who experience gender-based violence have increased access to essential services”, through EU-supported legal amendments, rule of law and IPA social protection projects. EULEX will monitor and report on the institutions’ response to gender-based violence and further the capacities of service providers and improve the quality of the services provided. The EU will synergize efforts with the CoE, ADA^{IV}, Sida, UN Women, UNDP, UNFPA GIZ, and CSOs.
- “4. The right of every individual to have full control over, and decide freely and responsibly on matters related to their sexuality and sexual and reproductive health and rights, free from discrimination, coercion and violence is promoted and better protected”, through EU political dialogue and in cooperation with WCSOs.
- “5. Women, men, girls and boys in all their diversity trafficked for all forms of exploitation and abuse have improved access to adequate and quality services for socio-economic integration and psychosocial support”, through IPA social protection projects, and EULEX.
- “7. Women’s rights organisations, social movements and other civil society organisations are influential in ending gender-based violence”, through political dialogue and the IPA Civil Society Facility and Media Programme. This will be achieved in coordination with UN Women, UNFPA Austrian Development Agency, Sida, GIZ, and WCSOs.
- “8. Quality, disaggregated and globally comparable data on different forms of gender-based violence and harmful practices are increasingly collected and used to inform laws, policies and programmes”, supported through EU rule of law actions, ADA^V, UN Women, and CSOs’ actions.

For all, the EU will coordinate closely with women CSOs, other donors, and implementing partners. Regarding the legislative process, the EUSR will coordinate and submit to local authorities EU feedback on legislation addressing non-discrimination and gender-based violence.

PROMOTING SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS

GAP III Thematic Area 2 objectives relate to rule of law, fundamental rights, and democracy under IPA III. They will contribute to the Specific Objective 2.3 of the Kosovo Program for Gender Equality:

- “1. Enabled legal, political and societal environment allowing women and girls to access quality sexual and reproductive health (SRHR) care and services and protecting their sexual and reproductive rights”, through political dialogue. The EU will cooperate closely with WHO, UNFPA, Sida, and ADA^{VI}.
- “2. Improved access for every individual to sexual and reproductive healthcare and services, including family planning services, information and education on sexual and reproductive rights” in cooperation with ADA and Sida.

PROMOTING ECONOMIC, SOCIAL RIGHTS, EMPOWERING GIRLS, WOMEN

GAP III Thematic Area 3 objectives relate to competitiveness and inclusive growth under IPA III and are aligned with specific objectives 1.1, 1.2, and 2.1 of the Kosovo Program for Gender Equality:

^{III} KWN will continue working on this with ADA support through curricula and awareness-raising.

^{IV} KWN will continue this as well with ADA support through legal aid.

^V ADA is supporting KWN to carry out new research on this to be published in 2025.

^{VI} KWN will continue providing this support via its members and the Kosovo Women’s Fund, supported by ADA.

- “1. Increased access for women, in all their diversity, to decent work, including women’s transition to the formal economy and coverage by non-discriminatory and inclusive social protection systems”, through support to amending and enforcing labour legislation, IPA funded employment and social protection initiatives, support to community-based interventions. This involves close cooperation with USAID, ADA, Sida, the Netherlands, GIZ, Slovakia, ILO, UNOPS, UNHCR and UNDP.
- “2. Improved policy, legal framework and access to care services enabling equal division of domestic and care work between women and men”, through political dialogue^{vii}, revision of legislation on labour, Family and Social Services, Civil Society Facility projects, IPA early childhood education support, support to youth employment, and in collaboration with ADA, Sida, and CSOs.
- “3. Increased access for women in all their diversity to financial services and products, and productive resources”, through IPA competitiveness and communities-related funding in cooperation with USAID, ADA, UNDP, and Sida.
- “4. Women in all their diversity have improved access to entrepreneurship opportunities, including social entrepreneurship, alternative livelihoods and strengthened participation in the green and circular economy”, through IPA competitiveness programming, IPA support to community-based interventions, IPA civil society projects, together with UNDP, IOM, UNOPS, GIZ, Slovakia, ADA and Sida.
- “5. Improved access for women in all their diversity to managerial and leadership roles in social and economic sectors and fora”, through IPA competitiveness programming and EU Support to Start-ups and MSMEs and IPA civil society projects.
- “6. Reduction in gender disparities in enrolment, progression and retention at all levels of education and lifelong learning for women, men, girls and boys”, through IPA education programmes, Civil Society Facility projects, together with USAID, the Council of Europe, ADA, World Bank, UNICEF and UNOPS.
- “7. Improved regulatory framework for ensuring equal access to universal and public quality preventive, curative and rehabilitative physical and mental health care services for women, men, girls and boys, in all their diversity, including in crisis situations”, through political dialogue and Civil Society Facility projects, and UNFPA.
- “8. Improved access to safe water and sanitation facilities, disaggregated at least by sex” through IPA Civil Society Facility projects.

