



Republika e Kosovës
Republika Kosova - Republic of Kosovo
Ministria për Forcën e Sigurisë
Ministarstvo za Snage Bezbednosti - Ministry for Security Force

A photograph of two KFOR soldiers in camouflage uniforms and black berets. The soldier on the left is holding a rifle, and the soldier on the right is holding a flag. The flag is blue with a yellow map of Kosovo and a yellow fringe. The background is a blurred outdoor setting.

HUMAN RIGHTS AND GENDER EQUALITY IN MKSF / THE KSF

June, 2013



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ABBREVIATIONS

MKSF- Ministry for Kosovo Security Force
KSF - The Kosovo Security Force
HRU –Human Rights Unit OCA – Office for Community Affairs
USC – University Study Center
PMO - Prime Minister Office
OGG – Office for Good Governance
EU – European Union
SC –Security Council
UN – United | Nations
CoBT – Center of Basic Training
MEST – Ministry of | Education, Science and Technology
LFC – Land Forces Command
NGO – Non- Governmental Organization
IHR – International Humanitarian Right
AF-Armed Forces
KLA- Kosovo Liberation Army CPR-Civilian Protection Regiment
RRB- Rapid Reaction Brigade
EB – Engineering Battalion
FP- Force Police
MC- Medical Company
DPR-Department for Public Relations

INTRODUCTION

The position of women in Kosovo society, today, we can conclude that it is significantly improved compared with the previous period. Now, Kosovar woman is present in all segments of society in the Republic of Kosovo.

It is represented and gives valuable contribution to educational, health, cultural, security institutions, to the judiciary bodies trying to penetrate and find themselves even in business activities. However, recently is seen a greater presence of women in political institutions in Kosovo as in government, parliament and other institutions.

Despite the great progresses that have been made in recent years towards achieving gender equality, women in Kosovo remain in position less favorite in different aspects in the field of employment, education, opportunities to be selected in decision-making positions, as well active participation in social processes.

A Gender perspective is a vital dimension already extended in policies and plans for implementation plans at all levels, in all units, brigades, battalions, departments, sectors and offices in MKSF and the KSF. By focusing on security area, the role of women more and more is becoming important as in: operations, management of potential crises and decision-making, etc. Ensuring of gender equality should not be considered a problem only of women but of all society, of all institutional bodies and mechanisms of the state, as only then can be broken barriers and de facto to be achieved gender equality which is one of the most important aspects of social justice.

But, above all, gender equality should be considered as a joint mission and more important of all the state bodies in terms of meeting the constitutional and legal obligations. Gender equality also constitutes an important element of the EU Strategy, which aims to increase and improve conditions for women and men in all aspects of life implemented through the elimination of all forms of discrimination.

Implementation of Resolution 1325 is supported through national plans and strategies, which are in the process but also in the Policy for Human Rights and Gender Equality in the MKSF and the KSF.

Resolution 1325 of the Security Council of the United Nations "Women, Peace and Security" aims gender integration in all aspects of work related to security. Also, aims increasing the representation of women at all decision-making levels in national, regional and international ones.

There are different models and best practices regarding the participation of women in various military and the impact of greater integration in this area traditionally considered masculine.

HUMAN RIGHTS AND GENDER EQUALITY IN MKSF AND THE KSF

The Constitution of the Republic of Kosovo as the highest legal document and regulating all areas of human life, in the second chapter, namely in Article 21 para. 1, refers to the field of human rights, defining them as "indivisible, inalienable and inviolable and that present legal order of the Republic of Kosovo". Kosovo's constitution foresees the obligation of the state to protect and guarantee fundamental human rights and freedoms.

The Republic of Kosovo has developed a solid legal framework and other mechanisms to achieve the protection and respect of human rights and gender equality. There are established a range of institutional mechanisms at both central and local levels as well there is a good legal basis to ensure equal opportunities for all without distinction.

