

Programme Title: UNKT Joint Program on Domestic Violence in Kosovo

Support to addressing Gender Based Violence in Kosovo through strengthening the Implementation of the Kosovo Law, National Action Plan and Strategy against Domestic Violence 2010-2013

A Comprehensive and Inclusive Approach to address Gender – Based Violence in three Pilot Municipalities

Joint Programme Outcome(s):
(where different from the UNDAF)

Programme Duration: 2 years

Anticipated start/end dates: 2011 - 2013

Fund Management Option:
(Pass-through)

Managing or Administrative Agent:
UNDP

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Out of which:

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2. Unfunded budget:

* Total estimated budget includes both programme costs and indirect support costs

Sources of funded budget:

- Finnish Government EUR 800,000

UN organizations	National Coordinating Authorities
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Acronyms

AGE	Agency for Gender Equality / Prime Minister's Office
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CPWC	Centre for Protection of Women and Children
CSW	Centre for Social Work
CSO	Civil Society Organisation
CSW	Centre for Social Welfare
DSW	Department of Social Welfare
DV/VAW	Domestic Violence / Violence against Women
EULEX	European Union Rule of Law Mission in Kosovo
FNAP	Finland's National Action Plan
GBV	Gender-Based Violence
GDI	Gender-related Development Index
GOK	Government of Kosovo
GRB	Gender-Responsive Budgeting
HCS	Health Care Service
IOM	International Organisation for Migration
KIPA	Kosovo Institute for Public Administration
KJC	Kosovo Judicial Council
KJI	Kosovo Judicial Institute
KP	Kosovo Police
KWN	Kosovo Women's Network
LCF	Local Cooperation Fund
MEF	Ministry of Economy and Finance
MEST	Ministry of Education, Science and Technology
MFA	Ministry of Foreign Affairs, Finland
MFE	Ministry of Finance and Economy
MLGA	Ministry of Local Governance Administration
MLSW	Ministry of Labor and Social Welfare
MOH	Ministry of Health
MOIA	Ministry of Internal Affairs
MOJ	Ministry of Justice
NGO	Non-Governmental Organisations
NSAPDV	National Strategy and Action Plan against Domestic Violence
OHCHR	Office for the High Commissioner for Human Rights Kosovo
OSCE	Organisation for Security and Co-operation in Europe
PO	Protective Order
RAE	Roma, Ashkali and Egyptian communities
PWD	Person with Disability
SOP	Standard Operating Procedures
THB	Trafficking in Human Beings
UNDP	United Nations Development Program
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women
UNKT	United Nations Kosovo Team
UNSCR	United Nations Security Council Resolution
UNMIK	UN Interim Administration Mission in Kosovo
VAAD	Survivors Advocacy and Assistance Division
VAW	Violence against Women
WSSI	Women's Safety and Security Initiative

1. Summary

Gender-Based violence¹ (GBV) program in Kosovo was formulated by the UNKT Task Force on GBV under the overall responsibility and guidance of the UN Development Coordinator, through an inclusive and participatory process. The consultations focused on assessing and validating key areas to be addressed to sustain the implementation of the National Strategy and Action Plan against Domestic Violence NSAPGBV 2010-2013 in view of the gaps and challenges identified in addressing gender-based violence in Kosovo and which could be supported by a joint UNKT program on GBV.

The GBV program is also shaped to contribute to the implementation of UN Security Council Resolution 1325 (2000) on women, peace and security. Alongside progress in the recovery of Kosovo since the aftermath of the 1999 conflict, high prevalence of domestic violence remains a concern similar to other post-conflict societies. Consultations indicated that women who were subjected to rape and sexual violence during the 1999 conflict have yet to receive justice; there are cases where survivors of rape experience further suffering in the form of exclusion and stigmatization by their own families and communities.

There was overall consensus that despite the legal and institutional framework in place to prevent and protect survivors² of domestic violence to date public institutions in Kosovo have not been able to translate these commitments into practice. The broad range of concerns raised to a great extent confirm study findings, in particular the research undertaken in preparation for the new draft law on Protection against Domestic Violence and the NSAPDV 2010-2013, which marks a major step forward. The main problems to be addressed include the lack of awareness among women on domestic violence and access to information on their rights, particularly legal rights. Patriarchal family structures limits women's mobility and decision-making and engaging in dialogue with men to raise their awareness as well as reaching out to youth (boys and girls) was considered pertinent towards making progress in addressing domestic violence. However, access to justice should not be seen as a strategy that is only about reaching upwards to those in power but reaching out to communities and citizens to build a constituency for changing unequal power relations. Women's economic dependency, absence of reintegration and employment services and alternative adequate housing reinforces perpetuated violence and victimization. Women's lack of awareness, underpinned by patriarchal norms and customs, also affects their inheritance and property rights reinforcing her economic dependence.

The professional capacity of service providers in Kosovo is generally weak and an urgent need remains to strengthen the technical and professional capacity of health and social service professionals, the Police and the Judiciary at municipal level. The mechanism for coordination on domestic violence among key municipal actors remains a major area of concern. Although some efforts are being made to strengthen mechanisms at central and local level, in practice coordination among key municipal actors are either absent or only include a limited number of service providers, and in most cases are informal without unified protocols. There is no systematic data collection on domestic violence in Kosovo; the method for collecting data has not been standardized, and generally information exchange among different organizations and official institutions is lacking.

¹ The UN defines violence against women (VAW) as "any act of gender based violence that results in or is likely to result in physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life" (UN General Assembly 2006). The term "gender based violence" refers to violence directed against a person because his or her gender and expectations of his or her role in a society or culture. VAW has many manifestations, including domestic violence, which is one of the universally most common forms of violence against women. This Joint UNKT program addresses domestic violence in support of the implementation of the Kosovo Law and NSAPDV 2010-2013.

² Although the term "victim" is used in the Kosovo Draft Law on Protection against Domestic Violence and the NSAPDV, defined as "a person who was subjected to domestic violence" UN agencies adopted the term "survivor".

The decentralization process in Kosovo is at an early stage and municipalities are often unprepared for their new tasks and responsibilities, particularly regarding social services. With the adoption of the new law on Protection against Domestic Violence, responsibility for addressing DV is also being transferred to municipalities although budget reallocation remains to follow. Meanwhile this process provides an excellent entry point to engage in municipal planning and budgetary processes linked to existing community outreach activities and provide professional assistance on Gender Responsive Budgeting.

The importance of linking the UNKT Joint DV Program with key stakeholders at central level through their participation in the Program Board is to inform the development of the NSAPDV implementation modalities underway with recommendations and lessons learned from the comprehensive approach undertaken in three pilot municipalities. The stakeholders identified at central level therefore comprise the main institutions and organisations to be charged with the implementation of the NSAPDV.

The joint UNKT DV program will support the implementation of the NAPSDV by adopting a comprehensive and inclusive approach to address DV in three pilot municipalities. The comprehensive approach to address domestic violence piloted in different local contexts will allow replication and expansion to a broad range of municipalities at a later stage. In response to the concerns raised the program formulated the following overall objectives:

1. To raise awareness on domestic violence and enhance access to services for survivors of domestic violence in pilot communities
2. To strengthen the formal/informal service chain of DV prevention, protection and reintegration services through catalytic interventions in pilot municipalities
3. To enhance the economic independence of (potential) survivors of domestic violence and provide counseling for families and perpetrators
4. To disseminate program results, capitalizing on lessons learned for scaling-up in other municipalities

Closely related to the NAPSDV, this program foresees the achievement of its objectives through four key intervention methods: a) *Prevention*: enhanced awareness among women/girls and men/boys on domestic violence and women's rights in pilot municipalities; b) *Protection*: increased capacity and financial sustainability of DV protection mechanisms to provide quality services in pilot municipalities; c) *Reintegration*: enhanced economic independence of (potential) DV survivors and counselling for families and perpetrators; and d) *Scaling-up*: dissemination, validation and replication of program results & lessons learned through policy dialogue among key stakeholders at different levels.

Taking into account the key challenges, gaps and opportunities identified the joint UNKT DV program will focus on strengthening responsiveness of municipal key services related to domestic violence through municipal coordination, awareness raising, community based dialogue and advanced capacity development in line with the NSAPDV, providing a platform for mutual learning and institutional cooperation among pilot municipalities. The program's bottom-up strategy involves building ownership at municipality level by establishing partnerships with key actors and selected key services and mechanisms related to domestic violence through catalytic interventions, seeking synergies with existing and related UN interventions.

The program will be implemented over a period of three years 2010-2013 (36 months), in line with the NSAPDV and Finland's Development Policy Framework Program for the Western Balkans (2009-2013) to enable achieving tangible results and managed by the joint UNKT agencies UNDP, UNFPA, UNIFEM, UNICEF and OHCHR. UNDP will serve as the Administrative Agent for the Joint UNKT DV Program. The total planned budget for the Joint Program is € 800.000 for the first 2 years of program implementation, which pending the results of the Mid Term Review MTR could be increased. To ensure continuity and contribute to the costs of program implementation in the 3rd year the Joint

UNKT Taskforce on DV Taskforce on DV will continue its resource mobilization efforts during 2010 and 2011.

To measure program effectiveness, inform awareness campaign, guide strategic planning, make effective and efficient use of resources and determine where the program is on track and where corrections need to be considered the Joint Program adopted several M&E tools and methods, including the collection of baseline data at the start of program implementation through specialized early warning reports and mapping of all dimensions of domestic violence perception³, prevalence and risk factors; a comprehensive mapping of availability, access and quality of formal and informal DV and economic support services, narrative and financial progress reports and a mid-term and end of program evaluation. Based on the bi-annual and annual reports a strategic review of the program will be conducted at the Program's Board meetings.

2. Present situation

2.1 Legal and Institutional Framework

Since 1999, when Kosovo was established as a protectorate by UN Security Council Resolution 1244, the international community engaged in cooperation with Kosovo's institutions, the International Norms and Standards including the Copenhagen criteria which require stability of institutions, the rule of law and human rights and respect for protection of minorities

Following declaration of independence in January 2008, Kosovo institutions continued to improve the legal background and mechanisms to strengthen the human rights within the framework of EU integration aspirations.

On 22 July 2010 the International Court of Justice in The Hague opined, by a vote of 10 to 4, that "the declaration of independence of the 17th of February 2008 did not violate general international law". It is expected that this will lead to an increasing number of countries officially acknowledging Kosovo's independence, providing an impetus towards rebuilding Kosovo's economy and strengthening social and political systems and accountability mechanisms.

While the UNSCR 1325 on Women, Peace and Security has served as the basis for the development of Kosovo's key gender legislation, strategies and policies and for the inclusion of civil society, especially lead by women's organization in political processes and decision making. Clear policy or strategy defining the linkages between gender and security. Furthermore, both fields remain conceptually and programmatically separated at institutional, and often at civil society, levels. Different UN agencies integrated the SCR Security Council Resolution 1325 in the programs and joined the Security and Gender Coordination Group (SGCG) an informal group of stakeholders established in 2007, to promote and enhance efforts to mainstream gender into the Security Sector and to improve the monitoring of women's safety and security situation in Kosovo.⁴ Framed by the SCRs 1325 & 1889 calling for women participation in Peace making and conflict prevention and the SCRs 1820 and 1888 on prevention of and response to conflict related sexual violence, the UN task

³ UNFPA will have data available on the perception of domestic violence by the end of September 2010. ³ The SOK recent Demographic and Health Survey with support from UNFPA/UNICEF will have some data available on the perception of domestic violence by the end of 2010. UNDP WSSI project has reports on domestic violence

⁴ Gender and Security: A Mapping of Security Sector Actors in Kosovo and Gender-Related Policies, Practices and Strategies.

force on GBV is confident that the project proposal for Kosovo is one of the most critical intervention to be addressed in Kosovo on this issue.

Over the last decade notable progress has been made to establish a legal and institutional framework supporting gender equality and addressing domestic violence in Kosovo.⁵ UNMIK Regulation 2003/12 on Domestic Violence creates special legislation for punishing perpetrators of violence in the family, as well as protecting survivors of domestic violence. The Regulation requires public institutions including Social Work Centres, the Kosovo Police Service, and the court system to coordinate their work. The Regulation also requires all enforcement bodies to provide survivors with information about their rights and obligations, and the assistance services available for them.

According to the Regulation, the court can issue a protection or an emergency protection order; while the police corps is entitled to issue an interim emergency protection order. If the perpetrator violates this order, then he (she) will be arrested immediately and held in jail for 72 hours. The police maintain the right to hold the perpetrator for more than 72 hours or until the end of the trial, if they have reason to believe that the perpetrator could harm the survivor again. In addition, the interim Criminal Code of Kosovo prescribes a more severe punishment if minor bodily injuries are committed against a family relation. Trafficking in women is sanctioned under Criminal code of Kosovo and the UNMIK Regulation 2001/4 on Prohibiting Trafficking in Human Beings covers the protection of the order and closing establishments.