PROMOTING EQUAL PARTICIPATION AND LEADERSHIP

GAP III Thematic Area 4 objectives relate to IPA III with respect to good governance and will contribute to objective 3.2 of the Kosovo Program for Gender Equality:

- “1. Enabling conditions created for equal participation of women, men, girls and boys, in all their diversity, in decision-making”, through political dialogue, the IPA Civil Society Facility and Media projects, and collaboration with ADA, Sida and CSOs.
- “2. Women and girls, in all their diversity, have improved access to justice to safeguard their civil and political rights”, through IPA rule of law and IPA Civil Society Facility and EIDHR projects, in collaboration with EULEX monitoring and reporting activity, USAID, ADA, Sida, the Netherlands, UNDP, UNFPA UN Women, and CSOs.
- “3. Women’s organisations, other CSOs and women human rights defenders working for gender equality and women’s and girls’ empowerment and rights work more freely and are better protected by law”, via political dialogue, IPA Civil Society Facility and Media Programme and EIDHR, together with ADA, Sida, and WCSOs.

^{vii} With EU support, KWN produced in 2024 the gender analysis on informality, which confirms the importance of the issue. Through ADA’s (and Sida’s) regional support to the Gender Budget Watchdog Network, KWN plans to prepare a follow-up paper related to gender-responsive budgeting and care.

- “4. *Equitable social norms, attitudes and behaviours promoting equal participation and leadership fostered at community and individual levels through civic education, media, education and culture at all levels*”, via political dialogue, outreach, and IPA Civil Society Facility and Media Programme, and EIDHR. This will be in coordination with Sida, ADA, UNFPA GIZ, the Netherlands, Slovenia, UN Women, UN Habitat, EULEX, UNDP, UNFPA and CSOs.

INTEGRATING THE WOMEN, PEACE AND SECURITY AGENDA

GAP III Thematic Area 5 objectives relate to all of IPA III, particularly good governance, rule of law, fundamental rights, and territorial and cross-border cooperation. In Kosovo, all GAP III objectives are relevant: 1) Participation, 2) Gender Mainstreaming, 3) Lead by Example, 4) Prevention, 5) Protection, and 6) Relief and Recovery. Progress towards implementing these aligns with the [EU Action Plan on Women, Peace, and Security 2019-2024](#) and Specific Objective 3.3 of the Kosovo Program for Gender Equality, among others.

The EUO and EUSR engage in advancing gender responsive and inclusive political dialogue through financially supporting women’s leadership programmes and political dialogue with the government. EULEX will continue promoting women’s participation in security institutions, particularly police. Several regional EU IPA civil society projects contribute to the improvement of cross-border cooperation and women empowerment. The EU also cooperates with the United Nations, including UN Women, UNDP, GIZ, Slovenia, the British Embassy, and women’s CSOs focused on implementing the UNSCR 1325.

GREEN TRANSITION AND DIGITALIZATION

GAP III Thematic Area 6 objectives relate to IPA III’s green agenda and sustainable connectivity:

- “1. *Increased participation of women and girls in all their diversity in decision-making processes on environment and climate change issues*”, via all IPA environment-related programming and political dialogue, in cooperation with Sida, ADA, UN Habitat, UNDP, and CSOs^{viii}.
- “2. *Strategies and agreements on climate mitigation, adaptation, disaster risk reduction and sustainable management of natural resources and biodiversity are more gender-responsive*”, via environment programming and political dialogue, closely cooperating with Sida, UN Habitat, UNDP, and CSOs.
- “3. *Women, men, girls, and boys, in all their diversity, addressing climate change in their daily lives and preserving the natural environment are recognised and valued*”, through IPA environment programming and Civil Society Facility and Media Programme.
- “4. *Women and men in all their diversity, increasingly participate in and have improved access to jobs, entrepreneurship opportunities and alternative livelihoods in the green economy and the circular economy*”, via IPA environment and competitiveness programming in cooperation with Sida.
- “5. *Women, men, girls, and boys, in all their diversity, participate equally in policy- and decision-making for the digital world, on local, national, regional and international levels, and are represented in these policies and decisions*”, via IPA digital transition and education programmes and with CSOs.
- “6. *Women, men, girls, and boys in all their diversity have equal access to affordable and secure broadband, technology, and digital tools*”, through IPA competitiveness programming and support to start-ups and eID.
- “7. *Women, men, girls, and boys are equally provided with and using equally public digital literacy*”, through IPA competitiveness programming, support to eID and IPA media programmes.
- “8. *Women, men, girls, and boys in all their diversity participate fully and equally in the digital*