MKSF/ the KSF reflect a suitable environment and a system of values where communities and women are treated with dignity and have equal opportunities. The KSF will continuously maintain adequate representation of communities and women, committing to:

- Opened, transparent and stimulating procedures during recruitment;
- Equal working conditions;
- Same financial payment for males and females for the same position and rank;
- Safe working environment and without harassment
- Staff Awareness on gender (sex);
- Promotion into position / rank based on meritocracy;
- Same opportunities to apply in various job positions;
- Opened, transparent and stimulating procedures during promotion process;
- Equal participation in decision -making and management processes



LEGAL BASIS TO ACHIEVE GENDER EQUALITY

Law on Gender Equality No. 2004/2 is approved by Assembly of Republic of Kosovo dated 19th 2004. This law protects, treats, regulates equality between the two sexes as the value of developing democratic society in Kosovo.

Law on Gender Equality clearly defines obligations of Institutions for implementation of the Law into practice. Also, Convention on the Elimination of all Forms of Discrimination against Women which is made a part of the Constitution of Republic of Kosovo; Law against Discrimination, Law on Family; Administrative Instruction and Plan of Action on implementation of the Law against Discrimination; Government on Gender Equality; Administrative Instruction on Procedures of Equal Opportunities are legal basis which guarantees gender equality in Republic of Kosovo.

INSTITUTIONAL MECHANISMS FOR GENDER EQUALITY

- Office for Good Governance in Prime Minister`s Office;
- Human Rights Units in all the Ministries;
- Agency for Gender Equality;
- Human Rights Commission , equal opportunities ,gender issues and of the missing persons at Kosovo's Assembly;

- Officer for Gender Equality at each Ministry;
- Interministerial Group for Gender Equality;
- The Gender Equality Unit within the Statistical Office of Kosovo;
- Officer for Gender Equality in all municipalities of Kosovo

UNIT OF HUMAN RIGHTS

The Human Rights Unit functions within the MKSF since November 2009, which ensures that executive functions and activities of MKSF and the KSF to promote internal accountability and compliance with internationally accepted standards of Human Rights.

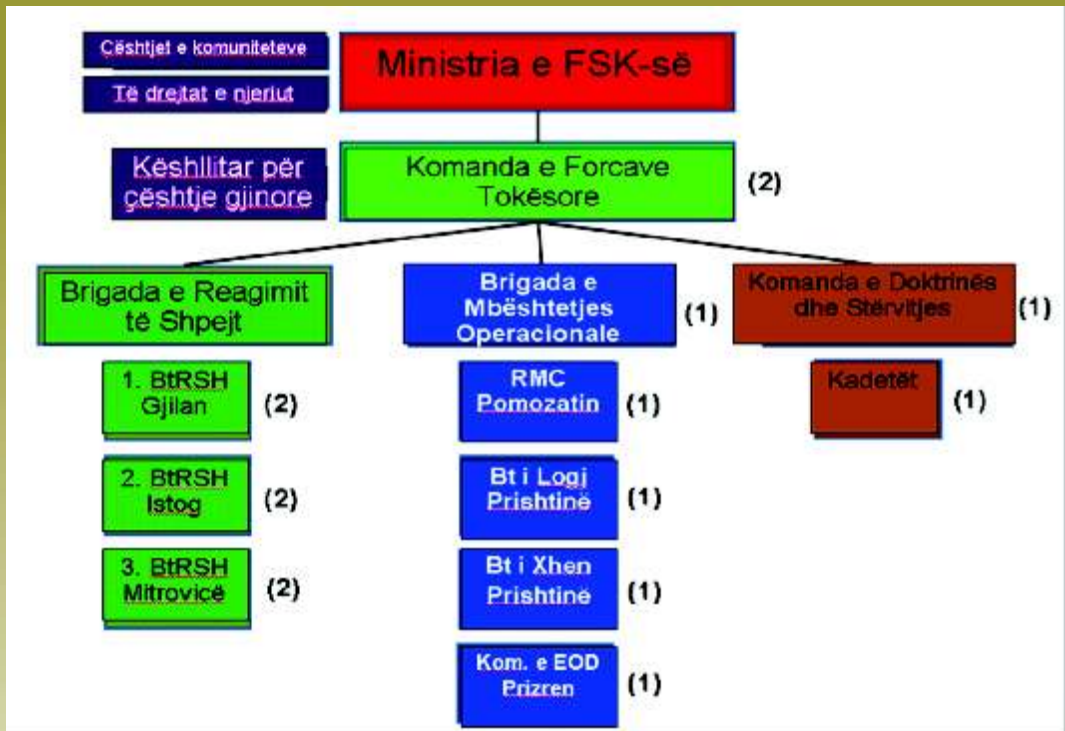
The Human Rights Unit (HRU) is one of the sections under directly subordination of General Secretary .It comprises of two employees which belong to civilian staff.

