



*Empowered lives.
Resilient nations.*

INTEGRATING GENDER INTO THE CLIMATE CHANGE ADAPTATION AND DISASTER RISK REDUCTION POLICIES AND STRATEGIES





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Integrating gender into the Climate Change adaptation and disaster risk reduction policies and strategies



Mey Eltayeb Ahmed (PhD)
International Consultant



All opinions, views and recommendations brought in this report are solely those of the consultant and may not reflect the official opinion of the UNDP.

TABLE OF CONTENTS

Disclaimer	2
Table of contents.....	3
Abbreviations.....	4
Acknowledgements.....	5
Executive Summary.....	6
I. Introduction	7
Background.....	7
Report Aim and Objectives	7
2. Gender Mainstreaming DRR and CCA Outputs	7
II. Methodology	8
III. Findings AND Conclusions	10
1. Overview.....	10
2. Kosovo's Disaster Risk and Climate Change Context	10
3. Kosovo's Gender Equality Context	13
4. Disaster Risk Reduction and Climate Change Adaptation Planning & Gender	14
(a) Stakeholder Observations	16
(i) Gender Equality and Laws.....	17
(ii) Capacity building and institutional development.....	17
(iii),(iv),(v) & (vi). Issues of participation, Developing the CCA and DRR, and Inclusive partnerships and coordination	18
(vii) Financial support and fund.....	18
IV. Conclusions	19
V. RECOMMENDATIONS & ACTION PLAN	20
A) Coordination	21
Action Plan Timeline	21
B) Gender, Laws and Policies.....	24
Action Plan Timeline	24
C) Financial.....	25
Action Plan Timeline	25
D) Capacity Building.....	27
Action Plan Timeline	27
VI. REFERENCES	29
VII: APPENDICES	30
Appendix 1: The interviews timetable.....	30
Appendix 2: Attendance list for the two day-workshop.....	31

AbbEVIAtions

AC	Adaptive Capacity
BCPR	Inter-agency initiative of the United Nations Development Programme Bureau for Crisis Prevention and Recovery (UNDP/BCPR)
CDI	Capacity for Disaster Reduction Initiative
CC	Climate Change
CS	Climate Change Strategy
CDP	UN Common Development Plan
EC	European Commission
FAO	Food and Agriculture Organization of the United Nations
FGD	Focused Group Discussions
HA	Hyogo Framework for Action
EM	Integrated Emergency Management System
CSOs	Civil Society Organizations
GBV	Gender Based Violence
KDI	Kosovo Disaster Risk Reduction Initiative
KIGCC	Kosovo Integrating Gender into CCA and DDR Committee
KPAP	UNDP Kosovo Programme Action Plan
LGBT	Lesbian, Gay, Bisexual and Transgender
LGE	Law on Gender Equality
MEP	Ministry of Environment and Spatial Planning
MoI	Minister of Interior Affairs
nAC	National Adaptive Capacity
ngos	Non-governmental Organizations
nP	National Response plan
OCHA	United Nations Office for the Coordination of Humanitarian Affairs
UNDP	United Nations Development Programme
UNFPA	United Nations Family and Population Fund
UNHabitat	United Nations Human Settlement Programme
UNKT	UN Kosovo Team
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women

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¹ References to Kosovo shall be understood to be in the context of Security Council Resolution 1244 (1999)

EXECUTIVE SUMMARY

This report sets out the findings and recommendations of the **september-october 2014 gender review Consultancy**, undertaken for the purpose of assessing the status of gender mainstreaming within Kosovo's legislation, policies and strategies, as related to Disaster Risk Reduction (DRR) and Climate Change (CC).

Since 1999, Kosovo has taken good steps to ensure a strong legal framework for both gender equality and for DRR and CC. However, there are several gaps, both in terms of legislation and process, moreover, implementation appears to be one area which is compromising Kosovo's ability to move forward in terms of ensuring gender-sensitive approaches to DRR and CC.

Kosovo's environment has its own peculiarities with flooding, fire and previously related war-damage to infrastructure, which mean that as a recovering territory, it must rebuild and redevelop damaged infrastructure, whilst paying heed to its environmental and climatic context. Kosovo has a young population, with increasing numbers of both men and women entering into tertiary education -- representing a skilled labour-force for the future. It has and a reasonably comprehensive legal framework and several gender equality mechanisms, along with a variety of strategies. However, Kosovo's traditionally patriarchal society and the lack of implementation of these mechanisms and strategies remain primary issues for gender mainstreaming. Nevertheless, Kosovo has taken some positive steps, such as linking DRR with CC, and UNDP has developed a very good initiative - the Kosovo Disaster Risk Reduction Initiative (KDRRI) project - which has set out some very feasible gender goals, objectives and output.

However, in order to mainstream gender into Kosovo's existing DRR and CC Plans, the participant/stakeholder-focused research process established that four outputs are required: (a) A Policy Guideline for Gender-Sensitive Disaster Risk Reduction/CC; (b) A Gender Sensitive Risk Assessment; (c) Gender Sensitive Early Warning Systems; and (d) Gender Sensitive Indicators for DRR and CC.

In order to achieve these, Kosovo will need to implement legislation and laws on gender equality, connecting and strengthening all of its institutional frameworks, policies and strategies at central, municipal and local levels; along with building and developing Kosovan action plans and specific fund allocation to support gender mainstreaming.

In conclusion, in order to be in a position to effectively and practically develop these, Kosovo requires an effective **coordination body/committee**, a thorough **overview** of gaps and impacts of **existing laws and legislation**, appropriate **financial support**,² and, finally, **capacity building**. The latter, capacity-building, is particularly pertinent and is linked to all areas where a lack of knowledge, understanding and necessary prioritization of the need for gender mainstreaming will hamper Kosovo's ability to effectively deliver coordination, legal analysis and ensure adequate financial support.

Finally, the Report sets out the recommendations and a 2.5-year (3 Phases) Macro-level Action Plan for the roll-out of the necessary areas, so as to be able to develop and meaningfully fulfill the outputs set out in Kosovo's KDRRI over a two-year period; with a final six-month, , adjustment process, involving an extensive review, to allow for the streamlining of the Action Plan for the completion of the KDRRI gender objectives.

² UNDP - KDRRI project document, 2013.

1. Introduction

This report is the result of a consultancy, **september-october 2014 gender review Consultancy**, undertaken on behalf of UNDP Kosovo. The Terms of Reference for the consultancy, requested the consultant to:

1. Identify and explore the strengths and weaknesses in the existing regulatory framework related to DRR and CCA from a gender aspect;
2. Organize the gender-sensitisation DRR & CCA workshop in Kosovo; and
3. Draft recommendations for future actions toward gender-sensitive DRR and CCA strategies, policies, legislation and regulations.

background:

Disasters and Climate Change Adaptation (CCA) do not discriminate, but people can and do. Existing socio-economic conditions mean that disasters/climate change (CC) can lead to different outcomes even for demographically similar communities - inevitably the most vulnerable groups suffer more than others. Research reveals that disasters/CC reinforce, perpetuate and increase gender inequality, making bad situations worse for women. Meanwhile, the potential contributions that women can offer to the disaster risk reduction (DRR)/CC imperative around the world are often overlooked and female leadership in building community resilience to disasters/CC is frequently disregarded.

report/mandate objectives

Within this context, the aim of this report is to develop a potential framework for an Action Plan for Kosovo, aimed at achieving three overriding objectives:

- y Increase the understanding of gender concerns and needs in DRR/CC;
- y Develop the capacity of Kosovo's institutions to address gender issues in DRR/CC;
- y Encourage the Kosovan institutions to take action to integrate gender perspectives into DRR/CC adaptation legislation, policies and Programs, for sustainable development.

The Hyogo Framework outlines the importance of policies and Programmes being gender-sensitive, as a necessary condition for effective DRR/CCA. It specifies the need for five areas:

- y The political process requires Kosovan authorities to create an enabling environment for DRR;
- y The technical process stresses the important role and application of science and technology in DRR;
- y The socio-educational process focuses on ways to increase citizens' understanding, knowledge and skills for reducing disaster risks;
- y The development process underlines the importance and necessity of integrating DRR into development practices; and
- y The humanitarian process emphasizes the importance of disaster preparedness and effective relief assistance, with increased effort in factoring DRR into disaster preparedness and recovery.