A special unit for domestic violence exists at every police station, as required by the provisions of the Regulation 2003/12 on Domestic Violence. These units are usually comprised of two police officers (one man and one woman) who are specially trained at the School of the Kosovo Police Service to be able to deal with different situations relating to violence. The survivors have the right to speak to a female officer if they wish. The Kosovo Police Service has taken steps to recruit women into the police force for this purpose as well as for achieving greater gender equality within the force. Special units or responsible persons in other law enforcement bodies do not yet exist.

To date there is no governmental institution or department dealing specifically with domestic violence and there is no budget earmarked for it: neither at central or local level. However, the budget allocated to the Kosovo Police Service contains a budget line for financing the operations of the special units for domestic violence and funding is provided through existing institutional mechanisms (judiciary; police; SWC CSW). The vast majority of financial support for NGOs dealing with domestic violence comes from international donors. The new law against domestic violence will hopefully open financial discussion. The main institution responsible for gender equality is the Agency for Gender Equality (AGE) at the Office of the Prime Minister. In 2002, an Inter-Ministerial Working Group on Gender Equality was established under the coordination of the Office of the Prime Minister and a Gender Equality Commission was established within the Assembly. In 2003 the gender mechanisms at the local level were established (municipal gender officers). In 2004 the National Action Plan for the achievement of gender equality was endorsed by Government and later on the gender equality law was approved by Parliament and the positions for Gender Officers within Ministries were established. Addressing the limitations and constraints faced with the existing UNMIK Regulation on Domestic Violence, the preparation of the new draft law on Protection against Domestic Violence and the National Strategy and Action Plan against Domestic Violence (NSAPDV) 2010-2013 marks a major step forward.

⁵ UNMIK Regulation 2000/38 on the establishment of the Ombudsperson Institution of Kosovo; UNMIK Regulation 2001/4 on the Prohibition of Trafficking in Persons in Kosovo (2001); UNMIK Regulation 2003/12 on Protection against Domestic Violence (2003); Law on Gender Equality (2004); National Action Plan for the Achievement of Gender Equality (2004); Law on the Family; Anti-Discrimination Law (2004); Action Plan on Enforcement of the Anti-Discrimination Law (2005); Constitution of Kosovo (Chapter 2, Article 22, Point 6) (2008); Kosovo Strategy and Action Plan to Combat Trafficking in Human Beings (2008-11); Kosovo Program for Gender Equality (2008-13); Human Rights Strategy and Action Plan in Kosovo (2008-2011); and the Strategy for the Integration of Roma, Ashkali and Egyptian Communities in the Kosovo (2009-2015).

Based on the existing evidence, the most prevalent form of VAW in Kosovo is domestic violence. This phenomenon is rarely discussed publicly, a consequence of a culture that regards domestic violence an “internal affair,” extended families and informal dispute resolution techniques, the hesitancy of security providers to intercede in private disputes, and women’s fear of bringing “shame” to themselves and their families by reporting violence. Women who report violence risk being ousted from their home, losing custody of their children and vengeance from perpetrators. While awareness of domestic violence issues has increased in recent years, underreporting continues; more than half of the women experiencing domestic violence interviewed by KWN in 2007 did not inform police about the most recent case of violence⁶.

Legislation against VAW in Kosovo is, for the most part, advanced and in line with Euro-Atlantic standards. Challenges remain to effectively implement legislation: most prosecutors are unaware of how to use those instruments that are now available during both the investigative and trial phases⁷; local authorities are reluctant to acknowledge violence as an area of concern, insist that existing laws are sufficient for women’s protection and that domestic violence belongs to the private sphere⁸; economic dependency of women dissuades judicial professionals from applying strong sanctions on perpetrators. New challenge foreseen is implementation of Law on DV and other legal instruments where as there is a need for advanced training, capacity building as well as increased number of judicial actors such as judges, prosecutor and lawyers. The current number of cases has created the backlog in courts; the lack of information and database, no outreach about the human rights, legislation and mechanisms requires more efforts for the proper information on the prevention and protection according to the law on domestic violence.

The adoption of the new draft law recently concluded with the approval by parliament early July 2010, the Law has been signed by the president and it is recently published in the official gazette. The approval of the NSAPDV 2010-2013 is expected to follow shortly with the Agency for Gender Equality to be charged with the development of the secondary laws, i.e. legal administrative procedures describing the modalities for implementation such as the nomination of a national coordinator and the establishment of a secretariat located at the Prime Minister’s Office. An inter-ministerial working group will work out the specific responsibilities assigned to each of the sectoral ministries involved, similar to the NSAP to combat Trafficking in Human Beings. This process is expected to be completed within a period of 6 months following the approval of the NSAPDV. The NSAPDV 2010-2013, developed through a comprehensive and participatory process involving key governmental and non-governmental organizations, is informed by the research undertaken for this purpose⁹ and comprises three main pillars:

- **Prevention and Inclusion:** To establish efficient and comprehensive mechanisms for prevention of domestic violence. This will include:
- To draft policies in central and local level for prevention, protection and provision of services to victims¹⁰ and perpetrators of domestic violence;

⁶ See Kosovo Women’s Network and UNFPA, *Exploratory Research on the Extent of Gender-Based Violence in Kosova and Impact on Women’s Reproductive Health*, 2008.

⁷ For example, in the framework of the legislation against domestic violence, an “order of protection” can be issued very quickly. In case of violation of this order, the penalty is 6 months of prison, but few judicial professionals understand who is responsible for monitoring and enforcing this order.

⁸ See Kosovo Police Service, *THBS annual report*, 2005.

⁹ See section 2.2. Background Studies

¹⁰ The new draft law on Protection against Domestic Violence defines Domestic Violence as: *one or more of the following acts or omissions when committed by a person against another person whom he or she is or has been in a domestic relationship, but not limited to: 1) use of physical force of psychological pressure towards another member of the family; 2) any other action of a family member, which may inflict or threaten to inflict physical pain or psychological suffering; 3) causing the other person to fear for personal well being or threat to his/her dignity; 4) physical assaults regardless of consequences; 5) insult, offence, calling by offensive names and other forms of violent intimidation; 6) repetitive behavior with the aim of derogating the other person; 7) non-*

- To sensitize the society on domestic violence;
- To establish mechanisms for education and awareness raising of youth on domestic violence;
- To increase the number reported cases of domestic violence.
-
- II **Protection:** To manage having efficient protection mechanisms for victims of domestic violence. This will include:
 - To ensure efficient services for physical protection of victims of domestic violence throughout territory of Kosovo;
 - To build capacities of stakeholders (paralegals, police, prosecution, courts and centers for social work) for handling domestic violence;
 - To ensure free of charge legal aid to victims of domestic violence.
 -
- III **Services:** To ensure efficient services for rehabilitation and integration of victims and perpetrators of domestic violence throughout the territory of Kosovo and improve access of victims to those services. This will include:
 - To build and strengthen capacities of health care workers, social services and educational staff for providing services to victims of domestic violence;
 - To improve economic support policies to victims and perpetrators of violence;
 - To build and strengthen social and legal services (health, educational, social, economic, legal) for victims and perpetrators of domestic violence.

In addition the strategy includes the formulation of policies and programs for every sector, aimed at improving access to services for victims of domestic violence with the purpose of preventing violence, protection of victims and punishment and rehabilitation of perpetrators. This section addresses legislation, institutions, funds, human resources and programs.

2.2 Background studies

The population of Kosovo, estimated at slightly over 2 million, consists of 92% Albanian, 5.3 % Serbs and 2.7% other minorities such as Bosniaks, Turks, Gorani and RAE is characterized by a young population with an average age of 26.5 years and a women/men ratio of 49.5%/50.5%. Fertility rate is high, although recent estimates indicate a declining trend. According to the latest assessment of the World Bank in 2007 about 45 % of the population of Kosovo lives in poverty, of which 15% in extreme poverty. The UNDP Human Development Report Kosovo 2004 indicates a relatively low GDI with high disparity in income; men earn four times more on average than women (134 Euros compared to 42 Euros per month), and women typically hold lower-paid positions than men. The second disparity is in labor force participation rates; while 75% of men participate, only 31% of women do.*

In 2007 the unemployment rate was estimated at 43.6%¹¹; 55.2% among women compared to 38.5% among men. The unemployment rate is highest among young, uneducated women, where the rate rockets to over 80%. Women made up 28.4% of the work force, with 28.32% employed part-time 55.5% as temporary employees and 7.8% registered as self-employed. Women's employment is concentrated in the public sector with 42.4% whereas 54.3% of men are mainly engaged in the private sector. Access to loans for women is limited. Illiteracy rate among women is three times

consensual sexual acts and sexual exploitation; 8) unlawfully limiting the freedom of movement of the other person; property damage or destruction or threatening to do this; 10) causing the other person to fear for his or her physical, emotional or economic well being; 11) forcibly entering the property of the other [person or forcibly removing the other person from a common residence; 12) kidnapping.

¹¹ *Statistical Office of Kosovo

higher than men with a higher drop-out rate of girls than boys between mandatory primary education and secondary school. Minority RAE communities often do not attend compulsory primary education. Trafficking seems to be increasing with girls under age 18 with low education especially at risk.

Despite an advanced legal framework supportive of human rights and gender equality, protect survivors of domestic violence and prosecute perpetrators, the mechanism to ensure their implementation is not yet in place. The establishment of domestic violence units and training of officers on assisting survivors is a positive development in the police's efforts to address domestic violence. However, according to the EU Kosovo under UNSCR 1244/99 2009 progress report, high levels of domestic violence persisted, many cases are not reported and few reported cases of violence are prosecuted in court. The majority of trafficking survivors are women. The six shelter facilities are inadequate and do not provide a sufficient level of security. Delays in issuing protection orders remain an issue of concern. The capacity of local government is still weak and an effective mechanism to monitor and assess the quality of service delivery by municipalities is still lacking. Effective implementation of decentralization to the benefit of all communities remains a major challenge. Overall the institutional framework for the protection of women's rights has been strengthened, but domestic violence remains widespread and is a serious concern. The EU progress report concludes that the protection of women against all forms of violence needs to be considerably strengthened.

This is also highlighted in recent studies undertaken in preparation of the NSAPDV, particularly *Security Begins at Home, research to inform the first national Strategy and Action Plan against Domestic Violence in Kosovo*, KWN/UNDP 2008; *"More than Words on Paper?", the response of Justice providers to Domestic Violence in Kosovo*, KWN/UNDP 2009; and *Exploratory Research on the Extent of Gender-Based Violence in Kosovo and Its Impact on Reproductive Health*, KWN/UNFPA 2008.

Study findings indicate that health services continued to be inadequate with insufficient human resources and professional capacity. Centers for Social Work were particularly understaffed and under-funded and many health and social professionals lacked knowledge and adequate professional capacity for assisting women experiencing violence to prevent re-traumatization. Shelters for survivors of violence remain financially unsustainable and reintegration services were not available to women who suffered violence. Key institutions lacked adequate systems for data collection with adequate reporting to allow for referral and monitoring survivors of violence.

Even 11 years after the conflict in Kosovo, evidence on the incidence of sexual violence used as weapons of warfare during the actual conflict and immediately after, remains anecdotal. One of the very few documented sources of information can be found in the Human Rights Watch (HRW) report¹². Human Rights Watch found ninety-six credible cases of rape and other forms of sexual violence. The cultural stigma attached to rape further complicated the documentation efforts. Because women in Kosovo only reluctantly spoke of sexual attacks, Human Rights Watch believed that the cases documented in their report represent only a fraction of the incidents of sexual violence which occurred. NGOs who provided limited counseling and medical services to survivors, very often report that the trauma is still prevalent and women were never able to have adequate access to justice. Moreover, very often NGOs report that survivors were never able to restore their family life.