The HRU acts as an advisory, monitoring and recommending mechanism within MKSF and the KSF on human rights. To achieve this, the HRU aims to protect and promote human rights. This includes the developing, making and implementation of laws, policies and regulations dealing with MKSF and the Kosovo Security Force (KSF) in the area of human rights.

HRU extends its activity even in the area of gender equality and equal opportunities as a significant element for a sustainable development which cannot be achieved without the empowerment of women, because its role is demonstrated in all areas of life and work. HRU, also, protects the rights of communities being constantly engaged in the creation of a favorable environment for opportunities and equal access to everyone in all areas, so that tasks and responsibilities at ministerial level to take place without any difference in terms of gender, language, ethnicity or religion

POLICY ON HUMAN RIGHTS AND GENDER EQUALITY IN MKSF AND THE KSF

A greater attention to human rights and gender equality in the Security Sector is an important element of meeting the standards for integration into

Human Rights and Gender Equality Network in MKSF and the KSF

the EU and NATO.

Participation of community and females in the KSF is one more values which are added to her image. For this purpose, MKSF has developed and adopted policy for human rights and gender equality, which is the result of many experts support of local, regional and international Institutions.

Their involvement in a series of workshops organized during this process, has contributed to raising awareness on human rights and gender equality within the MKSF and the KSF. Special support has come from numerous discussions and sharing of experiences between representatives of regional and Swedish experts.

The purpose of this Policy is to establish the necessary mechanisms and methods within MKSF and KSF for the functioning of the legal framework for the integration of human rights and gender equality on all aspects of working in MKSF and the KSF

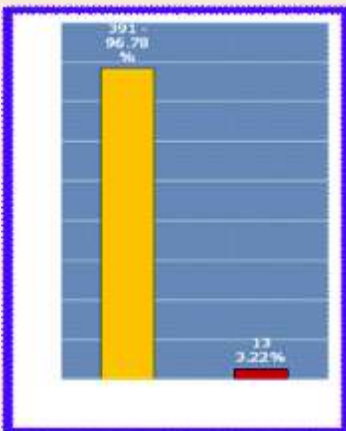
Implementation of this policy is achieved through cooperation with other mechanisms at the country level, while respecting Resolution 1325 of the UN Security Council and the legislation into force and in compliance with the Action Plan for the implementation of this Policy.

Policy Objectives and Action Plan for Human Rights and Gender Equality:

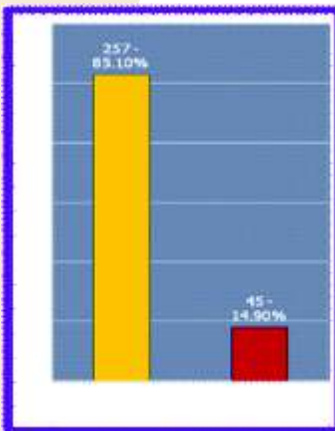
- Improving gender balance and community;
- Strengthening the role of women and communities in MKSF and the KSF ;
- Establishing of education capacities into security section for human rights and gender equality;
- Establishment / strengthening of institutional mechanisms for gender equality under the legislation into force and current policies;
- Develop a reporting system within the MKSF and the KSF;
- Extension of cooperation of MKSF with respective local and international organizations.

Policy on Human Rights and Gender Equality provides to MKSF and the KSF effective instructions, coordinated and sustainable, for respecting and promotion of human rights and gender equality.