2 gender Mainstreaming DRR/CCA outputs

Gender mainstreaming is the process aimed at addressing the concerns and needs of both men and women. Gender empowerment is the intended outcome of this process, and should address

societal gender-based exclusions, discrimination and forms of violence. Men need to be engaged in this process so as to ensure its success and sustainability and enhance gender equality for all. In terms of gender mainstreaming and DRR and CCA, it should ideally be focused upon:

- y Enhancing strong female participation and leadership in all decision making by promoting equal access and control over resources; and
- y Increasing protection for women from natural disasters and climate change effects by enhancing women's adaptive and response capacities.

In this regard, in order to mainstream gender into Kosovo's existing DRR and CC Plans, four outputs are required:

- (a) A Policy Guideline for Gender-Sensitive Disaster Risk Reduction/CCA;
- (b) A Gender Sensitive Risk Assessment;
- (c) Gender Sensitive Early Warning Systems; and
- (d) Gender Sensitive Indicators for DRR and CCA.

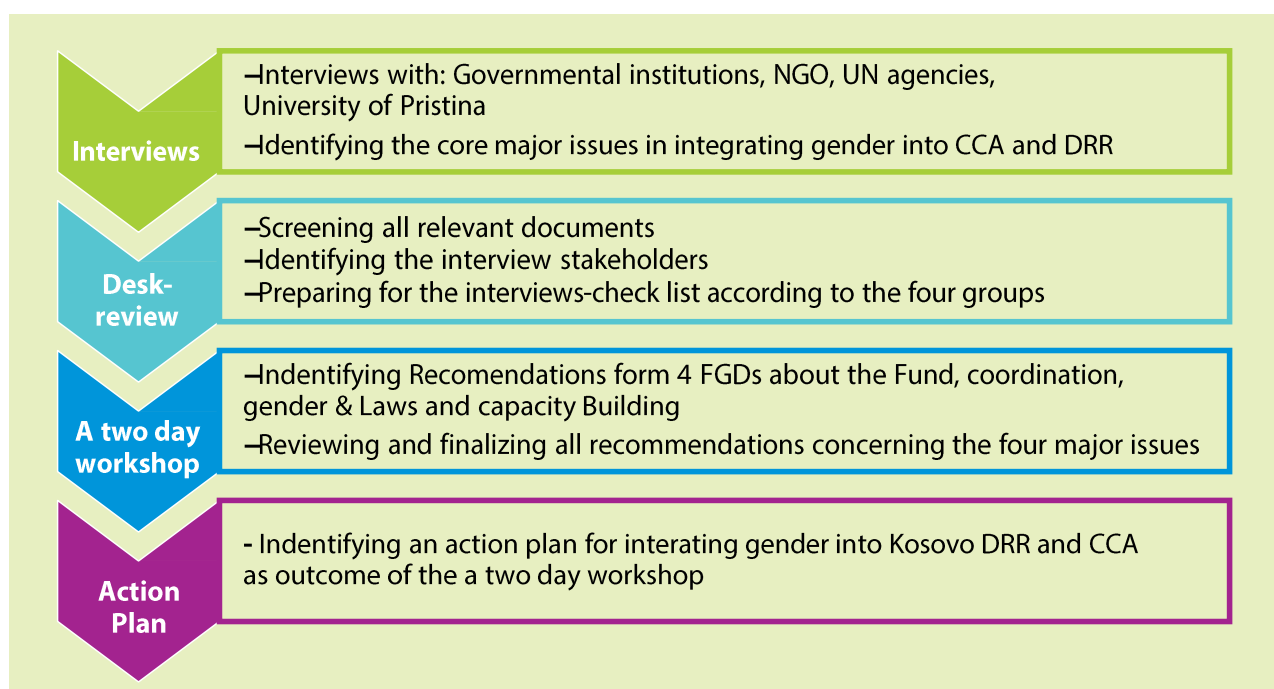
In order to achieve these, Kosovo's legislation and laws on gender equality should be implemented, connected and strengthened across all institutional frameworks, policies and strategies at central, and local levels. It is also necessary for action plans to be developed and a specific fund to be allocated to support gender mainstreaming.

The section below sets out the methodology utilised to obtain the necessary information and include important stakeholders in an inclusive process so as to design an approach for Kosovo to ensure gender sensitization of its DRR and CCA processes.

II. Methodology

The research for this Report utilised different methodologies, including a literature review, a three-day period of interviewing stakeholders and a two-day workshop [refer Diagram (1)].

Diagram (1): research methodology and methods



The desk review included all documents and reports on Gender Equality, Kosovo's Climate Change strategy, Kosovo's Disaster Risk Reduction Initiative (KDRRI), the National Response Plan (NRP), Kosovo's Integrated Emergency Management System (IEMS), Kosovo Gender Profile, Report on the Status of Implementation of UNSCR 1325 in the Western Balkans, UNDP Kosovo Gender Equality Strategy, Law No.2004/2 On Gender Equality In Kosovo, Law No. 04/L-012 On Fire Protection, and Law No. 04/L-027 For Protection Against Natural And Other Disasters.

Thirteen semi-structured interviews and face-to-face discussions were undertaken with different stakeholders, including: seven from the Kosovan institutions, four from UN agencies, one from the University of Prishtina "Hasan Prishtina", and one from an NGO. The 13 interviews were conducted in Prishtinë/Priština from 15 to 17 September 2014. The interview outcomes indicated stakeholders' main issues and concerns that require action in order to enhance and create an enabling environment for integrating gender into disaster risk and climate change adaptation strategies.

From 14 to 15 of October 2014, a workshop was undertaken in Prishtinë/Priština. The workshop utilised focus group discussions and group brain-storming, and included different UN agencies, Kosovan institutions, and several NGOs. The workshop resulted in more detailed and in-depth discussions, a series of thematically focused recommendations based on the core deficits that were identified from both the interview period and also the first day of discussions during the workshop.



Mikroasdhari, representative of ACF, at the Prime Minister's office Zarahota, KDRRI project manager, Shigji, UNDP and Mylly, UNDP and Rosuljat.

On the first day of the workshop, participants focused on identifying gender issues, gaps and exclusions within Kosovo's legal framework as related to DRR and CCA, including but not limited to agricultural activities, socioeconomic aspects, Kosovo DRR, and Kosovo's Climate Change Strategy. Participants also discussed the concept of gender with regards to CCA and DRR. Four focus group discussions followed, to identify and elaborate recommendations based on identified deficits and challenges to integrating gender into DRR and CCA. During the second day, participants reviewed and finalised the recommendations from the previous day; specifying

and focusing them further so as to create the basis for an Action Plan. Amongst other things, the participants elaborated the need for more effective and focused coordination for integrating gender into CCA and DRR.

Following the process outlined above, the Consultant³ began the process of bringing all the information together, including writing up all interview notes, documenting and organizing all discussion records and recommendations. The following section represents the culmination of this process, which was based upon an inclusive and participative methodology, situated in facilitating the process for the participants.

III. **Findings And Discussions**

This section sets out the research discussions and findings from the literature review and stakeholder consultative process.

1. **Overview**

Kosovo has a young population, with increasing levels of both men and women entering into tertiary education -- representing a skilled labour-force for the future. In addition, Kosovo has a reasonably comprehensive legal framework and several gender equality mechanisms. There are also a variety of strategies, which specify and set out implementation plans for Kosovan institutions' legal obligations.

Whilst Kosovo has a variety of legislation, policies and strategies in place to deal with Gender Equality, DRR and CCA, the level of implementation remains low. Moreover, there is a dearth of necessary linkages between many of Kosovo's framework documents, this includes process and procedure, where practically, gender inputs are excluded through non-inclusive thinking and processes and a lack of effective coordination mechanisms.

In spite of these challenges, Kosovo is well-placed to ensure gender inclusiveness if it prioritises gender mainstreaming, including ensuring adequate funding and capacity-building of staff and personnel.

The sub-sections below set out the context of Kosovo's environmental disaster profile, including potential impacts of climate change, the level of Kosovo's Gender Equality, DRR and CCA Planning, and observations from various stakeholders within Kosovo.