The Kosovo Police reported 7.660 cases of DV since 2002; other institutions registered fewer cases because not all survivors received assistance from VAAD and DSW VAAD and DSW and medical facilities have yet to record the number of DV survivors. Taken together all institutions showed a steady increase in the numbers of DV reports until 2007, when the number of reports fell. This could be attributed to the lack of institutional response to prior complaints as so many reports of DV were

¹² Kosovo: Rape as a weapon of "Ethnic Cleansing"

unresolved by the justice system. The Kosovo-wide survey in 2008 by the KWN Kosovo Women Network (1.256 women and men) found evidence that many people would not report DV; nearly 40% of the respondents who suffered DV would not tell anyone, while 40% told another family member and 16, 7 % told a friend. Only few told police, doctors, psychologists or psychiatrists. Approximately 45 % of respondents had suffered domestic violence in their lifetime, 46.4 % of all women and 39.6 % of all men. Women, people living in rural areas, unemployed, people receiving social assistance and people with less than secondary education were more likely to have experienced violence. 91.1 % of the perpetrators of domestic violence were men, mostly husbands, and only 8.9% were women, though other family members perpetuated violence as well.¹³ While underreporting of domestic violence generally is problematic, this is particularly the case with violence against children, elderly and disabled persons.

Legal protection against domestic violence is affected by an inadequate response of civil court judges, including delays in the issuance of protection orders, limitations in the types of measures issued by judges, poor reasoning of judgments, insufficient follow-up in the implementation of PO's, lenient sentencing when POs are broken and rare imprisonment of perpetrators for violating POs even in cases of recidivism. Termination of prosecution is frequent particularly in cases of reconciliation among parties or withdrawal of the survivor's accusation. Incomplete investigations, insufficient implementation of PO's, poor cooperation between the police and prosecutors and a failure to arrest offenders increased survivor's vulnerability to recidivism¹⁴.

2.3 Problems to be addressed

The formulation of a comprehensive UNKT Joint Program on Domestic violence in Kosovo was initiated during June/July 2010 by the UNKT Task Force on DV under the overall responsibility and guidance of the UN Development Coordinator and organized as an inclusive and participatory process.¹⁵ A number of focus group discussions were held with key stakeholders, including the UNKT DV Task Force working group and closely UN related projects¹⁶, representatives of governmental institutions¹⁷ and non-governmental organizations¹⁸ at the local and central level with field visits to three selected municipalities: Gjilan/Gnjilane/Gnjilane, Dragash/Dragas/Dragas and Gjakovë/Djakovica¹⁹. The consultations focused on assessing and validating key areas to be addressed to sustain the implementation of the NSAPDV 2010-2013 in view of the gaps and challenges identified in addressing domestic violence in Kosovo and which could be supported by a

¹³ Security Begins at Home, Research to inform the first national Strategy and Action Plan against Domestic Violence in Kosovo, KWN 2008

¹⁴ "More than Words Paper?", the response of Justice providers to Domestic Violence in Kosovo, KWN 2009

¹⁵ The Finnish appraisal report (June 2010) of the UN concept notes submitted early 2010 (UNFPA/UNICEF/UNIFEM and UNDP respectively) contained a number of recommendations, including the preparation of a full-fledged and strategically re-thought joint UN Program Document addressing domestic violence, contributing to the implementation of the NSAPDV.

¹⁶ Representatives of UNDP, UNIFEM, UNFPA, UNICEF, OHCHR, Women's Safety and Security Initiative (UNDP), Access to Justice & Rule of Law (UNDP), Sustainable Development Dragash/Dragas (UNDP), Active Labour Market Program for Youth (UNDP); Support to Decentralization in Kosovo (UNDP); Early Warning Reports (UNDP)

¹⁷ Representatives of AGE at the Prime Minister Office, MOH, MOH Gender Equality Officer, MOJ, MOJ Victim Protection Unit, MOJ HR Unit, Probation Service, Social Services/Correction Services, Community Police, Kosovo Police/Domestic Violence Unit, Kosovo judicial Institute, Legal Aid Commission

¹⁸ Representatives of KWN, NGO Norma, University of Prishtina/Dept of Psychology, RAE NGO Network, Koalicione I Strehimoreve, NGO Ruka Ruci

¹⁹ Consultations included meetings with the Mayor, Head of Municipal Directorates (Health, Social Welfare and Education), Municipal Gender & HR Officer, Legal Aid Office, Shelter, CSW, Kosovo Police / Gender Violence & Trafficking, Community Police, Victim Advocates, Chamber of Advocates, Probation Service, Women's Associations, Association for Family Protection, CBOs

joint UNKT program on DV. There was an overall consensus that despite the legal and institutional framework in place to prevent and protect (potential) survivors of domestic violence, to date public institutions in Kosovo have not been able to translate these commitments into practice. A broad range of concerns emerging from the consultation process are presented below.

- Awareness raising, community outreach and institutional responsiveness

One of the main concerns raised was the lack of awareness among women on domestic violence and access to information on their rights, particularly legal rights. This was reinforced by limited community outreach of public services, CBOs/NGOs and women's associations working on domestic violence, especially in rural and mountainous isolated areas. Media was considered critical in this respect as many people do have access to TV and/or radio. However, communications are insufficiently broadcasted in minority languages, especially Roma and Serbian, to reach minority communities. In addition women's low level of education and economic dependence contribute to unequal power relations and lack of control over decisions that affect their life. Even though, it was emphasized that women do not easily talk about their experiences in public, specifically in sensitive areas as domestic violence and sexual abuse which is surrounded by shame and fear for repercussion. Non-consensual sex within a marital relationship is often not recognized as rape by women themselves. To date little attention has been paid to working with men. However, patriarchal family structures limits women's mobility and decision-making and engaging in dialogue with men to raise their awareness as well as reaching out to youth (boys and girls) was considered pertinent towards making progress in addressing domestic violence.

Considering the increased number of DV cases reported resulting from awareness raising efforts by civil society organisations and international agencies, a critical issue raised was that women might in fact be worse off when their case is not backed by institutional support afterwards. When services for survivors of domestic violence are not available or inadequate, women have no security and lose trust in public institutions. Even if survivors of violence have access to a shelter, they will generally stay there for a period of 6 months to a year. Economically dependent there is little alternative than returning to a violent home situation. Another barrier women face is the lengthy and expensive procedure for getting a divorce. In this regard awareness rising can be harmful for survivors of violence who might find themselves in danger when they decide to start the legal process and eventually have to drop their case.

However, access to justice should not be seen as a strategy that is only about reaching upwards to those in power but reaching out to communities and citizens to build a constituency for changing unequal power relations. It is therefore of critical importance to adopt a two-track approach in addressing domestic violence: raising awareness among (potential) survivors linked to institutional responsiveness both in terms of availability and access to public/private services as well as strengthening the capacity of service providers to handle diverse forms of violence in a professional manner, including physical, sexual, psychological and economic violence.

- Women's autonomy and economic independence

Women's economic dependency, absence of reintegration and employment services and alternative adequate housing reinforces perpetuated violence and victimization. NGOs involved in raising legal awareness, like NORMA and the KWN²⁰, consider women's economic empowerment and education a priority in addressing domestic violence. Educated women will be better equipped to know their rights, know the laws, how to use these in their advantage and defend themselves. However, a critical aspect remains state institutional mechanisms not providing the support needed. Some shelters initiated training on a limited scale, like computer skills, but there is an urgent need for

²⁰ The Kosovo Women's Network (KWN), established in 2000, representing the interests of more than 80 women's organizations of all ethnic groups from throughout Kosovo and had a leading role in the research undertaken in preparation of NSAPDV.

linkages with the Vocational Training Centre, Women's Business Association and Employment Promotion Agency to build sustainable livelihoods for (potential) survivors of violence through counselling, training and access to employment assistance and small business assistance. In Gjakovë/Djakovica the NGO Medical has good experiences with women's groups first providing social and judicial support followed by training and assistance through "agricultural groups" and "self help groups" generating income (distributed cows, bees and tractors). The Women's Business Association operates Kosovo wide, providing business training and undertaking market research and analysis. They have also been involved in municipal gender responsive budgeting focusing on agriculture.

Women's lack of awareness, underpinned by patriarchal norms and customs, also affects their inheritance and property rights reinforcing her economic dependence. Despite women's equal inheritance rights before the law, in practice women give up their rights in favour of their husbands or male relatives in line with custom and tradition. Although women can claim their rights through the Office of Civil Registration, they have to take the initiative to start the procedure for getting their ownership rights recognized, while men do not as it is taken for granted that the property will be shared among male members of the family which is handled informally. Registration fees depend on the number of owners which is also a disincentive to have women registered.

Currently it is estimated that women's land ownership is only 2% and only 6% of enterprises are registered in women's name. On the positive side, in cases of divorce all property gained during marriage is taken into account in court cases who often favouring women. Based on data collected by NORMA²¹ the main reasons for women not claiming their inheritance rights are: 1) to maintain good relations with the family, generally brothers and other male relatives; 2) to be able to enjoy protection from their family; and 3) because of difficulties with inheritance and legal proceedings (lack of lawyers specialized in inheritance issues). It is envisaged that recommendations for legal reform emerging from this research will be taken into consideration by the Ministry of Justice²².

- Institutional capacity for DV service delivery

The professional capacity of service providers in Kosovo is generally weak. There is no financial system dealing with the compensation of damages for survivors of violence, but institutions and different NGOs offer free services for sheltering survivors and legal advice. The Supreme Court Unit for Victims' Advocacy and Assistance offers in some cases financial compensation to the shelters that accept and assist survivors. Six main shelters are available for survivors of violence and there are numerous smaller, concealed shelters as well, the addresses of these are known only by the police. The main shelters all operate under the umbrella of NGOs. Taken together, these shelters have the space to house approximately 150 people at one time although all claim to not have enough room and/or financial capacity. All main shelters located throughout Kosovo also have free-of-charge, 24-hour SOS hotlines that provide counselling and information about services available. All are funded by international donors. Building towards more financial sustainability, the Kosovo Coalition of Shelters in 2009 addressed the Ministry of Finance and Economy (MFE) requesting a long-term budgetary support plan, delegating commitments to the appropriate line ministries. This process is on-going and receiving support from international agencies²³.

Health services remain inadequate with insufficient human resources and professional capacity. Centers for Social Work are understaffed and under-funded and many health and social professionals lacked knowledge and adequate professional capacity for assisting women experiencing violence to prevent re-traumatizing. The NGO Centre for Protection of Women and Children (CPWC) operates

²¹ NGO NORMA is currently engaged in an 18 months research into monitoring women's inheritance proceedings.

²² At the OSCE Mission in Kosovo Conference on Women and Inheritance, Nov. 2009 recommendations were made related to women and inheritance, improving administrative practices; and improving women and property cases in the judicial system.

²³ UNDP Women's Security and Safety Initiative WSSI.

two crisis centres for the immediate emergency sheltering of survivors, one for domestic violence survivors, and one for survivors of trafficking and forced prostitution. The Unit for Victims' Advocacy and Assistance within the Supreme Court of Kosovo offers legal advice and assistance to all survivors of violence free of charge during the legal process, as well as free legal representation before the court – according to the survivor's specific needs prior to and during the trial. There are a number of NGOs that also offer free legal assistance before and during procedures. Their funding is drawn primarily from international donor organizations.

Since 2009 the Legal Aid Commission (LAC) and the Kosovo Chamber of Advocates (KCA), have been expanding their network of offices and setting up regional offices to improve the legal aid outreach with 12 offices (5 LAC and 7 KCA) now operational. The outreach of 5 Legal Aid Offices (LAOs) in Gjakovë/Djakovica, Dragash/Dragas/Drugas, Ferizai/Urosevac, Gracanice/Gracanica and North Mitrovica/a became operational early 2010, using radio and brochures to inform the communities on their free legal aid services (civil, administrative and criminal). These efforts require support for a longer period to demonstrate impact for institutionalisation. Initiatives are currently undertaken to further reach out to women and socially excluded groups accessing the legal system through engaging paralegals working at the community level, linked to the Legal Aid Offices. KCA is also strengthening its capacity to represent children.²⁴

During the focus groups and the discussions with municipalities, there was a general concern regarding the absence of reintegration services. Most service providers and municipalities stressed the importance of establishing post-shelter, (out-patient) crisis centres and counselling services to support reintegration & rehabilitation of survivors of violence, including counselling for families, children and perpetrators. To date no activities have been initiated directed at perpetrators of violence and the urgency to address this gap was evident. The neglect of survivors of sexual violence during and after the war and post war trauma's was also raised as a serious concern, including the absence of adequate services. There is no existing evidence which would document the magnitude of the problem nor there did any knowledge as to the consequences of conflict relate sexual violence on individual women. Moreover, while other categories of conflict related survivors are entitled to different benefit schemes, survivors of sexual violence remain unrecognised, therefore excluded from any compensation.

The Kosovo Police is most advanced in terms of strengthening their professional capacity to handle cases of domestic violence. All police officers in the Kosovo Police Service are required to attend training programs in which they learn to handle diverse forms of violence in a professional manner, including domestic violence, physical violence, sexual violence, and trafficking. In other professions, the organization of training courses on violence against women and gender issues is irregular and participation is not mandatory. The vast majority of these programs have been implemented by local NGOs with funding from international donors.