^{viii} In the framework of the Regional Gender Budget Watchdog Network, KWN is undertaking a gender analysis on transport related to climate change that will involve consultations with diverse women and girls and filter their recommendations into decision-making, which is cofinanced by ADA and Sida.

economy”, via circular economy and IPA competitiveness programming, in cooperation with GIZ.

POTENTIAL FOR SYNERGIES

Several synergies and opportunities for cooperation have been identified in relation to each of the aforementioned selected objectives. The EU will continue as an active member of the multi-stakeholder Security and Gender Group (chaired by UN Women), will have regular donor coordination in the context of the MS+ meetings, and will coordinate on gender equality through coordination with international organisations’ gender advisers (UN, OSCE, CoE, EULEX and KFOR). It will also seek to identify additional synergies and opportunities for improved coordination towards gender equality. The EU will support the AGE to contribute to more systematic, structured, and strategic coordination among institutions, the UN, OSCE, EULEX, other donors, as well as civil society.

CSOs INVOLVEMENT

In accordance with the EU IPA Civil Society Facility and Media programme, the EU will ensure continuous engagement of diverse CSOs in the design, implementation, monitoring, and evaluation processes related to this CLIP. This will include women’s CSOs working with women from diverse backgrounds, including ethnic minority, rural, and differently abled women. CSOs were consulted in designing and reviewing this CLIP and their input included. Through political dialogue, the EU will strongly encourage the government of Kosovo to use public consultation platforms to consult diverse CSOs regarding the content of both legal and policy changes and that of IPA III Action Documents. The EU will encourage cooperation with women’s CSOs via regular consultations. The IPA Civil Society Facility and Media Programme will also support the implementation of GAP III objectives. As part of the terms of reference for programme evaluations, the EU will encourage evaluators to meet CSOs to gather their observations on the implementation of gender equality commitments made in programmes.

Related to political dialogue under the aforementioned objectives, and in line with UNSCR 1325, the EU will meet diverse CSOs regularly to discuss priority political issues, gathering their input. The EU will seek to collaborate closely with CSOs in their political advocacy related to furthering gender equality, particularly in relation to relevant legal and policy changes.

TARGETED ACTIONS SUPPORTING GENDER EQUALITY AND WOMEN’S EMPOWERMENT

GAP III aims at increasing the number and effectiveness of actions having gender equality as a principal objective (OECD maker [G2](#)). The following G2 contracts are being implemented between 2021 and 2027:

- Contract 404465 (end date December 2022, EU contribution EUR 540,000): “Strengthening Women’s Participation in Politics”, implemented by the Kosovo Women’s Network (KWN). Thematic Area: Promoting Equal Participation and Leadership; Objective: several; Key indicators: Proportion of seats held by women in (a) national parliaments and (b) local governments; number of women’s rights organisations, peacebuilding organisations, feminist organisations, and women human rights defenders’ organisations who participated in consultations around new policies and draft legislation with the regional, national and local government/state
- Contract 426-885 (end date February 2024, EU contribution EUR 400,000): “Enhancing the Capacities and Resilience of CSOs Furthering Gender Equality Amid the COVID-19 Pandemic”, implemented by KWN. Thematic Area: Promoting equal participation and leadership: “Women’s organisations, other CSOs and women human rights defenders working for gender equality and women’s and girls’ empowerment and rights work more freely and are better protected by law”, among other objectives. Overall objective/outcome: Enhanced capacities and resilience of Kosovo CSOs working towards gender equality to mitigate social and economic impacts of the COVID-19 pandemic among the most vulnerable, particularly women and girls. Indicators: diverse persons benefitting from the Action with improved wellbeing; and # of government policies and programs that better address the needs and interests of diverse women and girls.