2. **Kosovo's Disaster risk and Climate Change Context**

Since the end of the conflict in 1999, Kosovo experienced an unprecedented and fairly unregulated construction boom and period of increasing urbanisation. This has had a large impact on structural vulnerability to earthquakes and floods due to illegal construction in hazard zones and the failure to adhere to building codes. Vulnerability has been aggravated through the destruction of buildings during the conflict and a inadequate maintenance. Inadequate design of drainage and sewage systems in urban areas have increased the likelihood of flooding and will potentially have a negative impact on unprotected drinking water supplies.⁴

³ Dr. Mey Eltayeb Ahmed, from Sudan. Selected from the UNDP – Gender, Environment, Climate Change and Sustainable Development Expert Roster.

⁴ World Bank, 2005, Kosovo Poverty Assessment: Promoting Opportunity, Security, and Participation for All, Report No. 32378-XK.

Inadequate land use and municipal planning places was a significant factor in severe flooding that affected Ferizaj/Uroševac city in 1973.⁵ Moreover, according to a study by the OSCE in Kosovo, illegal construction and informal settlements have exploded, informal and illegal transactions continue unabated, illegal occupation of property remains rampant, and the cadastre system and property rights register remain incomplete and, therefore, inaccurate.⁶

With a high incidence of poverty and a fragile economy, socioeconomic vulnerability is high. This has been compounded by limited provision of healthcare, social welfare and employment. Unsustainable water management and agronomic practices, deforestation, and the destruction of mountain slopes due to mining activities, are areas of further environmental concern.⁷ Within this context, Kosovo's population vulnerability is high, where small-scale disasters can have a very strong impact on people's livelihoods.

Generally speaking, Kosovo has two overarching UN frameworks which contain elements related to Disaster Risk Reduction: the UN Common Development Plan (CDP) 2011-2015, and the Kosovo Program Action Plan (KPAP) 2011-2015. The UN Common Development Plan (CDP) 2011-2015 focuses and harmonizes the work of the UN Kosovo Team (UNKT) (which comprises of the different UN agencies, funds and Programmes⁸) around four Strategic Themes – I Legislative and Policy Frameworks for Social Inclusion; II Accountability for Delivering on Social Inclusion; III Local Participation and Empowerment; and IV Environmental Health and Protection.⁹

Kosovo has strategies related to both CCA¹⁰ and DRR.¹¹ Objective 2 of Kosovo's Climate Change Strategy makes reference to women, along with other marginalized and vulnerable societal sections:

[...] AC Objective 2, To enhance adaptive capacity¹² of natural systems, in particular vulnerable ecosystems, and society, in particular vulnerable communities, such as poor farmers, **marginal groups and women**, to address the climatic impacts and related risks on their lives and livelihoods [...]

It goes on to state:

[...] The NAC will aim to introduce new and improve current mechanisms of disaster risk reduction, especially important for sectors of economic significance that are particularly vulnerable to climate change impacts, and to enhance adaptive capacity of natural systems, in particular vulnerable ecosystems, and society, in particular vulnerable communities, such as poor farmers, **marginal groups and women**, to address the climatic impacts and

5 UN-HABITAT Kosovo, 2009, Identification of Disaster Risk in Spatial Planning for Sustainable Development: A Case Study in Kosovo.

6 OSCE, June 2011, Eight years after: Minority returns and housing and property restitution in Kosovo.

7 Fetah Halili and Agim Gashi, 2009, National Background Report on Environmental Research for Kosovo (under UNSCR 1244); World Bank, 2005, Kosovo Poverty Assessment: Promoting Opportunity, Security, and Participation for All, Report No. 32378-XK.

8 UNDP, UNICEF, UNFPA, UNHCR, OHCHR, WHO, FAO, ILO, UN-HABITAT, UNOPS, UN WOMEN (formerly UNIFEM), UNV, UNESCO, UNEP, UNCTAD, UNODC, UNIDO (IOM is part of the UNKT, as are the WORLD BANK and the IMF but they are not UN agencies).

9 These represent the UN Agencies' common priorities and accountability in Kosovo, intersecting closely with other major development efforts.

10 Climate Change Strategy for Kosovo, the Ministry of Environment and Spatial Planning (MESP), Kosovo, 2014.

11 UNDP (2013) "Kosovo Disaster Risk Reduction Initiative (KDRRI)".

12 Adaptive capacity: the ability of a system to adjust to climate change, to moderate potential damage or take advantage of opportunities or to cope with the consequences (IPCC, 2001).

related risks on their lives and livelihoods. **hence, the nAC intends to build the capacity of the local partners, actors and stakeholders to integrate climate change issues and adaptation into the local and regional development processes, and empower them for addressing climate change issues.** [Emphasis added]

At the UNDP level, the framework for the coming five years (2011-2015) comprises the UNDP Kosovo Program Action Plan 2011-2015 (KPAP), a major document that positions Disaster Risk Reduction as one of its primary components, under the area of Democratic Governance. The KPAP puts in place the framework for a DRR Programme in Kosovo through, Outcome 3:

“By 2015, central and local level authorities better address the health, social and economic impact of environmental degradation and climate change in a gender sensitive manner.”

And following, Output 3.1:

“Capacities of local and central institutions developed and coordination mechanism established for disaster risk management.”

This output specifically focuses on issues related to disaster risk reduction, by developing the capacities of local and central institutions and establishing coordination and mechanism for disaster risk management.¹³

In the framework of DRR activities, an evaluation mission report for Kosovo was completed by OCHA in February 2008. The mission provided recommendations for strengthening the mechanisms for humanitarian information management and humanitarian coordination within the United Nations Kosovo Team. The mission also concluded that the mainstreaming of disaster risk reduction into development and post-disaster recovery is an essential component of sustainable human development.¹⁴

Furthermore, Kosovo was a participant in the UNDP South East Europe Disaster Risk Reduction Project (funded by European Commission (EC) Instrument for Pre-Accession 2008), which aims at improving the Kosovan and regional DRR capacities. The Kosovo Policy Dialogue on Disaster Risk Reduction, held on 7 and 8 September 2010 in Prishtinë/Priština, discussed and adopted recommendations for the initial assessment (with participation of line ministries, representatives of municipalities, Kosovo Red Cross, Kosovo Security Forces, scientific institutions and international organizations). And, during March 2011, a CADRI capacity assessment was conducted in Kosovo with a clear focus on Kosovo capacities for DRR. The assessment looked into five technical areas of capacity development: ownership, institutional arrangements, competencies, working tools and resources, and relationships. Based on the findings, a Capacity Assessment Report identified the main gaps and challenges regarding DRR and containing recommendations on the five HFA Priority Areas for Action was compiled and finalized in August 2011.¹⁵

The report stipulated,¹⁶

13 UNDP (2013) “Kosovo Disaster Risk Reduction Initiative (KDRRI)”.

14 OCHA, 2008, The Role and Responsibilities of the United Nations Disaster Management Team.

15 CADRI, April 2011, Disaster Risk Capacity Assessment Report for Kosovo. At <http://www.cadri.net/en/where-we-work/kosovo> [last accessed on 24 October 2014].

16 CADRI, April 2011, Disaster Risk Capacity Assessment Report for Kosovo. At <http://www.cadri.net/en/where-we-work/kosovo> [last accessed on 24 October 2014].

“Kosovo is **prone to earthquakes, floods, landslides, drought, heavy snowfall, water reservoir dam bursts, and forest fires**. Since the end of the conflict in 1999, Kosovo has experienced an unprecedented construction boom and growth of urban areas, which, when unregulated, poses a serious threat by putting the population at a higher risk, particularly with regard to floods. Approximately 43 percent of Kosovo’s territory is covered by forests and bushes. Since 2000 there have been an increasing number of forest fires. Kosovo is located in a seismically active area. The recent 5.2 magnitude earthquake (2012) in the eastern part of Kosovo highlights the importance of implementing measures for disaster risk reduction, and preparedness for response.” [Emphasis added]

3. Kosovo’s gender Equality Context

There are a variety of factors, which currently impede Kosovo’s ability to advance gender equality. Whilst Kosovo’s legal framework is relatively comprehensive,¹⁷ implementation remains a core challenge. Moreover, where implementation has developed to the stage of the completion of action plans, there is a lack of effective coordination, which tends to result in duplication. Existing and developed gender strategies suffer from a dearth of funding. This is compounded by the fact that Kosovan institutions and their staff, across all levels, may not understand the need for gender mainstreaming or know how to do it practically. As a result, issues of gender remain excluded, underfunded, misunderstood and underestimated.