The efficiency and effectiveness of the police to deal with DV survivors remains affected by complex and lengthy (centralized) procedures, poor coordination and information sharing among service providers, in particular the judiciary, poor physical conditions (privacy during interviews with DV survivors) lack of a 24 hour hotline and lack of technical equipment (camera's, colour printers) for evidence in court cases to be included in protocols. Across the board legal protection of survivors of domestic violence is severely affected by incomplete investigations, insufficient implementation of PO's and poor cooperation between police and prosecutors. Perpetrators are not considered a priority for prosecutors, women often feel threatened and withdraw their complaint and there is no system in place to monitor the judiciary process and outcome of DV cases. An additional problem is the poor knowledge of legislation by judges and prosecutors.

Overall an urgent need remains to strengthen technical and professional capacity of Health and Social Service professionals, the Police and the Judiciary at municipal level. Considering advanced

²⁴ Supported by the UNDP Access to Justice Project and UNICEF's Juvenile Justice Program.

multi-disciplinary training could also be an effective strategy to improve communications among institutions involved.

- Municipal DV coordination, monitoring & reporting

Key actors at municipality level involved in addressing Domestic Violence include the Police, Victim Protection Units, Health Centres, Shelters, Centres for Social Work, NGO's, Judges, Public Prosecutors, Legal Aid Centres, Chamber of Lawyers and the Municipality (Mayor, Gender/HR officer, Head of Municipal Directorates).

The mechanism for coordination on domestic violence among key municipal actors remains a major area of concern repeatedly expressed during the consultative process. Overall there are uncertainties concerning the competencies of different institutions, lack of clarity on the division of roles and responsibilities, insufficient information exchange, inadequate recording and monitoring of DV cases and a lack of unified protocols and referral practice among service providers. Although some efforts are being made to strengthen coordination mechanisms at central and local level²⁵, in practice coordination mechanisms among key municipal actors are either absent or only include a limited number of service providers, and in most cases are informal without unified protocols.

Some municipalities (e.g. Gjilan/Gnjilane/Gnjilane) are more advanced and established a "Domestic Violence Task Force" with MOU's signed by each member of the Task Force. This process was initiated by the municipal gender/HR officer, strongly supported by the Mayor. However, cooperation with the judiciary remained difficult and neither a judge nor a prosecutor participates in this Task Force to date. Constraints faced in the cooperation with the judiciary in general constitute a weak link in the "chain" of service providers. This also applies to health services; although under the current law health service providers are obliged to report cases of domestic violence to the police, this is not being implemented. The presence of tasks forces on GBV is encouraged.

There is no systematic data collection on domestic violence in Kosovo; the method for collecting data has not been standardized, and generally information exchange among different organizations and official institutions is lacking. However, within the Kosovo Police Service, the police unit dealing with domestic violence uses a specific form that includes information about what occurred, the relationship between the survivor and the offender, and the related gender disaggregated data. The NGO Centre for Protection of Women and Children (CPWC) records all the cases that come to the centre: each survivor fills out a form and based on these forms, the centre prepares annual reports on violence against women. Besides CPWC, no other organizations published statistics on cases of violence against women.

- Decentralization and Budgeting for Domestic Violence

The decentralization process in Kosovo is at an early stage and municipalities are often unprepared for their new tasks and responsibilities, particularly regarding social services. The Department of Social Welfare (DSW/MLSW) is the lead institution in the decentralization of social services and municipalities now have a significant accumulation of delegated responsibilities. Until now, these responsibilities have not encompassed, in an operational sense, social services. Existing Directorates of Health and Social Services exist in Municipalities, but their functions in this arena are limited. The MLSW Centers for Social Work provide front line social services to the community. In 2005 the DSW actively engaged the Ministry of Local Government in discussions on the modalities of decentralization of services which led to the signing of a MOU in January 2006 making a number of suggestions as to ways forward.

²⁵ UNIFEM and Kosovo Police - Strategic Planning workshop for inter-institutional cooperation on approaches against Gender Based Violence, June 2010

With the adoption of the new law on Domestic Violence, responsibility for addressing DV is also being transferred to municipalities although budget reallocation remains to follow. The Association of Municipalities, a key player, is putting pressure on the government to transfer budgets and grants prior to the budget planning for the next financial year in October 2010. Considering Kosovo's budget limitations, both at central and local level, it is expected that additional funding from other sources to adequately address DV will remain indispensable for the coming period. Meanwhile this process provides an excellent entry point to engage in municipal planning and budgetary processes linked to existing community outreach activities and provide professional assistance on Gender Responsive Budgeting²⁶, focusing especially on budgeting for addressing domestic violence in cooperation with the Kosovo Institute for Public Administration (KIPA) and the Ministry of Local Governance Administration (MLGA)²⁷, Ministry of Local Governance Administration (MLGA) and Ministry of Finance and Economy²⁸.

2.4 Stakeholders and Beneficiaries

- Key Stakeholders at Central Level

The importance of linking the UN joint Program with key stakeholders at central level through their participation in the Program Board is to inform the development of the NSAPDV implementation modalities underway with recommendations and lessons learned from the comprehensive approach undertaken in three pilot municipalities. The stakeholders identified at central level therefore comprise the main institutions and organisations to be charged with the implementation of the NSAPDV 2010-2013.

The main institution responsible for gender equality is the Agency for Gender Equality (AGE) at the Office of the Prime Minister. AGE continues to monitor and facilitate the implementation of the Framework Program for Gender Equality 2008-2013 in accordance with the Law on Gender Equality. The Agency has increased its capacity and Ministries have set indicators to measure performance of gender equality policies and programs. However, gender equality officers are not present in all ministries and municipalities and often have marginalized positions without political, financial and institutional support. Both ministerial and municipal gender officers report to the AGE quarterly regarding the implementation of gender equality policies and legislation. AGE will be charged with the development of the secondary laws and implementation modalities of the NSAPDV at the central level.

Key stakeholders at central level include the Agency for Gender Equality / Prime Minister Office; Association of Municipalities; Ministry of Local Governance Administration; Kosovo Police (Family Domestic Violence-, Anti-Trafficking- and Community Police Unit); Kosovo Judicial Institute; Kosovo Chamber of Advocates; Shelter Coalition; Kosovo Women's Network; Victim Protection and Assistance Division, Ministry of Justice; Human Rights Unit, Ministry of Education and Science; Faculty of Philosophy, University of Prishtina; Ministry of Health; Social Welfare Division, Ministry of Labor and Social Welfare; Ministry of Finance and Economy; Kosovo Institute of Public Administration; and the Department of Statistics. And GEO gender equality officers in the Ministries.

²⁶ This will hopefully lead to a law to change the fiscal rules so private sector can contribute to local budget and allow the municipality to have a funding relation to have private sectors contributing services as well

²⁷ Between Sept-Dec 2010 KIPA, MLGA and UNDP will undertake capacity development of civil servants and employees of newly established municipalities, including training on municipal budgets, customized training for Gender Officers and training on human rights and gender awareness.

²⁸ Between Sept-Dec 2010 KIPA, MLGA and UNDP will undertake capacity development of civil servants and employees of newly established municipalities, including training on municipal budgets, customized training for Gender Officers and training on human rights and gender awareness.

- Key stakeholders at Local Level

The joint UN program will support the implementation of the NAPSDV by adopting a comprehensive and inclusive approach to address DV in three pilot municipalities. The intervention will focus on coordination and cooperation between different stakeholders within each municipality establishing partnerships with the pertinent Mayors. The municipal program coordinator will be located within the municipality to ensure ownership of the implementation process and to further build on progress made and lessons learned.

The selection criteria adopted to identify the three pilot municipalities include:

- Geographical balance: municipalities from different statistical regions
 - a) Balance of urban/rural and larger/smaller size municipalities
 - b) Municipalities with different multi-ethnic composition
 - c) Different stages of development in terms of addressing domestic violence (available services, level of professional capacity, existing coordination mechanisms, community outreach, etc.
 - d) Potential synergy with existing UN projects related to DV at municipality level

A brief profile of selected municipalities is presented below.

Gjilan/Gnjilane/Gnjilane municipality (12 municipalities)

- Population estimate of Gjilan/Gnjilane/Gnjilane itself : 130.000 - and 63 villages
- Ethnic composition majority Albanians (116.000) sizeable number of Serbs (12.500) with Turks and Roma minorities
- Provide DV services for all municipalities in the region
- Judiciary: 6 judges at district court; 8 judges at municipal court, 5 judges minor offices court
- Kosovo Police station: 223 officers of which 56 women; Regional Directorate of Kosovo police and specialized regional units based in Gjilan/Gnjilane:194 officers of which 35 women
- Regional hospital: 318 employees (mixed ethnic composition) provide primary health services through 18 family medicine centres and 15 medicine clinics; 2 psychiatric clinics
- Parallel education system: Kosovo system and Serbian curricula (22/16 primary, 6/8 secondary schools and a public university branch of Prishtina
- Legal Aid Office
- Existing DV Taskforce (Municipality/GE officer signed MOU's with, Police, Court, NGO shelter, CSW, Health and Education)
- Child Protection Action Plan developed at the municipal level
- Several NGOs/CSOs working on gender equality, social inclusion, domestic violence
- Good cooperation among service providers except with municipal court
- Supportive Mayor providing financial support to the shelter
- Synergy with Prevention of Violence in schools project (UNICEF) Active Labour Market program for Youth (UNDP) Training of family doctors and nurses (UNFPA); Return and Reintegration in Kosovo (UNDP)

Dragash/Dragas/Dragas municipality

- Population estimate: 41.000
- 35 villages, ethnic composition 2/3 Kosovo Albanina 1/3 Kosovo Gorani & Bosniaks
- Traditional, community - tolerance among communities
- Administrative centre of Gora (Gorani and Bosniaks) and Opoje (Albanians) region
- Among the most underdeveloped regions in Kosovo with high unemployment rate
- Judiciary: municipal court (1 judge) minor offences court (2 judges), 4 women work in the

- judiciary, no prosecutor based in the municipality. Legal aid office recently established
- Police station 76 officers (mixed ethnicity)
- Main Family Medical Centre & 1 Health Centre in Dragash/Dragas; 13 other health centres in the region; in total 15 doctors and 5 dentists
- 12 primary schools and 23 satellite schools in remote villages; 1 multi-ethnic secondary school in Dragash/Dragas
- Legal Aid office
- No Women's shelter (dependent on Prizren) very few CSO's and women's associations (not offering services); limited public transport to villages
- No existing DV coordination group or taskforce
- Synergy with community outreach and municipal development planning process of sustainable development project (UNDP) and Access to Justice project (UNDP)

Gjakovë/Djakovica municipality

- Population estimate: 150.000
- 84 villages; ethnic composition: majority Kosovo Albanian, RAE largest minority, small number of Bosniaks
- Judiciary: Municipal court for penal and civil cases; Public Prosecutor's Office (4 prosecutors)
- 1 local police station (Kosovo Police Service); regional border police station
- Shelter and Legal Aid office
- 1 general hospital, 1 mental health centre, 7 family health centres and 14 ambulances in surrounding villages, an emergency unit (Italian NGO). Minority communities enjoy full access to the health care system
- 1 Kindergarten, primary schools, 9 secondary schools, pedagogical facility, training primary school teachers, large number of children from RAE communities do not attend school
- Functional Children Task Force
- Informal DV Coordination group (GE, municipal court, NGO shelter, CSW, and Police)
- Legal Aid Office
- Supportive municipality
- Active NGOs providing legal protection, survivor counselling, income generation activities, health services, business training (Women's Business Association) and gender responsive budgeting (SHE ERA)
- Synergy with Active Labour Market program for youth (UNDP) Prevention of Violence in schools project / Youth Peer education (UNICEF) Training of family doctors and nurses on Reproductive health (UNFPA) and UNIFEM NGO partners. Also support to war violence survivors/GRB pilot

In the selection process particular attention has been paid to ensure a balance among the three pilot municipalities in terms of diversity of the population with the inclusion of ethnic minorities, more and less advanced municipalities in terms of addressing domestic violence, different problems faced in reaching out to both larger, centrally located communities and smaller, more isolated located municipalities. The comprehensive approach piloted in different contexts and conditions will allow replication and expansion to a broad range of municipalities.