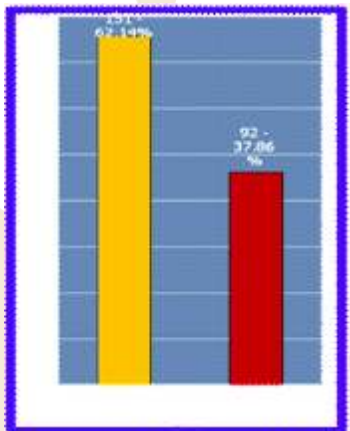
2009 = 404/13



2010 = 302/45



2011 = 243/92



AWARENESS ON GENDER EQUALITY AND COMMUNITIES DURING RECRUITMENT CAMPAIGN

The Human Rights Unit has been active part in all recruitment campaigns in MKSF and the KSF with the aim of raising awareness and encouraging communities and particularly women to become part of the KSF.

In order that recruitment campaign to be comprehensive, MKSF/the KSF has provided good opportunities for all concerned for the competition, where consequently the number of interested candidates for applications has been steadily increasing.

Statistics of civilian personnel and non-majority communities in civilian rank-MKSF

<i>RANK</i>	<i>TOTAL</i>	<i>FEMALE S</i>	<i>PERCENTAG E</i>	<i>NON-MAJORITY COMMUNITIES</i>	<i>PERCENTA GE</i>
A8	1	/	/	/	/
A7	1	/	/	/	/
A6	3	/	/	/	/
A5	11	4	36.36%	/	/
A4	26	8	30.77%	1	3.85%
A3	27	6	22.22%	2	7.41%
A2	21	11	52.38%	/	/
A1	13	9	69.23%	2	7.69%
A	9	3	33.33%	/	/
A0	1	/	/	/	/
CS-4	11	/	/	1	9.09%
Total	124	41	33.06%	6	4.84%

Note: From rankA4 and above are managerial positions

Statistics of representation of women and non-majority communities in the civilian ranks in the KSF

RANK	TOTAL	FEMALE S	PERCENTAGE	NON-MAJORITY COMMUNITIES	PERCENTAGE
A3	3	1	33.33%	/	/
A2	20	5	25.00%	/	/
A1	9	/	/	/	/
A	2	1	50.00%	/	/
A0	18	3	16.67%	/	/
CS-4	8	1	12.50%	/	/
CS-1	27	2	7.41%	1	3.70%
Total	87	13	14.94%		

Encouraging of communities and women to become part of the KSF during recruitment campaigns is conducted through mobile and static teams, media and through numerous meetings with citizens in the municipality.

Filtering and selection process is continuously conducted in accordance with the criteria established and approved by the selection bodies enabling to all applicants accurate information about their participation in the selection process, in accordance with the objectives for the development of fair and objective processes.

Statistics of females representation in the KSF

Position of Female Gender in the KSF 2009 - 2012			
YEARS	FEMALES	PERCENTAGE	MINORITIES
2009	58	3.22%	7
2010	100	4.69%	7
2011	159	7.01%	11
2012	187	8.23%	10

HRU has been continuously monitoring teams testing at every stage of the process, providing reports on the progress of the selection procedures for each phase of the recruitment.

It should be mentioned that Training and Doctrine Command, within the basic training for all active and reserve recruits of the KSF course is taught subject on human rights. Coordinator of the Human Rights Unit provided attachments to the instructors of BTC for the training on the subject of Human Rights for the first generation of 2011 of recruits of Active Reserve of

the Kosovo Security Force.

The HRU has contributed on having trainings for members of static and mobile recruitment teams, with the aim of preparing them for awareness and encouraging women and minorities to apply and become part of the Kosovo Security Force.

HRU in cooperation with the Office of Community Affairs at MKSF has organized several meetings with citizens in Town Halls like in: Lypjan, Shtërpce, Pristine, Kamenice etc, Where citizens are informed about the standards and values of the KSF, working conditions , benefits, conditions required to be accepted etc.