Kosovo has several gender equality officers¹⁸ within a variety of ministries and municipalities, but their roles remain marginalised, rarely included or involved in programmatic planning, budgeting, impact assessments, and/or analysing draft laws or policies. Similarly, women’s CSOs are rarely consulted by Kosovan or international stakeholders when setting Kosovo priorities.

The lack of contact and voice, results in, not surprisingly, a low level of institutional allocated financial support to issues of gender. All of which is compounded by challenges related to the Rule of Law, from corruption in the public and private sectors, weak delivery of Court rulings, poor enforcement of contracts, and weak implementation of laws, including compensation for violations of victims’ rights, including *de facto* discrimination against women.

In this regard, women in Kosovo tend to have lower access to justice, realisation of legal remedies guaranteed by law, and compensation for crimes suffered. Similar patterns exist for Lesbian, Gay, Bi- sexual, and Transgender (LGBT) persons, who face discrimination across all societal levels: social, family, and livelihood. In addition, persons with disabilities, Roma, Ashkali, and Egyptians (especially women) face a variety of rights violations.

Kosovo’s weak Rule of Law is compounded by prevailing patriarchal customs and traditions. Women remain underrepresented both quantitatively and qualitatively in decision-making processes across all levels. Democracy and political parties gender platforms remain weak and in some instances, non-existent. Inclusive processes for participation of both men and women are rarely considered. And, Kosovan infrastructure priorities potentially serve to undermine access to quality public services, particularly for women.

¹⁷ In spite of the many difficulties it has faced over the last decade, Kosovo has managed to create a solid legal infrastructure and institutional mechanisms for the achievement of gender equality with the Kosovo Programme and the Agency for Gender Equality as the most significant instruments in this regard. One commendable area is the strong institutional framework that has been created in order to respond to violence against women, including the creation of special investigation units within the Kosovo police to protect victims of domestic violence and human trafficking. [REPORT ON THE STATUS OF IMPLEMENTATION OF UNSC RESOLUTION 1325 IN THE WESTERN BALKANS. (2013) Helsinki Committee For Human Rights In Serbia, Volume: Helsinki Files No.31], pp. 19-20.

¹⁸ Officers for Gender Equality within ministries (OGEs) and Municipal Gender Equality Officers (MGEOs), are responsible for furthering gender equality within ministries and municipalities respectively. Men are usually underrepresented amongst OGEs and MGEOs. [“Kosovo - Country Gender Profile”. (2014) Orgut, p. 6].

Beyond the gender violence that occurred during the conflict and its evident ongoing impact, Kosovo has a variety of forms of Gender-Based Violence (GBV). Kosovo's legal framework pertaining to GBV is quite comprehensive, and coordination among institutions has improved in recent years, including with the appointment of a National Coordinator. Challenges to implementation remain, particularly related to access to justice, rehabilitation, and reintegration. Institutions, international actors, and CSOs have undertaken effort towards prevention, including strategies of working with men and boys towards transforming gender roles. Gun-related violence and suicide tend to impact on men at a higher rate than women. Domestic violence against women is prevalent.

Unemployment¹⁹ in Kosovo is high and women involved in the labour force are rarely promoted to managerial and/or directorial positions. Moreover, less than 10 percent of businesses are women-led or women-owned.²⁰ Only 8 percent of property is women-owned, with 30 percent of the entire population of Kosovo living under the poverty level, 10 percent living under extreme poverty.²¹

4. Disaster risk reduction and Climate Change Adaptation Planning & gender

A substantive baseline analysis of gendered disaster and climate-based vulnerabilities has yet to be undertaken within Kosovo. Kosovo has, however, taken steps to develop projects linking DRR and CC, including aspects related to gender-sensitising legislation, gender mainstreaming, collation of sex-disaggregated data, and gender budgeting and financing mechanisms [refer, KDRRI project document].²²

The "Kosovo Disaster Risk Reduction Initiative (KDRRI)" project document, was developed by Kosovo's Ministry of Internal Affairs, Office of the Prime Minister, and Ministry of Environment and Spatial Planning, in partnership with UNDP (along with a variety of other Kosovan stakeholders). The document elaborates on the initial phase of the KDRRI Programme (2012-2015),²³ focused upon supporting the implementation of three priorities of the Hyogo Framework for Action (HFA)²⁴ in Kosovo.²⁵ The project document addresses issues of gender, as mentioned above, in terms of identifying some of the current gaps and potential ways in which to address them.

19 Approximately 18 percent of women/55 percent of men working within the formal labour market [Refer, Orgut Consulting (2014) "Kosovo Country Gender Profile – An Analysis of Gender Differences at All Levels"].

20 Reportedly, the Ministry of Labour and Social Welfare does not have a valid employment plan and the Women's Economic Empowerment Plan for 2011-2013 has not had visible results due to insufficient funding. [Refer, Orgut Consulting (2014) "Kosovo Country Gender Profile – An Analysis of Gender Differences at All Levels"].

21 Approximately 38 percent of women-headed households, and 65 percent of men and women residing in the countryside being most affected. [Refer, Orgut Consulting (2014) "Kosovo Country Gender Profile – An Analysis of Gender Differences at All Levels"].

22 UNDP (2013) "Kosovo Disaster Risk Reduction Initiative (KDRRI)".

23 KDRRI is aimed at enhancing the capacity of Kosovo's government and society to prepare for, respond to, prevent and mitigate natural disasters. The project document sets out the findings from a IPA Beneficiary DRR Needs Assessment (conducted in 2010), a subsequent National Policy Dialogue involving a wide range of stakeholders in Disaster Risk Reduction (DRR), and a capacity assessment undertaken in 2011 by the Capacity for Disaster Reduction Initiative (CADRI).

24 The Hyogo Framework for Action (HFA) is a 10-year plan to make the world safer from natural hazards. The HFA outlines five priorities for action, and offers guiding principles and practical means for achieving disaster resilience. Its goal is to substantially reduce disaster losses by 2015 by building the resilience of nations and communities to disasters. This means reducing loss of lives and social, economic, and environmental assets when hazards strike. Refer, <http://www.unisdr.org/we/coordinate/hfa> [last accessed on 25 October 2014].

25 CADRI is an inter-agency initiative of the United Nations Development Programme Bureau for Crisis Prevention and Recovery (UNDP/BCPR), the United Nations Office for Coordination of Humanitarian Affairs (OCHA) and the secretariat of the United Nations International Strategy for Disaster Reduction (UNISDR secretariat). Its mission is to expand existing efforts to develop robust and sustainable capacity for disaster risk reduction worldwide. <http://www.cadri.net/>

To all intents and purposes, the project document is good and sound, however, from the responses given by respondents at the time of this consultancy, it is clear that none of the gender-related provisions of the document have yet to be initiated or implemented,²⁶ these include:

- y Carrying out a gender analysis and, proceeding from its results, design and conduct capacity development and awareness raising in gender issues for Kosovan counterparts
- y Specifying provisions for especially vulnerable social groups in laws, the Kosovo DRR Strategy, and development plans, where appropriate and effective.
- y Sufficiently disaggregating data and analysis in risk assessments undertaken to account for particular socially conditioned vulnerabilities and capacities of all social groups, including women, men, children, the elderly, etc.
- y Ensuring sufficient representation of women and other highly vulnerable social groups in all risk management decision-making processes and actions. The percentage of female beneficiaries of the local level climate risk management component will be proportional to the female population of the individual target communities.
- y For cross-cutting actions (such as development of strategies and institutions and risk assessment), KDRRI will take a multi-hazard approach. For local actions, KDRRI will focus upon specific hazards posing the greatest risk to communities. Using very rough data, the following prioritization of hazards for selection of communities for these actions is possible: 1) Flood, 2) Drought, 3) Earthquake, 4) Wildfire, 5) Heavy snowfall and avalanches and 6) Landslide.

The legal and policy frameworks in Kosovo are strongly oriented towards response, with limited focus on preparedness. Although there are two lead institutions on DRR (Agency for Emergency Management and the Situation Centre), mandates and competencies of the two entities overlap and/or lack clarity, which hinders coordination among them. There is a strong need to improve horizontal and vertical coordination, as well as bolster basic financial and human resource capacities. An opportunity to introduce a comprehensive approach to DRR is ongoing and includes reviewing and revising most of the major legal acts concerning DRR. It is anticipated that the review process (together with existing studies and inputs from risk assessments), will provide the analytical basis for proposing necessary amendments to the legal and regulatory framework, adopting a Kosovan DRR Strategy, establishing a National Platform, and seeking to introduce a sustainable mechanism for financing DRR.