Another criteria critically looked at was the synergy with related and on-going UN interventions. In all three selected municipalities existing entry points for the Joint UNKT program on DV have been identified related to municipal development planning and gender responsive budgeting in Dragash/Dragas²⁹; potential for economic empowerment in Gjakovë/Djakovica³⁰, Gjilan/Gnjilane³¹

²⁹ Sustainable Development in Dragash/Dragas (UNDP)

³⁰ Active Labour Market program for Youth (UNDP)

³¹ Return and Reintegration in Kosovo (UNDP) and Active Labour Market program for Youth (UNDP)

and Dragash/Dragas³²; community outreach and access to justice in Dragash/Dragas and Gjakovë/Djakovica³³; strengthening capacity of health professionals in Gjilan/Gnjilane and Gjakovë/Djakovica³⁴; and reaching out to youth in Gjilan/Gnjilane and Gjakovë/Djakovica³⁵. Linkages are also being made with relevant projects and programs operating Kosovo wide, such as the Rule of Law Project (UNDP) and UNIFEM's experience with Gender Responsive budgeting. A summary of the complementarities with related UN projects is provided in section c) below.

Of critical importance of course is the assessment of the interest and level of involvement which could be expected from the municipality, in particular from the mayors. It is encouraging that in all three pilot municipalities the mayors (Chair of the Assembly in Gjakovë/Djakovica) expressed great interest to be part of this pilot initiative building on existing efforts and constraints to address domestic violence in their respective municipality. Making a financial commitment in terms of municipal budget allocation was also positively perceived, particularly in view of budgets and grants to be decentralised. Generally Gender Officers were quite active and in fact contributing substantially to strengthening municipal DV coordination mechanisms.

Other stakeholders involved in addressing domestic violence at the municipality level, in particular the key institutions and services in charge of the implementation of the NSAPDV include the Kosovo Police (primary investigator, domestic violence unit, anti-trafficking unit); Victim Protection Units (ministry of Justice); NGO Shelters; Centre for Social Work (CSW); Municipal Courts (Judges and Prosecutors); Legal Aid offices, Probation Service, health and educational services (public/private); women and youth NGOs/CBOs. In addition partnership will be sought with Vocational Training Centres, Women's Business Association, Employment Promotion Agency and related UN projects active in the pertinent municipalities.

- Complementarities and coordination with other UN projects

In the consultative process a number of related and ongoing UN projects and programs were involved to assess the added value and potential areas for cooperation and mutual support. This process has been very fruitful and a broad range of activities are considered highly relevant and mutual reinforcing. Linkages will also be made with the UN Kosovo Team (UNKT) Common Development Plan currently under preparation by UN Agencies by including selected municipalities. Taking advantage of existing expertise and networks and seeking synergies with existing interventions, cooperation and coordination will be established with the following UN projects and initiatives (a more detailed overview is included in Annex III).

Related UN projects & initiatives	Synergy with Joint UNKT Program
UNDP Women's Safety and Security Initiative (WSSI; 2007-2009); Justice and Security Initiative 2009 - 2011, 2 nd phase ("WSSI Plus"); Extension of the WSSI Plus (9 months)	In the coming period UNDP WSSI will be supporting AGE and KWN with the development of the NSAPDV secondary laws and modalities for implementation. Operating at the central level this will provide an excellent entry point to serving as catalyst to inform the development of implementation modalities of the NSAPDV, exchange lessons learned and engage in policy dialogue.
UNDP Strengthening Access to Justice in Kosovo (2009) and legal Aid project (2012)	An excellent entry point for cooperation and complementarities will be supporting the sustainability of recently established Legal Aid Offices and building capacity of paralegals (women/men's rights in access to justice in matters of DV, family law, inheritance, functioning of legal aid offices, accessing attorneys from Kosovo Chamber of Advocates, etc.).

³² Sustainable Development in Dragash/Dragas (UNDP)

³³ Access to Justice project (UNDP)

³⁴ Training of family doctors and nurses (UNFPA)

³⁵ Prevention of Violence in schools project (UNICEF)

UNDP Preparatory Assistance to Sustainable Development in Dragash/Dragas (2009-2010); Development based on integrated biodiversity and sustainable land use management in Dragash/Dragas (2010-2013)	An important point for DV dialogue, reaching out to women, men and youth as well as incorporating gender responsive budgeting are the activities aimed at improving livelihoods & income generation opportunities in local communities, particularly supporting a women and minority driven labour force, and involvement in the municipal planning process. Cooperating with local project staff located within the municipality will maximize the use the existing human Resources and logistics.
UNDP Rule of Law project (2009) and advanced training (2011)	Supporting the capacity building of the judicial and policing institutions in Kosovo this project is best placed to support advanced training for judges, prosecutors & lawyers on domestic violence and women's rights in cooperation with the Kosovo Judicial Institute (KJI).
UNDP Capacity Development of Public Administration and Local Government Servants (2010)	Of particular relevance for the Joint UNKT DV program are the trainings envisaged on the municipal budget, building partnership with KIPA and MLGA to incorporate gender responsive budgeting in their curricula.
UNDP Kosovo Protection Corps Resettlement Program (KPC RP / 2009-2011)	The methodology developed for the socio-economic reintegration package provides a good entry point to build partnership with the Employment Promotion Agency.
UNDP Active Labour Market Program for Youth (2010-2012)	Cooperation with the Active Labour Market Program will build on the methodology developed and effective experiences gained with on the job training, internships, career orientation and job search assistance.
UNIFEM Kosovo Women Building Peace and Human Security in the Western Balkans Program Phase I and II (2006-2011)	Training for Kosovo Police and judicial actors on women's human rights provides ground for further capacity building on domestic violence. GBV Coordination taskforce comprised of multi-stakeholders at the central level will be linked to the DV Secretariat and the coordination mechanism at the municipality level.
UNICEF Case Management Child Protection project (Kosovo wide); Prevention of violence in schools project; Curriculum framework and early learning development standards; Life skills-based education; and Women's literacy project	These experiences provide valuable linkages for addressing domestic violence.
UNICEF Support to Juvenile Justice Reforms	Linkages with existing Rule of Law and Access to Justice projects will further ensure justice for girl children, esp. those who may be victims of domestic violence
<ul style="list-style-type: none"> Improving Health of Women and Children of Kosovo Joint Program with UNICEF, WHO and UNFPA UNFPA Improved access to comprehensive RH/RR services and information, with focus on vulnerable population and youth 	Supporting training health care providers at primary and secondary health care level; Outreach activities in RAE communities in Fushë Kosovë/Kosovo Polje, Gjakovë/Djakovica and Ferizaj/Urosevac; Peer Education training of youth in and out of school(Kosovo wide) on RH&RR including GBV and a Media Campaign on promotion of modern FP methods provide valuable linkages to build on to address domestic violence.
UNFPA multi-Sectoral Initiative for Community Stabilization and Improved Human Security in Mitrovicë/a North and South and Zvečan/Zveçan with UNDP, UNICEF, WHO, OHCHR	Human Security Component of Area Based Development Program provides valuable linkages to build on for addressing domestic violence.
UNDP Kosovo Early Warning System (EWS) Project (2001-to date) recently transformed to Public Pulse UNDP WSSI research	Building on the long-term experiences of preparing early warning reports, cooperation is envisaged among all UN Agencies to prepare assessment, baseline and mapping related on all dimensions of DV perception, prevalence and risk factors (e.g. cultural attitudes and

	practices; violence against the girl child, selective abortion; etc.)
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3. Definition of the Intervention

Taking into account the key challenges, gaps and opportunities identified in the previous sections the joint UNKT DV program *“Supporting the Implementation of the Kosovo Law, National Action Plan and Strategy against Domestic Violence - A Comprehensive and Inclusive Approach to address Domestic Violence in three pilot municipalities”* will focus on strengthening responsiveness of municipal key services related to domestic violence through municipal coordination, awareness raising, community based dialogue and advanced capacity development in line with the NSAPDV, providing a platform for mutual learning and institutional cooperation among pilot municipalities.

With the newly adopted Draft Law on the Protection against Domestic Violence and the National Strategy and Action Plan against Domestic Violence 2010-2013 being approved, the joint UNKT DV program is highly relevant, using the momentum created to inform the secondary laws and implementation modalities being developed in the coming period. The comprehensive approach to address domestic violence piloted in different local contexts will allow replication and expansion to a broad range of municipalities at a later stage. The program will tailor its activities towards achieving the following overall objectives, purpose and results.

4. Assumptions and Risks

Assumptions and Risks	Mitigation
Mayors of pilot municipalities are committed to take ownership of program implementation at municipal level	<ul style="list-style-type: none"> • A Memorandum of Understanding will be signed between the participating organizations and UNDP, as Administrative Agent • Local presence of program municipal coordinator to ensure continued dialogue and cooperation
Selected key services related to domestic violence are supportive and committed to strengthening coordination mechanisms	<ul style="list-style-type: none"> • Program municipal coordinators will participate in DV coordination meetings, support the development of clear TOR's, reporting procedures and monitoring mechanisms among key service providers and identify and address issues and concern
Participating UN agencies work smoothly and efficiently together	<ul style="list-style-type: none"> • Participating UN organizations agreed on the selection of one Agency (UNDP) to be serving as the Administrative Agent, responsible for receiving and disbursing funds, submission of progress /final and financial reports to the Programme Board and Donors. • In addition Participating UN Organizations have agreed for UNDP to take the Lead Agency role. • The UNKT Taskforce on DV for this Joint Programme will coordinate and monitor UN outputs/ activities in accordance with agreed work plans.
UN participating agencies & national partners plan and implement financially sound, relevant and sustainable initiatives as per approved annual work plans	<ul style="list-style-type: none"> • The roles and responsibilities of each partner will be clearly indicated in the work plan and the lead agency will monitor closely all steps leading to the implementation of relevant and sustainable initiatives
Key actors at central level charged with the development of secondary laws & implementation modalities of the NSAPDV are supportive and interested to incorporate lessons learned from the comprehensive & inclusive DV approach piloted in 3 municipalities	<ul style="list-style-type: none"> • Key actors at central level will be regularly consulted on progress and lessons learned through program's Board meetings • The program will coordinate closely with UNDP WISSI, supporting AGE and KWN in the development of secondary laws & implementation modalities of the NSAPDV, serving as catalyst for policy dialogue
Civil society organizations and public institutions will participate effectively	<ul style="list-style-type: none"> • The program will seek synergies and build on relations and partnerships already established with civil society organizations and public institutions through existing and related UN projects
Sufficient financial resources and technical expertise for the planned program activities are available	<ul style="list-style-type: none"> • Joint UN agencies are experienced in fundraising and will seek additional funding at the early stage of program implementation • Joint UN agencies have established a broad range of national experts and are able to build on experiences and resources developed in the region and globally

5. Sustainability

5.1 Economic and financial feasibility

Currently, under the government budget, domestic violence mainly receives financial support through existing institutional mechanisms (judiciary; police; SWC etc.) and limited funding for operations of shelters. No funding is directly allocated for the implementation of the NSAPDV (at least for 2011) and all additional activities need to be externally funded. To ensure financial sustainability it is important that the Government of Kosovo will financially contribute to the joint UNKT DV program and the implementation of NSAPDV. The MOUs to be signed between the joint UNKT DV program and the pilot municipalities will include an agreed % to be contributed by each of the municipalities which is included in the program's budget. Once the law on domestic Violence is fully in place, a national secretariat fielded at the Ministry of Interior will be established. It is expected that there will be representation of various governmental stakeholders. We can anticipate an agreement with this new entity. The program will work towards achieving more financial sustainability in addressing domestic violence by engaging in municipal planning and budgeting processes for making clear financial allocations and budget lines for this purpose. Building partnerships with key municipal actors will be supported by existing and related UN projects interventions. With the decentralization process municipalities will also have more budgetary responsibilities and it is expected that building their analytical capacity in Gender Responsive Budgeting (GRB) at this stage will influence DV budgetary allocations. In close partnership with the Kosovo Institute for Public Administration (KIPA) and the Ministry of Local Governance Administration (MLGA) advanced training modules on GRB will be developed and advanced training conducted for key staff in pilot municipalities and relevant ministries.

5.2 Institutional capacity

As mentioned in the problem analysis, public institutions in Kosovo are still fragile and the professional capacity of service professionals is generally weak. Awareness raising efforts by civil society organizations and international agencies have to be backed by adequate institutional support afterwards in order not to increase the lack of trust in public services and risking re-victimization. The program will therefore adopt a two-track approach in addressing domestic violence:

- Increasing the demand side by raising awareness among (potential) survivors through community-based dialogue and enhancing access to available services at municipal level;
- Strengthening the supply side by enhancing institutional responsiveness both in terms of availability and access to public/private services as well as the capacity of service providers to handle diverse forms of violence in a professional manner, including physical, sexual, psychological and economic violence.