- Contract 440458 (end date July 2025, EU contribution EUR 1,500.000) "Gender Equality Facility in Kosovo" implemented by UN Women. The Gender Equality Facility (GEF) is designed to support Kosovo in ensuring that through the EU accession process, gender equality is mainstreamed across sectors, and the gender equality mechanism is strengthened, with the ultimate result of more equitable socio-economic development outcomes for women, men, girls, and boys. The first expected Result is that sector reforms, strategies, development programmes, and plans are aligned with the EU Gender Equality acquis and consistently reflect gender responsiveness. Secondly, at the local government unit/service provision level, the Action will support the process of translating EU and national gender equality policy to the local level, so that local government units apply gender mainstreaming to policies and plans, and implement gender-responsive actions in accordance with their mandate. The third expected Result is that increasingly, gender mainstreaming is implemented throughout IPA programs.
- Contract 441500 (end date Dec 2025, EU contribution EUR 174,584): "Preventing Gender-Based Violence Through Education and Awareness Raising", implemented by Solidar Suisse in partnership with Kosovo Gender Studies Center – KGSC, with the objective to improve the human rights standards in Kosovo mainly to counter and prevent all forms of Gender- Based Violence through education and awareness raising.
- Contract 452340 (end date January 2026, EU contribution EUR 215,000.00): "Advancing Gender Equality and Diversity through the Elimination of Gender-Based Discrimination at the workplace" implemented by Kosova Gender Study Center in partnership with Kosovar Initiative for Stability, to tackle gender-based discrimination and promote workplaces where women - including women from marginalized groups - enjoy equal rights and respect, as well as equal opportunities and treatment.
- Contract 415391 (end date November 2022, EU Contribution EUR 70,000) 'Provision of Support on GAP II Implementation and Gender Mainstreaming' implemented by Kosovo Gender Network with the objective to ensure quality reporting and implementation of GAP II and build up further technical gender expertise amongst EU Office staff.

EU regionally-funded G2 programmes also contributing to several Kosovo CLIP objectives:

- Contract 420117 (end date July 2023): "Ending violence against women in the Western Balkans and Turkey, Phase II. Implementing Norms, Changing Minds" implemented by UN Women
- Contract 394402 (end date July 2023): "Empowering CSOs in Combatting Discrimination and Furthering Women's Labour Rights", implemented by KWN in Kosovo
- Contract 414028 (end date February 2024): "Furthering Gender Equality through the EU Accession Process", implemented by KWN.

ENGAGE IN DIALOGUE FOR GENDER EQUALITY AND WOMEN EMPOWERMENT

The EU will utilise political dialogue in all thematic areas, towards progress on the aforementioned objectives. This will be done through the Kosovo report, SAA Committee and Sub-committee meetings, periodic and ad hoc dialogue meetings with Kosovo officials, contributing to legislation drafting, providing comments on draft laws and policies, and speaking in public events in general, as well as those organised in collaboration with the government of Kosovo.

The EU will seek to ensure that gender equality issues are raised during these political dialogues, as part of agendas, speaking points, and conclusions. The issues to be addressed include the main gender inequalities and objectives towards gender equality identified in this CLIP. The EU will organize regular meetings with women leaders in different sectors, women political representatives and diverse women's CSOs to hear their priorities and discuss how the EU can support raising issues towards gender equality. The EU will continue chairing the EU MS+ EULEX gender group and meet at least quarterly.

OUTREACH AND OTHER COMMUNICATION / PUBLIC DIPLOMACY ACTIVITIES

The EU will seek to raise gender equality issues during public events, particularly through inclusion of gender equality issues in speeches and speaking points. Additionally, the EU plans to organize at least one public outreach campaign annually on a theme related to gender equality. This will be consulted with women's CSOs, women political representatives, EULEX, EU MSs in Kosovo, and UN agencies.

TECHNICAL FACILITY AND/OR FINANCIAL RESOURCES ALLOCATED TO SUPPORT GAP III IMPLEMENTATION

The EU contracted KWN from 2020 to 2022 to support the GAP III implementation and other efforts towards mainstreaming a gender perspective in EU activities and programmes. This included continued training, mentoring, and capacity-building for EU staff and contractors, provided by KWN experts. The EUO is funding a Gender Equality Facility (implemented by UN Women) that is continuing this work since March 2023, under IPA 2021. In that framework, in 2024-2025, UN Women will update the KS Gender Country Profile and will develop 3 new sector analyses, one on Public Administration, one on Rule of Law and another one to be defined (education or labour).

The regional EU and Sida co-funded Action developed four sector-specific gender analyses in thematic areas where gender analysis was lacking, agreed with the EU and the government of Kosovo (on COVID-19, agriculture, digitalisation, and informality).