Within the KSF recruiting campaign, Coordinator of HRU participated in several radio and local televisions devoted to the role of women in MKSF and the KSF such as: participation in RTK reportage; TV morning show "Klan Kosovo" Participation in morning radio show Kosovo's participation in RTK reportage devoted to the role of Women in MKSF and the KSF; morning show on TV "Klan Kosovo" Participation in morning show of Radio Kosovo etc. As a result in the recent campaign of applying of the new recruits new application is significantly increased women's competition in this institution.

Marking the International Day for Human Rights





RESULTS OF RECRUITMENT OF FEMALE GENDER

KSF recruitment campaigns encourage people from ethnic communities and women to join the KSF. These efforts have resulted in increasing the number of female applicants to the KSF. For example, in 2009, 13 recruits out of 404 were women; in 2010, 45 out of 302 recruits were women; and in 2011, 92 recruits out of 243 were women.

CURRENT FEMALE POSITIONS IN MKSF

The number of women in decision-making positions in MKSF is a significant increase and we can freely say that in comparison with other local Institutions, the MKSF has paid special attention to women's participation in decision-making positions.

Percentage of female civilian staff in MKSF is currently 33.06%, respectively, 41 women in different positions. Equivalent to the rank of Colonel are four (4) women, two of them lead departments. While, the equivalent rank of lieutenant colonel are eight (8) women some of them lead the sector and senior employees.

Percentage of women in uniform in MKSF / the KSF is 8:23% and 187 women in uniform in the rank of officer and NCO. There is no female in general rank. In colonel rank, we do have 1 female respectively deputy/commander in the



Training and Doctrine Command, in the rank of lieutenant colonel, we do have two females, one of which is the position of Commander of Medicine Company in the rank of Major there are 4, in the rank of captain 4, the rank of lieutenant 5, in the rank of second lieutenant 4 females.

TRANSPARENCY INCREASEMENT

Type text or a website address or translate a document.

Day of Girls- LFC



Spanish HRU consistently is notified to all stages of competitions for civil servant being part of the evaluation panels (as monitors) of the applications as well as closely observing the process of interviewing and selecting candidates for required positions.

For the progress of these processes HRU reports to the General Secretary on a regular basis frequently appending with recommendations. This is done in order to ensure smooth processes and increase transparency in the MKSF and the KSF.

Unit for Human Rights in MKSF participate as observing member in meetings of the Board for Promotion and Appointments in the KSF, in meetings of Bilateral Training Board of MKSF-the KSF, in the disciplinary



Seminar on Human Rights and Gender Equality - 2011

commission to review appeals and various working groups. HRU through reporting and recommendations reached that human rights / gender equality become an integral part of the plans, policies and strategies in MKSF and the KSF.



Seminar on human rights and gender equality

HRU's ACTIVITIES IN PROTECTION, PROMOTION AND RESPECT FOR HUMAN RIGHTS AND GENDER EQUALITY

Marking of International Women's Day, 8th of March, International Day for Human Rights, Girls Day, International Day for the Elimination of Violence against Women, the International Day for the Rights of the Child are just some of the activities organized by HRU of MKSF.

Marking the International Day for Human Rights

In marking the International Day of Human Rights, except spoken about the importance of protecting and promoting human rights it is mentioned that so far the MKSF and the KSF is not reported and identified no cases of violations of human rights neither by military nor by civilian personnel.

Improving of gender balance and of community

At the end of 2012 the Office of Community Affairs in cooperation with Units and departments of line and in support to the Minister, Commander and the General Secretary of MKSF has presented and published booklet for Improving of gender balance and of community. This publication has emerged as a result of working groups with members of the Network for Human Rights and Gender Equality in the KSF barracks.

Girls Day A large number of secondary -low school girls of Pristine, visited the Kosovo Security Force, namely the Land Force Command and Center for



Seminar on human rights and gender equality, Sept. 29th, 30th and October 1st, 2010

University Studies of the KSF in the barrack Adem Jashari in Pristine.