5.3 Participation and ownership

The program's bottom-up strategy involves building ownership at municipal level by establishing partnerships with key actors and selected key services and mechanisms related to domestic violence. Mayors expressed keen interest to participate in this pilot program as this was considered an opportunity for receiving financial and technical support in addressing domestic violence in their respective municipality. Local presence of the program's municipal coordinator will ensure continued dialogue and cooperation with a memorandum of understanding signed between the UNKT and each pilot municipality. At the same time ownership of key stakeholders at both municipal and central

level will be strengthened through their involvement in the program's Board. This will facilitate a two-way exchange of information, essential for the development of the implementation modalities of the NSAPDV, by monitoring progress and approval of work plans and annual reports.

6. Implementation

6.1 Approach

The program's bottom-up strategy involves building ownership at municipality level by establishing partnerships with key actors (mayors, GE offices), other key stakeholders and selected key services and mechanisms related to domestic violence through catalytic interventions, seeking synergies with existing and related UN interventions. To prepare the ground for the implementation of the NSAPDV the program will establish linkages with key actors at central level involved in the development of secondary laws to inform the implementation modalities underway with recommendations and lessons learned from the three pilot municipalities. The comprehensive approach piloted in different local contexts will be shared and discussed at various national and local forums, including the Council of Municipalities, for potential expansion and replication in a broad range of municipalities in Kosovo.

Closely related to the NAPSDV, this program foresees the achievement of its objectives through four key intervention methods: a) *Prevention*: enhanced awareness among women/girls and men/boys on domestic violence and women's rights in pilot municipalities; b) *Protection*: increased capacity and financial sustainability of DV protection mechanisms to provide quality services in pilot municipalities; c) *Reintegration*: enhanced economic independence of (potential) DV survivors and counselling for families and perpetrators; and d) *Scaling-up*: dissemination, validation and replication of program results & lessons learned through policy dialogue among key stakeholders at different levels.

Central to the approach will be to consolidate and strengthen DV coordination and monitoring mechanism at municipal level with pilot municipalities taking ownership of program implementation focusing on cooperation between different stakeholders. This will include in-kind and financial contributions from each pilot municipality are included in the program budget. The program will incorporate support in municipal planning processes as a starting point and prepare with all relevant stakeholders a municipal annual plan with clear steps to address DV to be included in the municipal development plans. Based on a municipal mapping of key actors relevant for domestic violence, the planning process will be used as a starting point for coordinated efforts. Capacity development to carry out Gender-Responsive-Budgeting using DV planning as a case study, will be directed at both municipal and national level (AGE and other relevant ministries), aimed at having clearly indicated and engendered budget lines for addressing DV.

A key element of the program will be to strengthen women's autonomy and economic independence both as survivors and potential survivors of domestic violence to enhance their economic status and reduce the risks of becoming survivors of gender-based violence. Rather than contributing additional resources through the joint Program, this will be achieved by identifying, through the mapping, existing employment opportunities where women can be included. Results of the mapping will lead to a strategic plan whereby selected employers will be reached through the community outreach Programs in the prevention component. Other relevant stakeholders in the economic like of Kosovo will be informed to respond to their needs and engage in gender responsive reintegration. Current national economic and programs will be informed as well and encourage integrating this "groups" in the development of future programs. The program will also pilot innovative approaches aimed at mobilizing youth and men as partner in ending domestic violence, advocate for changing gender and cultural norms and practice that sustain domestic violence and strengthen the capacities of CSWs and other counsellors to counsel perpetrators and families at risk or exposed to domestic violence.

The program will be implemented over a period of three years 2010-2013 (36 months), in line with the NSAPDV and Finland's Development Policy Framework Program for the Western Balkans (2009-2013) to enable achieving tangible results and managed by the joint UNKT agencies, involving UNDP, UNFPA, UNIFEM and UNICEF. The expected starting date is the last quarter of 2010. The program builds on the current engagement of UN agencies with national counterparts in the area of capacity building of public administration and local government servants, behaviour change and public awareness raising, supporting law reform and the development of national strategies and action plans; access to justice and the rule of law; community outreach; involvement in municipal planning processes; socio-economic reintegration packages; assistance in skill development and entering the labour market for youth; child protection; training of family doctors and early warning system reports.

6.2 Organization

Funding for the joint programme will utilize a pass-through funding mechanism.

Under this modality, Participating UN Organizations agree to channel funds for the Joint Programme through the Administrative Agent (AA).

Details of procedures, processes and legal requirements (including reporting), and the responsibilities of the Participating UN Organizations and the Admin Agent in the pass-through funding modality context are described in the Standard Memorandum of Understanding (MoU) for Joint Programmes and Standard Administrative Arrangements (SAA) for Joint Programmes.

6.2.1. Participating Organisations

The Joint UNKT DV Program involves five key UN Agencies: UNDP, UNFPA, UNIFEM UNICEF and OHCHR (hereinafter called UN Participating Organizations³⁶).

Based on their mandate and technical capacity each Participating UN Organization will be responsible for specific program outputs and activities agreed upon in the annual work plans under the joint implementation modality.

The Administrative Agent, UNDP, will transfer funds to each Participating UN Organization in line with the budget set forth in the Joint Program Document.

Each Participating UN Organization will sign a standard Memorandum of Understanding (MoU) with the UNDP Multi-Donor Trust Fund Office (MDTF Office). Under such MoU, each Participating UN Organization assumes full programmatic and financial accountability for the funds disbursed to them by the Administrative Agent.

The implementation of the Joint Programme activities/outputs will be the responsibility of the Participating UN Organizations and will be carried out by each Participating UN Organization in accordance with their respective regulations, rules, directives and procedures applicable.

Each Participating UN Organization will establish a separate ledger account under its financial regulations and rules for the receipt and administration of funds disbursed to it from the Joint

³⁶ The terms "Participating UN Agencies" and "Participating UN Organizations" are used interchangeably in this Programme Document.

Programme Account. That separate ledger account will be subject exclusively to the internal and external auditing procedures laid down in the financial regulations, rules, directives and procedures applicable to the Participating UN Organization. Participation UN Organizations are allowed to deduct indirect costs, which should not exceed 7%.

6.2.2. Lead/Coordinating Agency

UNDP has been selected by the Participating UN Organizations to serve as the Lead Agency.

In its capacity as the Lead Agency, UNDP will steer the programmatic direction of the joint programme. This will be done through holding regular meetings of the Programme Board (as defined by the MOU between the participating UN Agencies). UNDP will also coordinate the preparation of a workplan and respective annual budget (if applicable), ensure consistent monitoring & evaluation functions. In furtherance of monitoring and evaluation, UNDP will coordinate and consolidate the financial and programmatic reports to the donor.

6.2.3. Management and coordination arrangements

The UNDP MDTF Office will serve as the Administrative Agent for the Joint UNKT DV Program, in accordance with the terms and conditions set out in the Memorandum of Understanding (MoU) and the Programme Document (ProDoc).

As set out in the Memorandum of Understanding (MoU) and Standard Administrative Arrangement (SAA), the functions of the Administrative Agent for a Joint Programme are as follows:

- *Sign an MoU with the Participating UN Organizations;*
- *Sign the standard SAA with Donors wishing to provide contributions to this Joint Programme*
- *Receive, administer and manage contributions from donors;*
- *Disburse funds to Participating UN Organizations based on the decision of the Programme Board and in accordance with the JP document duly signed by all the Participating UN Organizations and;*
- *Consolidate periodic financial and narrative reports received from Participating UN Organizations for submission to the Programme Board through GBV Task Force for review and thereafter to Donors*
- *Report on the Sources and Use of Funds to the Programme Board and Participating UN Organizations.*

The Standardized Administrative Arrangement (SAA) signed with the Administrative Agent, is setting out the terms and conditions governing the receipt and administration of contributions from a Donor.

The Administrative Agent is entitled to an administrative fee of one percent (1%) of the amount contributed by each donor to the Joint Program for performing the above mentioned Administrative Agent's functions.

6.2.4. Reporting

Each Participating UN Organisation shall provide the Administrative Agent with the following statements and reports:

- Annual Financial Statements and Reports by Participating Organizations, to be provided no later than 4 months (**30 April**), after the end of the calendar year.
- Certified final financial statements and final financial reports after the completion of the activities in the Joint Programme Document and including the final year of the activities in the Joint Programme Document, to be provided no later than six months (30 June) of the year following the financial closing of the Joint Programme.

Each Participating UN Organisation shall provide the Administrative Agent and the Lead Agency with the following reports:

- Annual narrative progress report to be submitted no later than three month (31 March) after the end of the calendar year.
- Final narrative reports, after the completion of the activities in the Joint Programme Document and including the final year of the activities in the Joint Programme Document, to be provided no later than four months (30 April) of the year following the financial closing of the Joint Programme. The final report will give a summary of results and achievements compared to the goals and objectives of the Joint Programme; and

The Administrative Agent will prepare the consolidated periodic narrative and financial progress reports based on the reports mentioned above in Section 6.2.4 and will provide these consolidated reports to each donor contributing to the Joint Programme as well as to the Policy Board, in accordance with the timetable established in the Standard Administrative Arrangement.

The Administrative Agent will also provide the donors, Policy Board and Participating UN Organizations with the following statements on its activities as Administrative Agent:

- (a) Certified annual financial statement ("Source and Use of Funds" as defined by UNDG guidelines) to be provided no later than five months (31 May) after the end of the calendar year; and
- (b) Certified final financial statement ("Source and Use of Funds") to be provided no later than seven months (31 July) of the year following the financial closing of the Fund.

Consolidated reports and related documents will be posted on the websites of the UN in Kosovo (<http://www.unkt.org>) and on the Gateway of the Administrative Agent (<http://mdtf.undp.org>).

6.3. Governance

Overall program oversight will be provided by the **Program Board**, comprising:

- At the local level: key stakeholders from pilot communities (the Mayors of the 3 pilot municipalities and a representative of the Shelter)
- At the central level: Secretariat of the NSAPDV (to be established), Kosovo Police, AGE representatives of sectoral ministries (e.g. Ministry of health, Ministry of Interior); Association of Municipalities; Kosovo's Women's Network and the Shelter Coalition.
- The Embassy of Finland, as the Donor
- The Administrative Agent
- The UN task force

The role of the Board is to approve the work plan and the annual progress reports. The Board will meet bi-annually: one meeting will be focussing on the approval of the work plans and (bi-) annual reports; and the other to monitor implementation progress. Other relevant stakeholders can be invited to participate as observers. The quarterly reports will be discussed jointly with the UN Administrative Agent and the Embassy of Finland to review progress and constraints.

The **Program Team** to be recruited nationally will be operational at both central and local level.

At central level:

- **National Program Manager**
- The National Program Manager will be responsible for the effective and efficient operational management of all program activities and resources (human, financial, physical / material assets, etc) in order to meet expected results; provide leadership to the program team, expert consultants, translators, etc. and build smooth relationships with partners at central and municipal levels and related UN projects. The profile will include a proven track record in operational management combined with proven track record in promotion of gender equality in general and/or specializing in Domestic Violence/Gender-Based Violence. The selection procedure will follow an open process and the embassy of Finland will be part of the selection process and decision-making.
- **Administrative Assistant**
The Administrative Assistant will provide support to the effective and efficient functioning of the Joint DV Program at central and local level; provide administrative, procurement and logistical services; and maintenance and assets management.

At local level:

- **Municipal Program Coordinators (3)**
- Three Municipality Coordinators will be recruited and located within each pilot municipality. The municipal coordinator will support the municipality in line with the MOUs signed between the UN and the municipality (mayor) to manage, coordinate and monitor effective and efficient implementation of program outputs/activities. The municipal coordinator will work in close cooperation with key service providers to carry out base-line mapping of services and DV coordination mechanisms, engage in municipal annual development planning and budgetary processes, support community outreach programs and capacity building initiatives, consolidate/expand and strengthen DV coordination mechanisms; cooperate and coordinate among municipal coordinators and the national program team; and liaising with partner organizations.

Under the overall responsibility of the UN Development Coordinator, the National Program Manager will be reporting to the Administrative Agent and the UNKT Taskforce on DV. The Administrative Agent is accountable to the Program Board. The central level program team will be located at the

Office of the UN Development Coordinator in Prishtina; the municipal coordinators will be located at the municipality in each of the pilot municipalities.

The UNKT Taskforce on DV will organise monthly meetings to monitor progress, coordinate the outputs/activities agreed on in annual work plans and budgets, and ensure coherence and consistency in program implementation. This will be ensured by all agencies being informed of ongoing activities led by other agencies, while being able to provide input and support on activity and program implementation during regular coordination meetings. The taskforce will also develop a resource mobilization strategy to move forward with a third year activity and funding.