The current risk assessment processes lack a sustainable institutional arrangement, as well as standardised methods and tools, for data collection, information management and analysis, and suffers from lack of manpower and equipment, even for analyses of information that they obtain daily from the limited existing monitoring systems. Risk assessment has been focused upon hazard analysis, and does not adequately integrate vulnerability and capacity assessment. Information is presently employed mainly for early warning and response to rapid onset disasters. Linkages among entities for monitoring and emergency management will require formal specification and strengthening. There are designated municipal offices dealing mainly with emergency management, focused exclusively on preparedness and response, but they lack adequate resources.

²⁶ Albeit, this Consultancy may in fact represent the fulfillment of an aspect of it.

(a) stakeholder observations

The **september-october 2014 gender review Consultancy**, undertaken for the purposes of developing recommendations (i.e. this report), clearly identified seven core issues in fulfilling gender requirements for Kosovo's DRR and CC Mitigation Planning Process [refer to Table 1, below].

Table 1: seven Core Issues for Kosovo's Drr and CC Mitigation Planning Process

Issues identified by the stakeholders		roof feedback	Percentage of feedback	
(i)	Gender Equality Legislation	12	92%	
(ii)	Strengthening Capacity-Building	In Kosovoinstitutions, NGO and local communities	13	100%
(iii)	Participation in developing the Climate Change Adaptation strategy (CCA)/climate change adaptation (CCA)	0	0%	
(iv)	Participation in developing the Disaster Risk Reduction (DRR) strategy	7	54%	
(v)	Partnerships and coordination in the implementation of gender strategy(ies)	K-institutions +NGO+ local level	2	15%
		Govt + UN	4	31%
		Govt only	4	31%
		No coordination	3	23%
(vi)	Financial support and Budget allocation	CCA	No specific budget	?
		DRR	No specific budget	?
		Gender	No specific budget	?
(vii)	Coordination and networking relationships	Strong	1	7 %
		OK and requires to be strengthened	3	23%
		Weak	4	31%
		No coordination is existed	5	39%

The above table illustrates the outcomes of the interviews with 13 stakeholders as follows:

REPORT

The gender focal Point of the Agency for gender Equality was not involved nor did she participate during the development of Kosovo's Climate Change strategy.

Kosovo's Constitution stipulates that, "[t]he composition of the Assembly of Kosovo shall respect internationally recognized principles of gender equality."

under The law on gender Equality in Kosovo [law no.2004/2] section 4, Art. 4.16,

"[...] The gender Affairs officer in the respective municipality shall review every decision taken by the local authorities, prior to the endorsement."

section 5, Art. 5.2(b),

"Propose before the Central level authorities and the Ministries the compilation, alteration and amendment of laws and regulations, and the approval of other measures."

(i) gender Equality and laws:

92% of the respondents emphasised the clarity of Kosovo's law on Gender Equality and its connection with domestic legislation and laws, including laws pertaining to natural resource protection and inheritance and ownership where gender issues were excluded from the laws. However, all of the respondents insisted that whilst the Gender Equality law covers all areas adequately, there remains a lack of an effective implementation mechanism or practicable mainstreaming process within Kosovo's broader legislative framework.

(ii) Capacity building and institutional development:

All of the stakeholders raised the importance of strengthening awareness of gender mainstreaming and the need for capacity-building on the Gender Equality law. In addition, all respondents noted that gender equality had yet to be integrated into DRR and CCA Plans. And, that the staff of Kosovan institutions, gender focal points (in the municipalities), NGOs, municipalities and local communities, would need to be engaged with this process.

"[...] At the local level, women don't understand that they have a right and should participate equally like their husbands. They think that even if they are the one to cultivate the farm, they will not register their names, they registered their husband names instead, even their husband is living abroad of Kosovo and not participating in the farming activities."

gender review report

In this regard, respondents advised that multi-sectoral and multi-level awareness and capacity building on gender issues would be required for all DRR and CCA partners and target groups. It was also widely noted that there was an ongoing misperception and misunderstanding of the terms "gender" and "gender-mainstreaming", which meant that they were either not included in planning processes or included in an ineffective manner. Several respondents advised that the Gender Equality legislation and the Gender Equality Strategy, necessitate the requirement of the CCA Strategy and the DRR Strategy to include the interests and needs of men, women, girls, boys, and LGBT.

A male respondent advised that, “there is far too limited number of women applying to senior positions, you only find majority of women in the lower level positions. but, according to the law, 40% of staff should be women (law on gender Equality)”.

(iii),(iv),(v) & (vi). Issues of participation, Developing the CCA and Drr, and Inclusive partnerships and coordination:²⁷

Respondents noted that there had not been a specific representative for gender issues appointed within the working group. Similarly, during the development of the DRR Strategy, agencies and organisations’ felt excluded or inappropriately consulted. It was felt there was an unfulfilled need to integrate issues of gender into the CCA and DDR Strategies, planning processes, implementation plans, and monitoring and evaluation processes and mechanisms.

UN-Habitat and FAO respondents’ advised that they, “had supported two previous trainings for integrating gender into forestry and spatial planning, but without connection to each other and so risked duplication, cost inefficiency and non-inclusiveness.”

Generally, respondents (31%) agreed that current gender coordination and networking between Kosovo institutions and UN agencies, is mediocre at best. And, that coordination and consultation between the Kosovan authorities, NGOs and local communities, was extremely poor. Such results indicate the importance of strengthening coordination and partnerships both vertically and horizontally on gender issues between the different levels (Kosovan institutions, UN agencies, NGOs and local communities). In doing so, it will minimize the overlap in the current programmatic context of activity duplication, while also encouraging an integrated approach to gender mainstreaming to all of Kosovo’s environmental Programmes.

ERR-DRR-AMIS

“Kosovar institutions and NGOs have started discussing developing a coordination strategy with NGOs, as they have no coordination mechanism with NGOs. My concern is that there are a lot of strategies now in Kosovo, and they are all without linkages between these strategies.”

genderreport

“Integrating gender mainstreaming requires vertical and horizontal coordination and cooperation between decision-makers, NGOs, and local community levels, including men, women, girls, boys and marginalized groups.”

genderinvestireport

(vii) financial support and fund:

All respondents agreed that there is currently insufficient funding for integrating gender mainstreaming throughout all sectors, including DRR and CCA. They also advised that they had no information about where to obtain additional funds or who to approach to do so.

²⁷ Issue numbers: 3, 4, 5 and 6, are all treated as one topic under coordination and partnership, because there were difficulties for some interviewees to understand the different between the participation, coordination, partnership, advocacy and networking, therefore the consultant used different methods to get the right answer during the interviews.

Respondents agreed that there remains a strong need to develop an effective coordination committee and a guiding Action Plan between all UN agencies, Kosovo institutions, Agency of Gender Equality under the Prime Minister, and including domestic NGOs, so as to implement a joint action plan and joint activities.

***The Gender Focal Point of the Agency
for Gender Equality:***

“The Gender Focal Point should submit its request for funding per [each] activity, because there is no specific budget line for gender equality activities.”

IV. Conclusions

The findings from the **september-october 2014 gender review Consultancy** demonstrate four clear areas that Kosovo will need to put in place in order to achieve a gender sensitive approach to both DRR and CCA. It is quite clear that Kosovo does have in place good legislation and the necessary foundations, which can be built upon to ensure effective and inclusive responses to DRR and CCA. What is missing and what was articulated by stakeholders, were the administrative, management and human resource (including funding) detail, whose absence is perhaps responsible for the delay in putting in place the outputs outlined in Kosovo’s KDRRI.

Within this context, in order to be in a position to effectively and practically develop these, Kosovo requires an effective **coordination body/committee**, a thorough **overview** of gaps and impacts of **existing laws and legislation**, appropriate **financial support** (currently Kosovo has specified an amount of 15% of its DRR budget for gender action, but is this enough? How was this figure obtained and was the AGE involved in calculating this figure?),²⁸ and, finally, **capacity building**.

The latter of these, capacity-building, appears particularly pertinent and it is linked to all of the other areas. During the first day workshop’s, the participants gave ample evidence of a lack of understanding of the need for gender sensitivity strategies in relation to both Climate Change Adaption and DRR. A lack of knowledge, understanding and necessary prioritization of the need for gender mainstreaming will hamper Kosovo’s ability to effectively deliver coordination, legal analysis and ensure adequate financial support.