Girls Day serves to girls to have a better knowing on opportunity of professional development in those areas, which are rarely followed by women; by classifying them as severe occupations and that are only for men. The aim of secondary-low school girls was encouraging girls to their surroundings, the family, the school and employers to participate in this campaign and to get known with some interesting and challenging occupations.

International Day of Children's Rights

The HRU of MKSF and HRU of MEST in cooperation with several



Meeting with non-majority communities

municipalities have selected 35 students from primary and secondary schools, mainly over 14 years old of different nationalities who have expressed affinity for physical culture activities who have visited the Kosovo Security Force in Training and Doctrine Command in Ferizaj.

This joint activity was chosen taking into account the desire of many students to become future members of the Kosovo Security Force to serve to their country as well closely see the daily activities of members of the KSF.

SEMINARS, WORKSHOPS, TRAINING AND CONFERENCE ON HUMAN RIGHTS AND GENDER EQUALITY

MKSF during this period of time has organized seminars, trainings, conferences, workshops with the aim of protecting, promoting and advancing human rights and gender equality.

Seminars

It is worthy to be mentioned cycle of regional seminars (participants from local institutions, NGOs and the regional countries) three days, from 2010 - 2011 with the theme "Human Rights and Gender Equality". These seminars were organized by MKSF (Human Rights Unit) in cooperation and support from Folke Bernadotte Academy of Sweden and with financial support

provided by Ministry of Defense of Government of Norway. As result of which is compiled Policy and Plan of Action on Human Rights and Gender Equality.

Also, MKSF/OCA organized seminar on theme “Recruitments of Minorities and Females in the KSF”, aiming usage of best practices for inclusion (recruitment) of non-majority communities in particularly of the Serbs and females.

Workshops

Human Rights Unit in cooperation with the Office of Communities in MKSF and Officer of Gender Equality at LFC have held a series of workshops throughout Units and battalions of the KSF in order to achieve the standard for respecting human rights and gender equality as well development of est



International Scientific Conference “Equality and gender perspective in the field of defense and security”

practices in the institution of MKSF and the KSF.

Trainings

HRU continues to monitor the implementation of the Law on Gender

Equality and the Law against Discrimination based on age, gender, religion and belief, based on language and discrimination on grounds of race, ethnicity and national origin.

In this regard HRU in cooperation with OGG / OPM held training on the Law against Discrimination and has distributed leaflets in MKSF and the KSF provided in all official languages.

Conferences

In support of the Norwegian Ministry of Defense has organized the conference "The issue of gender in communities and recruiting campaign" aimed at finding ways to integrate non-majority communities in the KSF.

Meetings

HRU in cooperation with OCA has organized meetings with members of the KSF from non-majority communities throughout the KSF barracks, in order to inform on their integration, including service conditions and their treatment by superiors and colleagues Also, HRU used to have meetings with cadets girls of the KSF in which case was informed on achievements and

Booklet's presentation - Improving of gender balance and community



challenges of them during education at the KSF Academy.

MKSF except the organizing has participated in many conferences, seminars, workshops at both the regional and local level.

HRC was part of the delegation from Kosovo, in the study visit of Albania, which was organized by the Agency for Gender Equality. The visit was organized after receiving the invitation from the Ministry of Labor, Social Affairs and Equal Opportunities, Municipality of Durres and civil society. The purpose of the visit was acquaintance with how mechanisms work for gender equality within the state and civil society, namely what does the state provides for advancement of women and what are the efforts of civil society to improve the position of women in Albanian society.

On behalf of the Joint Project of the European Union and the Council of Europe and Enhancing Protection of Human Rights, the Coordinator of HRU has attended training for trainers (TPT) standards for human rights. The training has wooed advancement of capacities and knowledge of attendants in content and practical application of human rights. HRU has attended more than 20 conferences, seminars 8, 16, 15 training workshops, debates that have been beneficial in gaining of the new experiences in the professional and informative aspect. Officer of gender equality has been part of the working group for compiling the Action Plan for the implementation



of Resolution 1325 "Women and Security", by giving its contribution to the development of the final plan. Also, gender equality officer has participated in Ohrid at Regional Conference on Gender and Security Topic.