Members of the Taskforce will include:

- UN representatives of Agencies involved in the Joint program
- Specialized Technical Assistance
- Project staff of other UN projects directly related to program implementation can be invited as resource persons

6.4. Tentative timetable

Results	Activities	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12
<p>Program start-up</p> <ul style="list-style-type: none"> Prevention: Enhanced awareness among women/girls and men/boys on domestic violence and women's rights in pilot municipalities 	<p>Recruitment of program team Office set-up; signing of MOUs Preparation of work plans Establishing Program Board</p> <p>Conduct baseline and assessments on different dimensions of DV perception, prevalence and risk factors (e.g. cultural attitudes and practices; violence against the Girl child, selective abortion; etc.) municipality focus</p> <p><u>Primary prevention</u> Disseminate information through different communication/social change channels for awareness raising on domestic violence and women's rights in different ethnic languages</p> <p>Establish community based outreach programs targeting youth (girls/boys) and engage in dialogue with men on DV and masculinity in cooperation with services and CBOs</p> <p>Identify, support and build capacity of paralegals on DV, rights to access justice, inheritance, etc through TOTs.</p> <ul style="list-style-type: none"> Paralegals outreach programs linked to legal aid office and NGOs collecting information on survivors in crisis for timely interventions 												
<ul style="list-style-type: none"> Protection: Increased capacity and financial sustainability of DV 	<p><u>Mapping</u> Carry out mapping of availability, access and quality of formal & informal services, coordination mechanisms, referral, reporting,</p>												

Results	Activities	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12
protection mechanisms to provide quality services in pilot municipalities	follow-up systems and data collection related to DV in pilot municipalities												
	Identify catalytic interventions to strengthen the chain of services (formal & informal) for DV prevention, protection and reintegration												
	DV Coordination, municipal planning & budgeting												
	Provide technical and financial support for establishing a multi-stakeholder DV (GBV) Coordination body and link with other stakeholders												
	Support the municipal planning process and prepare with relevant stakeholders a municipal annual plan with steps to address DV and clearly indicated budget lines												
	Consolidate and strengthen municipal DV coordination mechanisms through supporting the development of protocols for reporting, follow-up and referral systems (police, health care, legal and social protection) common data management												
	<u>Capacity development</u>												
	Develop GRB training modules and conduct a ToT in cooperation with KIPA and MLGA Develop advanced GRB training modules in cooperation with KIPA and MLGA												
	Carry out the costing study and support Conduct advanced GRB training in 3 municipalities with KIPA/MLGA and at central level for relevant ministries to build financial sustainability of DV prevention, protection & services												
	Organize regular inter-municipal field visits for key municipal actors to share GRB experiences												
Provide financial support to sustain legal aid offices in 2 municipalities for a period of 2 years													

Results	Activities	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12
	<p><u>Capacity development</u></p> <p>Conduct training on participatory planning and budgeting for civil society organizations (or include in the awareness raising component led by UNICEF/UNFPA)</p> <p>Conduct advanced training for judges, prosecutors & lawyers on domestic violence and women's rights in cooperation with the KJI</p> <p>Conduct advanced training for municipal police and survivor protection units for detection & handling DV survivors</p> <p>Provide technical equipment to domestic violence police units in pilot communities for evidence in court cases to be included in protocols</p> <p>Develop a training module on advanced training for DV and conduct a TOT for selected trainers</p> <p>Curriculum development and advanced training of all health service professionals (first aid, doctors, nurses, psychologists, psychiatrists) on the detection and handling of DV survivors to be included in protocols</p>												
<ul style="list-style-type: none"> • Reintegration: Enhanced economic independence of (potential) 	<ul style="list-style-type: none"> • Carry out mapping of available services for vocational training, employment services, enterprise development and women's business associations • Provide comprehensive assistance to (potential) DV survivors to build sustainable livelihoods through counselling, training, women's entrepreneurship and access to employment • Collect information on effective approaches and counselling services for perpetrators and families at risk or exposed to domestic violence 												

Results	Activities	Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12
	Support selected social & health service providers to develop a pilot model for counselling perpetrators and families at risk or exposed to domestic violence												
<ul style="list-style-type: none"> • Scaling-up: Dissemination, validation and replication of program results & lessons learned through policy dialogue among key stakeholders at different levels 	Organise regular forums for exchange of experiences, mutual support and cooperation among pilot municipalities <ul style="list-style-type: none"> • • • • 												
	Profile municipal champions and initiatives through media channels to reach out to all communities												
	Organize a final national seminar to capitalize on lessons learned and discuss strategic recommendations for a comprehensive and inclusive approach to address domestic violence at municipal level in support of the NSAPDV												
Monitoring and Evaluation	Mid-term evaluation (extern)												
	End of Program Evaluation												

6.5 Budget (separate attachment)

The total planned budget for the Joint Program is € 800.000 for the first 2 years of program implementation, which pending the results of the MTR could be increased. As mentioned earlier, the pilot municipalities will make in-kind and financial contributions, initially for a period of 2 years, to realize implementation of municipal activities. To ensure continuity and contribute to the costs of program implementation in the 3rd year the Joint UNKT Taskforce on DV will continue its resource mobilization efforts during 2010 and 2011. Considering budget limitations the program will build on existing UN interventions in Kosovo and maximize the use the existing human resources and logistics where possible. (E.g. in-kind and financial contributions requested for by the municipalities include office space). The attached detailed budget is activity-based to enable financial monitoring.

6.6 Monitoring and Evaluation

To measure program effectiveness, guide strategic planning, make effective and efficient use of resources and determine where the program is on track and where corrections need to be considered the Joint Program will adopt the following M&E tools and methods:

- Collection of baseline data at the start and towards the end of program implementation through assessment of different dimensions of domestic violence perception, prevalence and risk factors (cultural attitudes and practices; violence against the girl child, selective abortion; etc.);
- Comprehensive mapping of availability, access and quality of formal and informal DV services, coordination mechanisms, referral, reporting and monitoring and data collection at the start of program implementation;
- Comprehensive mapping on the availability, capacity and quality of economic support services for (potential) survivors of domestic violence at the start of program implementation
- Annual financial reports and a final certified financial statement
- Six-monthly quarterly narrative progress reports (activity based), a bi-annual report (focusing on outcomes/results) and one annual report (focusing on outcomes/results and impact) timely prepared and submitted to the UN Administrative Agent and the Embassy of Finland.
- Based on the bi-annual and annual reports a strategic review of the program will be conducted at the Program's Board meetings. The quarterly reports will be discussed jointly with the UNKT Lead Agency and the Embassy of Finland to review progress and constraints including a resource mobilization strategy emerging with activities and recommendations.
- An external mid-term evaluation (after 1.5 year of implementation) will be conducted by the Ministry of Foreign Affairs of Finland. An end-term evaluation of the Program is envisaged following the completion of program implementation.
- Section 3 contains the program's indicators and sources of verification that will be used. The information collected through this process will be incorporated in the program's quarterly and annual narrative progress reports.

Annex I Job Descriptions

- National Program Manager

Program Management:

- Assume full responsibility for and manage effectively and efficiently all program activities and resources (human, financial, physical / material assets, etc) in order to meet expected results. Develop annual activity and procurement work plans as well as budgets based on expected year-end outputs; ensure close monitoring of activities and disbursements.
- Build, motivate and lead a high performing program team, including expert consultants, translators, etc. Undertake personnel performance appraisals at program level.
- Prepare qualitative work plans and compile substantive and financial progress reports in close coordination with the National Program Coordinator and UN agencies in line with the outputs/activities agreed in the annual work plans. Prepare periodic procurement/contracting and financial delivery reports for UNDP management. Prepare budget revisions as needed and ensure timely submission of the above mentioned deliverables.
- Act as the secretariat in supporting the convening of bi-annual Program Board meetings and ensure follow-up on decisions and recommendations
- Ensure regular communications and consultations with the donor, the UN Administrative Agent and the UN Development Coordinator;
- Maintain close communication and coordination with the Program Board, Joint UNKT Taskforce on DV and partner organisations, ensure synergies, avoid overlaps in program implementation, cooperate with other UN projects and agencies working in the same area, and provide information relevant to the program.
- Support the Municipal Coordinators and provide overall coordination in program development, formulation and strategic processes with substantive contributions. Promote knowledge sharing and building among partners and stakeholders.
- Maintain and initiate effective dialogue and coordination with key stakeholders at the central level charged with the development of the NSAPDV implementation modalities (AGE; relevant sectoral ministries, including MFE, MLGA and the Police); Association of Municipalities; Kosovo Institute of Public Administration; Kosovo Judicial Institute; Kosovo Chamber of Advocates; Department of Statistics; Kosovo's Women's Network and the Shelter Coalition as well as with representatives of Civil Society and relevant donor representatives.
- Oversee the monitoring and evaluation of the Joint Program, in line with the overall M&E framework and make all the quarterly reports available to the Project Board and related UN agencies (GBV Task Force).
- Bear overall responsibility for the quality/substance and timely delivery of the project products and adherence to corporate rules, regulations and procedures.
- Establish and manage mechanisms for exchange of information, experience and lessons learned at the local and national levels
- Ensure wide dissemination and visibility of program achievements in close cooperation with the Knowledge Management Expert.

Qualifications:

- Analytical and strategic thinking / results orientation
- Knowledge management and leadership

- Ability to perform a variety of specialized tasks related to Results-Based Management, including support to design, planning and implementation of program, managing data, reporting
- Excellent interpersonal skills and ability to communicate effectively, both orally and in writing
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability
- Ability to establish effective working relations in a multicultural team environment
- Excellent supervisory, team-building and interpersonal skills

Education:

- BA /MA University degree University in Public Administration, Social Sciences, Law or other related areas and or and relevant /substantive experience

Experience:

- At least five years of progressively responsible experience at the national/regional level in the areas of public administration, local development, social protection or other related field.
- Previous experience in development assistance or related work for an international agency or donor organization or NGO is a pre-requisite
- Strong analytical, drafting and communication skills
- Proven track record in promoting gender equality, preferably specializing in DV/GBV.
- Experience in the usage of computers and office software packages (MS Word, Excel, etc) and advance knowledge of spreadsheet and database packages, experience in handling of web based management systems.

Languages:

- Fluency in both oral and written English, Albanian and/or Serbian.

Municipal Program Coordinator (3)

- Program Coordination and Technical Support
- Support the pilot municipality in line with the MOUs signed between the UN Administrative Agent and the municipality (mayor) to manage, coordinate and monitor effective and efficient implementation of the Joint Program outputs/activities
- Establish good working relationships with key stakeholders at municipal level, in particular the mayor, the Gender Equality Office, DV service providers, partner organisations and UN related projects involved at municipality level
- Carry out base-line mapping of availability, access and quality of formal and informal services, coordination mechanisms, referral, reporting follow up mechanisms and data collection related to domestic violence
- Carry out base-line mapping of available services for vocational training, employment services, enterprise development and women's business associations
- Produce substantive mapping reports including an analysis and identify catalytic interventions to strengthen the chain of formal/informal services for DV prevention, protection and reintegration
- Support the municipal annual development planning and budgetary processes and prepare with relevant stakeholders a municipal annual plan with steps to address DV and clearly indicated budget lines

- Organise regular inter-municipal field visits for key municipal actors to share GRB experiences
- Support the development of protocols for reporting, follow-up and referral systems (police, health care, legal and social protection)
- Support community outreach programs and capacity building initiatives organised at municipal level in line with the program's implementation plan
- Consolidate/expand and strengthen DV coordination mechanisms
- Support the organisation of regular forums for exchange of experiences, mutual support and cooperation among municipalities
- Collect information on effective approaches and counselling services for perpetrators and families at risk or exposed to domestic violence
- Cooperate and coordinate among municipal coordinators and the national program team; and liaising with partner organizations and related UN projects operational at municipal level
- Submit quarterly narrative progress reports to the National Program Manager
- Ensure regular communications and consultations with the National Program Manager and the UN Administrative Agent.

Qualifications:

- Analytical and strategic thinking / Results orientation
- Knowledge Management and Learning
- Proven track record in promoting gender equality, preferably specializing in DV/GBV.
- Ability to perform a variety of specialized tasks related to Results-Based Management, including support to design, planning and implementation of program, managing data, reporting.
- Good interpersonal skills and ability to communicate effectively, both orally and in writing
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability
- Ability to establish effective working relations in a multicultural team environment

Education:

- BA/MA Degree in Public Administration, Social Sciences, Law or other related areas

Experience:

- Proven track record in promoting gender equality, preferably specializing in DV/GBV.
- At least five years of experience at the local level in the areas of local development, social protection or other related field
- Previous experience in development assistance or related work for an international agency or donor organization or NGO is a pre-requisite
- Strong analytical, drafting and communication skills
- Experience in the usage of computers and office software packages (MS Word, Excel, etc)

Languages:

- Fluency in both oral and written English, Albanian and/or Serbian (depending on the main ethnic language in the pertinent municipality).