In this context, those organisations, institutions and community members tasked with including gender inputs into Kosovo’s DRR and CCA strategies, must work comprehensively with Kosovo’s Gender Equality Agency, in a mutually supportive relationship.

28 UNDP - KDRRI project document, 2013.

V. RECOMMENDATIONS & ACTION PLAN

This final section of the Report, sets out the Recommendations and a 2.5-year (3 Phases) macro-level action plan for roll-out the necessary areas, so as to be able to develop and meaningfully fulfill the outputs set out with Kosovo’s KDRRI over a two-year period. The final six-month period, will involve an extensive review, adjustment process to allowing streamlining of the action plan for completion of the KDRRI gender objectives.

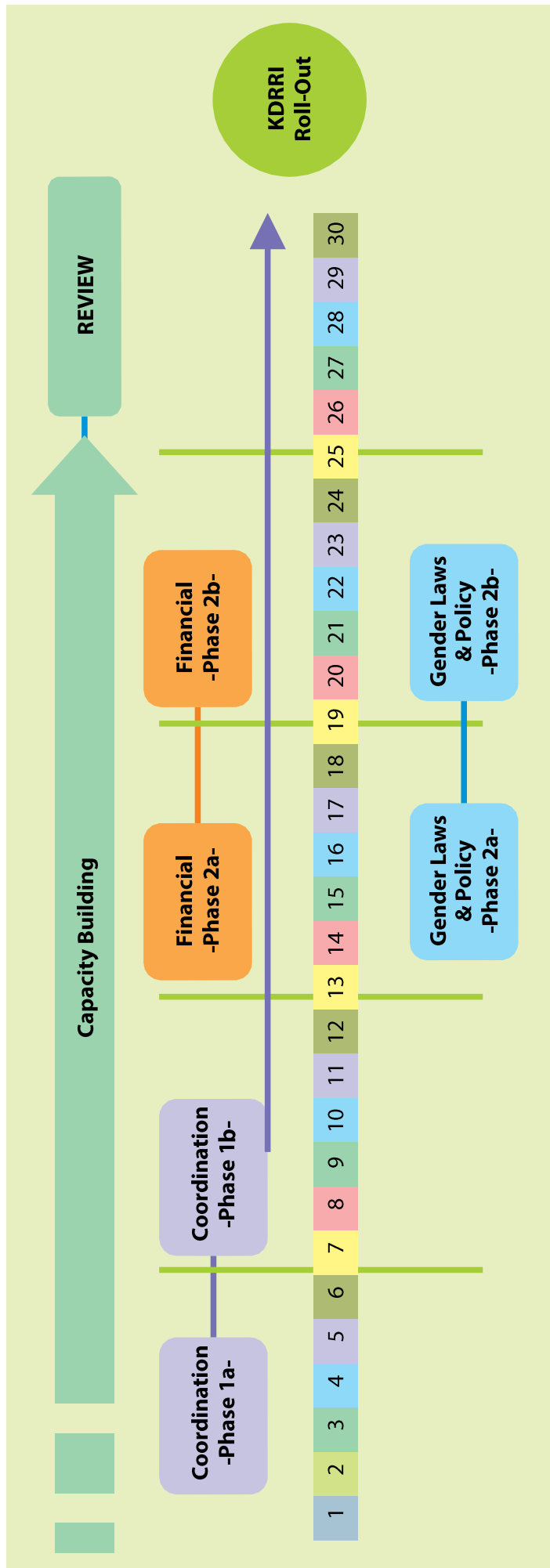


Diagram (2): Timeline of Potential Action Plan Interventions

A) Coordination

Action Plan Timeline

DRR/CC and gender are cross-cutting development issues. They need to be addressed through a holistic and multi-stakeholder approach and coordinated joint actions through political, technical, social, developmental and humanitarian processes.

Mainstreaming gender into DRR/CCA offers an opportunity for re-examining gender relations in Kosovo's society from different angles and enhancing gender equality in socioeconomic development. It also makes it possible for Kosovan communities to achieve disaster/CC resilience. This is a win-win option for the Kosovan institutions and locally-based organisations to achieve sustainable development by working together in an integrated, inclusive and coordinated manner.

Phase 1 – Year 1 (12-months)

Phase 1a, First 6-Months:

- Establish a committee through the Gender Equality Agency – developing the basis for feeding into the DRR National Platform.
- Design the committee's structure and orientation to relevant ministries.
- Undertake initial capacity-building of the committee members.
- Link the committee's work to the Gender detail of the KDRRI.

Phase 1b, Second 6-Months:

- Budget for initial the committee's set-up and administration.
- Design internal committee processes to ensure inclusive and participative decision-making structures.
- Map out the committee's engagement with relevant Ministries, feeding into existing Rapid Response Mechanisms, Legislative processes etc.
- Design a database for data related to DRR and CCA disaggregated by sex, age, minority status etc.

Stakeholder Recommendations:

- Inter-institutional cooperation is key, at central and local levels. But cooperation with communities must include women's networks.
- More effective coordination is required between central and local level NGOs.
- Attention must be paid to building strong Inter-sectorial cooperation, including gender as a cross-cutting approach.
- The number of women in decision-making positions must be increased.
- Coordination is poor and as a result has a substantial negative impact, there must be regular meetings to ensure strong coordination.
- Systems need to be better integrated so as to manage emergencies effectively; roles of organisations' must be defined and activities streamlined.
- The Ministry of Internal Affairs would be well-served to organise gender trainings on natural and environmental resource protection laws (to mitigate natural disasters and fire) with respective ministries, at central and local levels, as women have been absent or excluded to date.
- All Kosovan institutions should be involved in the management of emergencies, and should establish a Gender integration working group/Committee.

- Coordinating meetings should be run according to an action plan, based on needs. To maintain good coordination, it is important to cooperate with the Ministry of Finance.
- An action plan that defines the meeting space/meeting time in a proactive manner, rather than simply a responsive one, is required.
- The committee/working group should meet every three months, and should include key professional bodies and civil society.
- The meetings of the committee/working group should be inclusive, involving all professional groups, discussing gender issues with the participation of civil society and all actors that have the potential to respond or provide information and inputs.
- Gender inclusion, participation and sustainable change require strong coordination and cooperation from a multi-level stakeholders' committee focused upon DRR and CCA.
- The Minister of Internal Affairs, the Agency for Gender Equality and the Minister of Environment and Spatial Planning, should coordinate a focal point of a Kosovan Committee to coordinate the implementation of the Recommendations and Action Plan.
- UNDP-KDRRI and UNDP-Gender section can provide support to the Committee.
- The coordination committee should consist of governmental and non-governmental institutions, private sector and local communities.

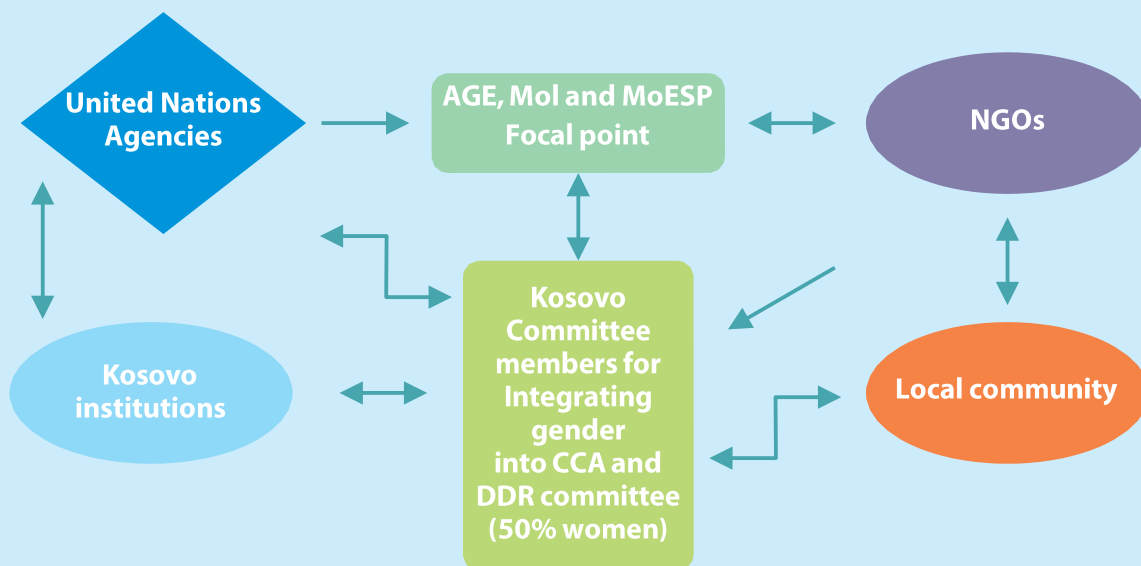


Diagram 3: Potential Designation of Staff for Kosovo Committee for Integrating Gender into DRR and CCA

As outlined in the potential structure above, a Kosovo Integrating Gender into CCA and DRR Committee (KIGCDC) should consist of gender focal points from relevant Kosovan institutions (central and municipality levels), and personnel from local NGOs and local community representatives where possible. It should be semi-autonomous, with its own action plan and budget – at least until the gender aspects of the KDRRI are finalized, but answer primarily to the relevant ministries concerned with gender equality, DRR and CCA.