To be mentioned as an activity is the participation of Deputy Minister of Kosovo Security Force (KSF), Bejtush Gashi at International Scientific Conference "Equality and gender perspective in the field of defense and security" which was held in Skopje, Republic of Macedonia. On this occasion through delivering of the lecture by deputy/Minister is highlighted that the KSF reflects a suitable environment and a system of values where women-members are treated with dignity and have equal opportunities.

COOPERATION WITH INSTITUTIONS AND LOCAL AND INTERNATIONAL NGO's

Unit for Human Rights / MKSF collaborates and reports to the Office for Good Governance / Office of the Prime Minister to implement the Strategy for Human Rights and contributes reporting to the Treaty reference bodies for Human Rights (the Convention), which are directly applicable in Kosovo. Closely cooperates with HRU coordinators throughout Ministries by organizing joint activities, AGE, Kosovo Police, International and Local NGOs etc.



COOPERATION WITH THE OMBUDSPERSON INSTITUTION

HRU communicates and exchanges information with OMBUDSPERSON Institution on issues related to human rights and issues pertaining to OMBUDSPERSON recommendations, which are specific to MKSF and the KSF.

Within this cooperation HRU has delivery a lecture on theme,, International Humanitarian Law (IHL) "as part of international law. The lecture was delivered by the Ombudsman, Mr.Sami Kurteshi in barracks "Adem Jashari".

Ombudsman, Mr. Sami Kurteshi-was one of participant in a seminar organized by MKSF in which he discussed about the importance of human rights and gender equality and the role of HRU, an inter-ministerial cooperation with the Institution of Ombudsman and other mechanisms to respect, promote human rights in Republic of Kosovo.

PERCENTAGES OF INCLUSION OF WOMEN IN ARMIES OF EUROPEAN COUNTRIES

Across the Western Balkan countries, military and security jobs typically are considered male professions. The percentage of women serving in the security sector is rather low however the trend is increasing. Currently, the total percentage of women in uniform in the Slovenian Armed Forces constitutes 13.7%, in the Albanian Armed Forces - 11.2%, in Macedonia - 8.6% and in the Armed Forces of Bosnia and Herzegovina - 5%. Serbia is behind its other neighboring countries with less than 3%.

When compared to NATO, the KSF percentage is in line with most nations: Belgium - 7.7% (2011), Canada - 15% (2012), Denmark - 6.3% (2012), Estonia - 11.7% (2011), Germany - 8.8% (2011), Italy - 3.9% (2011), Poland – 2.1% (2011), Romania – 4.6% (2011), Slovakia – 8.7% (2012), UK - 9.7% (2012), USA – 14% (2011).

CHALLENGES

Implementation of Resolution 1325 “Women, Peace and Security”

Implementation of Resolution 1325 remains a challenge, although important steps have been made through national plans and strategies that are in the process but also in policy of human rights and gender equality in MKSF and the KSF.

Meeting of quotas in MKSF and the KSF

Meeting of standards and quotas at any cost is not a criteria and key towards success because it should be taken into consideration situation in which we as a society are still ongoing reconstitution. We are influenced by economic factors, social, cultural, traditional and psychological awareness.

The Right to Health Insurance

The right to health insurance is one of the fundamental human rights and, consequently, the precondition that man can enjoy many other rights, thus this right is incorporated in Article 22 of the Universal Declaration of Human Rights man which proclaims the right to social security, which right is included in many other documents of international importance.

SUMMARY

Human Rights Unit in MKSF is committed to further advancing the protection and promotion of human rights and in particular equality between the genders as a necessary value for democratic development in Kosovo`s society.

Improving of gender balance and the community, strengthening the role of women and communities in MKSF and the KSF;

Establishing of educational capacities in the security sector for human rights and gender equality;

Establishing/strengthening of institutional mechanisms for gender equality under the law in force and current policies; Develop a reporting system within MKSF and the KSF; extension of MKSF cooperation with relevant local and international organizations. All these are areas in which HRU has worked and will work continuously in the future.





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