Within this context, potentially the KIGCDC could be coordinated by the Agency for Gender Equality (AGE – works on Gender Equality), Ministry of Interior (Mol – works on DRR) and Ministry of Environment and Spatial Planning (MoESP – works on CCA), with an advisory, technical and supporting role being provided by the UN agencies (i.e. UNDP-KDRRI etc.). The relationships, as indicated by ARROWS, show the ways in which the various institutions, NGOs and UN agencies should ideally work together. Many of the relationships are two-way, showing information flows and inclusive, participative processes and networking. Within this context, the UN agencies, should work closely with all institutions to encourage such an approach and to provide necessary support.



Two Working groups discussing recommendations to integrate gender into Drr and CCA, during the two-day workshop, in Pristina , Kosovo, during october 2014

Gender, Law and Policies

Action Plan Timeline

Tangible progress has been made in DRR/CC at the central level, but gender perspectives remain marginal. This is largely due to poor understanding of the link between gender and DRR/CC. Improving this understanding is particularly vital at the central level, where the right policies, legislation and decisions can make a substantial difference in addressing women's and men's different CC vulnerabilities and disaster risks. In Kosovo, an in depth baseline analysis of gendered vulnerabilities has not been undertaken. Nevertheless, legislators and policy makers should be accountable for making progress in mainstreaming gender into DRR/CC.

Within this context, Kosovo must develop and review policies, relevant laws, strategies, plans, and budgets and take immediate action to mainstream gender into Kosovan development policies, planning and Programs.

Phase 2 – Year 2 (12-months)

Phase 2a, First 6-Months:

- Carry out a gender analysis and Kosovan Gender Baseline Survey on Gender-Related DR and CC Vulnerabilities and Risks.
- Specify provisions for especially vulnerable social groups in laws, the Kosovan DRR and CCA strategies, and development plans, where appropriate and effective.
- Begin collating disaggregated data.

Phase 2b, Second 6-Months:

- Publish learnings from gender analysis, baseline survey - proceeding from its results, design and conduct capacity development and awareness raising in gender issues for Kosovan counterparts.
- Kosovo advocacy efforts and communication strategies related to Gender DRR and CCA, to be facilitated alongside the Gender Equality Agency.

Stakeholder Recommendations:

- Policies on gender equality need to be integrated at the local levels, not just in Prishtinë/Priština.
- There must be room and space for public debates on existing and potential DRR and CCA strategies, i.e. ensuring that draft strategies are accessible to the public on Kosovo authorities websites to allow active engagement and recommendations etc. However, currently whilst we welcome civil society feedback, we lack the means to finance them.
- The legal framework for Gender and DRR requires revision, because:
 - Women have not been consulted for the strategy/plans;
 - Gender issues are not sufficiently reflected;
 - Strategy/policy monitoring remains an issue;
 - To date, there has been a lack of meaningful participation by civil society (usually only 2-3 organisations have been involved and only those based in Pristina); and
 - Women are underrepresented in all decision-making institutions.

- Key institutions that must be involved, include:
 - Office of the Prime Minister, responsible for laws and policies;
 - Office on Gender Issues at respective Ministries;
 - Ministry of Environment and Spatial Planning;
 - Agency for Emergency Management (EMA);
 - Office for Gender Issues in the Community level; and
 - Civil Society women, LGBTI and other marginalized or vulnerable groups' organisations.

- Primary issues and gaps:
 - Strategy and Plan of Action for gender issues in general – to ensure the KDRRI gender detail is implemented;
 - Special programmes for Prevention of DRR/CCA for women;
 - The prioritization and promotion of the role of the gender focal points – currently requiring capacity-building and finance;
 - Effective coordination with civil society – both locally and at the central level;
 - An effective body/Committee with responsibility for implementation, placed within the Kosovo institutions hierarchy and adequately financed; and
 - A compulsory Officer for Gender Equality in all ministries, including at the municipal level.

C) financial

Action Plan Timeline

Support from international donors for the gender and DRR/CC themes remains far from adequate. Most support received is only project-based, which is a barrier to sustainability.

Kosovo has dedicated 15% of its DRR Budget to gender-sensitising activities. Within this context, financial institutions and funding mechanisms supporting CC measures and DRR should:

- Integrate gender-sensitive criteria into planning, design, implementation, monitoring and evaluation of programmes, projects and initiatives;

Phase 2 – Year 2 (Second 12-Months)

Phase 2a, (6-Months)

- Develop longer-term budget for the Committee.
- Locate possible funding sources, including Kosovo Budget.

- Allocate adequate resources to address the needs of women in climate change mitigation, adaptation and disaster risk reduction, for example through funding appropriate and environmentally sound technologies and supporting women's grassroots initiatives in sustainable use of natural resources;
- Refrain from funding extractive industries, such as mining, and logging that exacerbate climate change, poverty and gender inequality.
- Market-based mechanisms, such as the Clean Development Mechanism (CDM), Climate Change Green fund (CCGF) and credits, must be made accessible to both women and men and must ensure equitable benefits. Thus, CCGF should fund projects that enhance local adaptive capacities and bring sustainable solutions and technology transfer technologies available and affordable to women for household needs, enhancing economic activities and socio-economic mobility.

Phase 2b, (6-Months)

- Apply to funders and donors.
- Network with Gender Equality Agency to ensure Gender Budgeting on Kosovo DDR and CCA.
- Include adequate funding allowance for Kosovo Communication and Advocacy initiatives related to Gender DRR and CCA.

Stakeholder Recommendations:

- Potential funding should come from the Kosovo authorities in Prishtinë/Priština, but also work with locally-based NGOs. Combined funding could be applied for from USAID, GIZ, SIDA, JICA, UN agencies, and the WB. Bilateral funding is an important source.
- Kosovo is in the process of harmonizing legislation with EU directives, funding should be a parallel process.
- Joint project proposals between Kosovo authorities, civil society and business, should be undertaken so as to integrate the field with the decision-makers.
- There is no provision for funding of gender and DRR/CCA in the three-year Kosovan Budget.
- Resources need to be mobilised, but this requires good coordination. Budgeting and fund development should include gender sensitive indicators.
- Emergency budget funds should include funding for assessments of emergency situations, as well as post conflict, post disaster processes, all of which require gender impact assessments and inclusive processes.
- Gender sensitive steps need to be taken so as to reduce sensitivity towards natural disaster and climate change risks;

“In reality, we do not have a specific budget for emergency response, but we have a budget allocation at the Ministry for gender inclusion in natural disasters. This should be a specific budget allocated for gender in DRR/CCA so that municipalities at the local level are covered. In terms of DRR, this year one of the municipalities has a specific budget for natural disasters. This should be an allocated budget for emergency response, accumulated and used.”

- The Ministry of Environment has limited funds, approximately only 10 million. In future, it is hoped that more importance will be given to the issues of DRR and CCA, so that something to the value of 100 million is allocated.
- Budgets need to consider short, medium and longer-term expenditure. But, to do this, you need to identify what you need and then look for support. To identify needs you must have an understanding of risk and vulnerabilities, this requires research, which in turn requires adequate funding and resources.
- To reduce risk, we currently need funding for concrete and basic infrastructure, like the sewage system, which even Pristina is lacking.

D) Capacity building

Change can be made through greater insight into the different experiences, skills and possible roles of men and women in DRR/CC. In order to do this capacity-building and sensitisation advocacy and communication/media strategies/campaigns can be very effective - building and enhancing the capacities of professional organizations, communities and pertinent central and local institutions to enable gender mainstreaming in all development sectors. In this regard, the Kosovo institutions should:

- Promote, facilitate, develop and implement public awareness campaigns, education and training programmes on CC and DRR, targeting women and men, and boys and girls alike;
- Facilitate access to information on climate change and disaster risk reduction policies and results of actions, which are needed by women and men to understand, address and respond to CC and DRR, taking into account local and central circumstances such as quality of internet access, literacy and language issues; and
- Systematically document and make accessible best practices on gender responsive CC and DRR initiatives, facilitating replication of such practices.

Action Plan Timeline

Phase 1, 2 & 3 (Over 30-Months):

First 12-Month period:

- Capacity-Building of Committee members.

First 6-months, of second 12-Month period:

- Undertake a review of progress in first 12-month period. Realign goals where necessary, mitigate issues and streamline processes for the next phase.

Second 6-months, of second 12-Month period:

- Publish Learnings from gender analysis, Baseline Survey - proceeding from its results, design and conduct capacity development and awareness raising in gender issues for Kosovan counterparts.
- Kosovo advocacy efforts and communication strategies related to Gender DRR and CCA, to be facilitated alongside the Gender Equality Agency.

Project Completion (24-30-Month):

- Undertake an Overview of the Results of the Action Plan, its achievements, mitigation, amendments and track towards achieving the Gender Detail within the KDRRI.

Stakeholder Recommendations:

- Capacity-building must include training on gender equality, CC and CCA, DRR, Early Warning Systems on DRR and CC.
- Practical trainings and exercises to prepare the population for disasters, including emergency response scenarios, roles etc.
- Public Awareness campaigns (media, brochures, internet to access people).
- Local politicians and officials must be briefed on the importance of gender sensitivity in the context of DRR and CC.
- Increase women's capacity to be able to actively participate and be aware of their rights.
- Transparency and accountability are very important, which means we must publish how our successes and gaps regarding the implementation of gender issues.
- Public debates and town-hall meetings/consultations must be provided and be inclusive.
- Public simulation-campaigns (of natural emergency) and appropriate responses, including gender sector responses can be undertaken (these can be through television programming and education campaigns in schools and universities etc.).
- Information weeks/month (on DRR & CCA) can be held in city and village centres; using televised broadcasts of cultural activities and campaigns for broader coverage.
- Public information campaigns can be distributed to media, schools, and universities and door-to-door.
- DRR and CCA can be taught in the school curriculum at the elementary/high school levels, and in universities.
- There must be committed funding for capacity-building and communication campaigns.
- Capacity-building personnel in the Working Group/Committee must have dedicated roles and responsibilities and can cooperate with the Agency on Gender Equality.



A group photo for workshop's participants, all together (Kosovo's government and ngos) to integrating gender into DDr and CCA, oct.2014, Pristina.



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Appendix 1: The interviews timetable

Gender Disaster Risk Reduction and Climate Change Adaptation Consultant

Mission to Kosovo 16-18 September 2014

Date	Name	Institution	Contact
Tuesday 16.09.2014			
09:00-10:00	UNDP KDRRI & SLED	UNDP	UNDP
10:00 - 11:00	Ms. Brikena Sylejmani	UNDP – Gender Associate	brikena.sylajemani@undp.org
12:00 - 13:00	Mr. Aleksandar Nikolovski	FAO Kosovo	aleksandar.nikolovski@unfao.org
13:30 - 14:30	Mr. Mustaf Gashi	EMA	mustaf.gashi@rks-gov.net
Wednesday 17.09.2014			
09:00 - 10:00	Ms. Arijeta Himaduna	UN Habitat	arijeta.himaduna@unhabitat-kosovo.org
10:30 - 11:30	Ms. Linda Abazi	UNFPA	linda.abazi@unfpa.org
13:00 - 14:00	Ms. Edona Hajrullahu	Agency on Gender Equality – Office of the Prime Minister	edona.hajrullahu@rks-gov.net
14:30 - 15:30	Ms. Shpresa Sheremeti	Ministry of Environment and Spatial Planning	shpresa.sheremeti@rks-gov.net

Thursday 18.09.2014			
08:45 - 09:45	Ms. Emine Kelmendi	Ministry of Agriculture and Rural Development	merita.ramaxhiku @rks-gov.net emine.kelmendi @rks-gov.net
10:30 - 11:30	Mrs. Rezan Zborca Ms. Venera Dibra	Officer for gender issues - Ministry of Internal Affairs	rezan.zborca @rks-gov.net
12:00- 13:00	Mr. Xhelal Sveqla	Municipality of Prishtina	-
13:00 - 14:00	Ms. Iliriana Jaka Gashi	Women for Women	igashi@ womenforwomen.org
14:30 - 15:30	Ms. Eliza Hoxha	Architect	eliza.hoxha @gmail.com

Appendix 2: Attendance list for the two day-workshop

Integrating Gender into Climate Change Adaptation and Disaster Risk Reduction

14-15 October/Tetor 2014
Hotel Prishtina



Empowered lives.
Resilient nations.

	Institution/Institution	Emri dhe Mbiemri/ name and surname	Contact
1	Ministry of Internal Affairs, Emergency Management Agency	Mr. Nijazi Miftari	Nijazi.miftari @rks-gov.net
2	Ministry of Internal Affairs, Emergency Management Agency	Mr. Muhamet Pllana	Muhamet.pllana @rks-gov.net
3	Ministry of Environment and Spatial Planning – Department of Spatial Planning	Mr. Abdullah Pirce	Abdullah.pirce @rks-gov.net

4	Ministry of Environment and Spatial Planning – Department of Environment Protection	Mr. Zymer Mrasori	Zymer.mrasori@rks-gov.net
5	Ministry of Environment and Spatial Planning – Department of Environment Protection	Ms. Visare Hoxha	Visare.hoxha@rks-gov.net
6	Ministry of Environment and Spatial Planning – Department of Environment Protection	Mr. Adem Tusha	Adem.tusha@rks-gov.net
7	Ministry of Environment and Spatial Planning – Department of Environment Protection	Ms. Miradije Gerguri	Miradije.gerguri@rks-gov.net
8	Agency for Gender Equality – Head	Ms. Leonora Selmani	Leonora.selmani@rks-gov.net
9	Ministry of Internal Affairs – officer for gender equality	Ms. Venera Dibra	Venera.dibra@rks-gov.net
10	Ministry of Environment and Spatial Planning – officer for gender equality	Ms. Sevim Berveriliu	Sevim.berveriliu@rks-gov.net
11	Ministry of Economic Development	Lulzim Korenica	Lulzim.korenica@rks-gov.net
11	UN Women	Ms. Barbora Masinova	Barbora.masinova@gmail.com
12.	UN Women	Ms. Nita Godani	Nita.godani@unwomen.org
13	Kosovo Women’s Network	Ms. Donjete Berisha	Donjete.berisha@womensnetwork.org
14	Ministry of Agriculture	Ms. Magbule Hyseni	Magbule.hyseni@gmail.com

15	UNDP Kosovo, Gender Associate	Ms. Brikena Sylejmani	Brikena.sylejmani@undp.org
16	Municipality of Prishtina, Department for Protection and Rescue	Mr. Ibush Kelmendi	Ibush.kelmendi@rks-gov.net Ibush.kelmendi@gmail.com
17	Municipality of Prishtina, Gender Focal Point	Ms. Premtime Preniqi	Premtime.preniqo@rks-gov.org
18	Women for Women	Iliriana Jaka Gashi	igashi@womenforwomen.org
19	UNDP	Xhevrije Berisha	Xhevrije.berisha@undp.org
20	UNDP	Shkipe Deda-Gjurgjiali	Shkipe.deda-gjurgjiali@undp.org
21	UNDP	Valbona Bogujevci	Valbona.bogujevci@undp.org
22	UNDP	Zana Hoxha-Edip	Zana.hoxha@undp.org
23	UNDP	Dea Haxhi	Dea.haxhi@undp.org
24	UNDP	Shigehiro Shabata	Shigehiro.shabata@undp.org
25	UNDP	Xhevrije Berisha	Xhevrije.berisha@undp.org