Administrative Assistant

Administrative and logistical support:

- Ensures effective and efficient administrative functioning of the Joint UNKT DV Program at central and local level

- Full compliance of administrative activities with UN rules, regulations, policies and strategies.
- Provision of inputs to preparation of administrative team results-oriented work plans.
- Contacts with visitors and staff, arrangement of appointments and meetings, acting as an interpreter when required and/or taking minutes.
- Compilation and preparation of briefing and presentation materials, background information and documentation for meetings and missions.
- Translation of simple correspondences, when needed.
- Support to organization of procurement processes when needed
- Maintenance of the program team's calendar, contacts with visitors, arrangement of appointments and meetings.
- Coordination of travel arrangements and hotel reservations when required
- Administrative support to seminars and workshops
- Arrangement of vehicle transportation.
- Management of office stationery supplies including maintenance of stock list of stationery, distribution of stationery as required by the program team and keeping a log of distribution.
- Maintenance of the filing system ensuring safekeeping of confidential materials.
- Follow up on deadlines, commitments made, actions taken and coordination of collection and submission of reports to the National Program Manager
- Maintenance of files and records relevant to the Joint UNKT DV Program
- Assistance in the provision of information for audit management

Qualifications:

- Good interpersonal skills and ability to communicate effectively,
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability
- Ability to work independently and takes initiative in addressing problems encountered
- Supports effective and efficient team work
- Result oriented and constructive attitude

Education:

- Secondary education.
- Certification in administration desirable

Experience:

- 3 to 5 years of relevant experience in administration or program support service.
- Experience in the usage of computers and office software packages (MS Word, Excel, etc.).
- Experience in handling of web-based management systems.
-

Languages:

Fluency in both oral and written English and Albanian; working knowledge of Serbian will be an added value

Annex II Overview UN geographical and thematic areas of support

UNDP Women's Safety and Security Initiative (WSSI; 2007-2009); Justice and Security Initiative 2009 - 2011, 2nd phase ("WSSI Plus"); Extension of the WSSI Plus (9 months)

UNDP WSSI has been actively involved in the research to inform the NSAPDV in Kosovo³⁷; supporting the development and adoption of the new law and NSAPDV, building capacity of 14 Municipal Gender Officers (now adapted to Municipal Human Rights Officers, which includes gender); supporting the establishment of Interview rooms for survivors of trafficking and DV in 6 regional police stations; issuing grants to all 5 shelters in Kosovo with signing of MOUs through interagency coordination involving UNIFEM, UNICEF and UNFPA; and liaising with MFE in securing substantial financial support for 2010. Cooperation with shelters, women's NGOs and municipal gender officers has created a basis on which to build mechanisms of accountability. In the coming period UNDP WSSI will be supporting AGE and KWN with the development of the NSAPDV secondary laws and modalities for implementation as well as providing inputs and documents to the UNDP rule of law program 2010-2012 In up scaling lawyers, judges, prosecutors and "interns" Operating at the central level this will provide an excellent entry point to serving as catalyst to inform the development of implementation modalities of the NSAPDV, exchange lessons learned and engage in policy dialogue.

UNDP Strengthening Access to Justice in Kosovo (2009) and legal Aid project (2012)

The Access to Justice Project supports the expansion of LAC and KCA offices, increasing legal aid outreach; and increasing the number of District Legal Aid Bureau (DBLA) in Ferizaj/Urosevac, Gracanice/Gracanica, Gjakove/Djakovica and Dragash/Dragas. The project has also undertaken a research and mapping exercise of the NGOs involved in legal aid provision and legal literacy in Kosovo. At a national workshop on legal awareness and legal aid the different intervention strategies were agreed with the Kosovo institutions such as Legal Aid Commission, Kosovo Chamber of Advocates, NGOs, judges, police representatives, UN agencies and other international partners. To further enhance outreach and access to vulnerable and disadvantaged groups affected by domestic violence, the involvement of paralegals is currently underway (this could be teachers, youth volunteers, representatives of women's groups and local action groups, etc.) providing a link to the legal system and alternate strategies on solutions to a problem. The paralegals will be linked to the Legal Aid Offices. An excellent entry point for cooperation and complementarities will be supporting the sustainability of recently established Legal Aid Offices and building capacity of paralegals (women/men's rights in access to justice in matters of DV, family law, inheritance, functioning of legal aid offices, accessing attorneys from Kosovo Chamber of Advocates, etc.).

UNDP Preparatory Assistance to Sustainable Development in Dragash/Dragas (2009-2010); Development based on integrated biodiversity and sustainable land use management in Dragash/Dragas (2010-2013)

The Sustainable Development project provides support to the establishment of a sustainable development framework for Dragash/Dragas municipality. The project includes 3 Gender Demo projects on women's empowerment; 1) Education of Gorani/Bosniak girls and women through

³⁷ Security Begins at Home, Research to inform the first national Strategy and Action Plan against Domestic Violence in Kosovo, KWN 2008; 2009 research: Judicial Response to DV (KWN) informing NAP DV with a set of informal recommendations related to prevention of VAW; 2009 research report 'More than words on paper' key issues in existing legislation implementation, informing the new DV law, strategy and action plan with recommendations towards enhancing access to justice for DV survivors.

Literacy courses in Gorani language and Albanian courses³⁸; 2) Improvement of the awareness of Gorani/Bosniak girls and women on general health education³⁹; 3) Improvement of understanding on the role of women in the society, and ensure preservation of local traditional crafts⁴⁰. Another important point for DV dialogue, reaching out to women, men and youth as well as incorporating gender responsive budgeting are the activities aimed at improving livelihoods & income generation opportunities in local communities, particularly supporting a women and minority driven labour force, and involvement in the municipal planning process. Cooperating with local project staff located within the municipality will maximize the use the existing human resources and logistics.

UNDP Rule of Law project (2009) and advanced training (2011)

The Rule of Law project supports the capacity building of the judicial and policing institutions in Kosovo, focusing on the development of independent and efficient justice system that applies human rights standards. The main partner institution is the Kosovo Judicial Institute (KJI). The project supports two training components within the KJI; the initial legal education program and the continuous legal education program. Another component is the internship program, supporting interns placed in courts (60) prosecution offices (20) and attorney offices (20) throughout Kosovo, implemented in partnership with Kosovo Judicial Council (KJC). This project is therefore best placed to support advanced training for judges, prosecutors & lawyers on domestic violence and women's rights in cooperation with the Kosovo Judicial Institute.

UNDP Capacity Development of Public Administration and Local Government Servants (2010)

This Kosovo wide initiative, aims at supporting the Kosovo Institute of Public Administration (KIPA) to increase the capacity of local government civil servants; support the Ministry of Local Governance Administration in conducting training for the establishment of the human rights and gender offices and increase the capacity of KIPA staff to design and realize effective and quality development programs for the public administration. Of particular relevance for the Joint UNKT DV program are the trainings envisaged on the municipal budget, building partnership with KIPA and MLGA to incorporate gender responsive budgeting in their curricula.

UNDP Kosovo Protection Corps Resettlement Program (KPC RP / 2009-2011)

The KPC RP aims at the effective transition of ex-KPC members who are not joining the new force into viable civilian occupations. This includes the provision of socio-economic reintegration services such as career counseling, training, job placement and business support to eligible personnel. The socioeconomic reintegration component is implemented by the Employment Promotion Agency in Kosovo (NGO APPK) a leading employment services Kosovar organization. The project's gender mainstreaming strategy includes ensuring that program assistance equally benefits women and men; specific outreach to eligible women; and facilitating social integration caseloads. Monitoring and follow-up visits have demonstrated that further advice, mentoring and counseling is essential for women beneficiaries to assess their skills and related needs but also to facilitate linkages among themselves and support their networking abilities. The methodology developed for the socio-economic reintegration package provides a good entry point to build partnership with the Employment Promotion Agency.

UNDP Active Labour Market Program for Youth (2010-2012)

This program aims at increasing the employment prospects of disadvantaged youth by assisting the Ministry of Labour and Social Welfare (MLSW) with direct assistance to unemployed youth (age 15-29) through active labour market measures facilitating training and employment; and direct assistance to vocational education students facilitating work-based learning schemes in mainly

³⁸ NGO Flaka

³⁹ NGO Equality

⁴⁰ MOGE-together with Municipal gender officer

private sector partner enterprises (MEST). The project has ensured providing equal training opportunities to young women and men job seekers; encouraged young disadvantaged women to undergo training; and reached unskilled women who were provided assistance in skills development and entering the labour market for the 1st time. Cooperation with the Active Labour Market Program will build on the methodology developed and effective experiences gained with on the job training, internships, career orientation and job search assistance.

- **All UNDP programs and coming projects related to economical empowerment will be asked to cooperate with the GBV program in the reintegration component**

UNIFEM Round Table Meetings UNIFEM : “Women Building Peace and Human Security in the Western Balkans” Program Phase I and II (2006-2011)

This program focuses on gender-sensitive security sector reform and women’s empowerment to engage in the peace-building processes under the guidance of UN Security Council Resolution 1325. Under this program umbrella, UNIFEM has trained Kosovo Police and judicial actors in women’s human rights and gender mainstreaming while the training has been institutionalized in Kosovo Police. Effort for women’s security and coordination with Kosovo Police has also been supported through series of regional round table meetings and the follow-up actions to the inter-ministerial working group on GBV lead by the Kosovo Police.⁴¹ UNIFEM has also been supporting the gender equality mechanism and women’s organizations to advocate and develop their capacity to address women’s human rights and security. UNIFEM has also piloted the gender budget analysis in agriculture sector in Gjakovë/Djakovica through a partner organization.

UNICEF Juvenile Justice Program

UNICEF has supported juvenile justice professionals, including judges, prosecutors, police, social workers and probations officers with dozens of roundtables to establish multi-sectoral protocols for the implementation of the Juvenile Justice Code. The main expected outcome of the Program is to improve the capacities of juvenile justice professionals in implementing the code as it was envisioned, to establish a data management strategy for the juvenile justice sector, and to strengthen and coordinate the prevention of juvenile delinquency, including prevention of violence. As part of this UNICEF has supported Terre des hommes in 5 municipalities, including Gjakovë/Djakovica, to develop case management systems to manage deal with vulnerable children who are in need of case management in a coordinated manner. The second phase of the Program also focuses on strengthening the capacities of professionals to deal with victims and witnesses of violence who come into contact with the law and the establishment of child/gender friendly interview and interrogation rooms in 7 police stations, including the development of a training curriculum for the Police in dealing with children as victims, offenders and witnesses. One interviewing room will also be established in Gjakovë/Djakovica.

UNICEF’s work also involves **Prevention of violence in schools project; Curriculum framework and early learning development standards; Life skills- based education;** and a **Women’s literacy** project - over 3000 rural girls and women benefited from the women’s literacy program completed the course and 1000 were awarded official certificates by the MEST, recognizing their basic education level. These experiences provide valuable linkages to build on to address domestic violence.

⁴¹ The group is comprised of key stakeholders for GBV such as Ministries of Justice, Health, Education, Labour and Social Affairs, Internal Affairs, Culture, Youth and Sports, Public Administration, and AGE. Some NGOs are also part of the group. This working group was established in May 2010 and the details will be ironed out during the latter part of 2010.

Improving Health of Women and Children of Kosovo Joint Program with UNICEF, WHO and UNFPA- supports training of Health care providers at primary and secondary health care level on Reproductive Health & Reproductive Rights, Outreach activities in RAE communities in Fushë Kosovë/Kosovo Polje, Gjakovë/Djakovica and Ferizaj/Urosevac; Peer Education training of youth in and out of school in all Kosovo on RH&RR including GBV. Media Campaign on promotion of modern FP methods.

Multi-Sectoral Initiative for Community Stabilization and Improved Human Security in Mitrovicë/a North and South and Zvečan/Zveçan (Human Security Component of Area Based Development Program) with UNDP, UNICEF, WHO, OHCHR

UNFPA Improved access to comprehensive RH/RR services and information, with focus on vulnerable population and youth through:

- Improving quality of and access to maternal health services, including voluntary family planning and HIV/AIDS and STI prevention services, especially in minority areas, in order to reduce maternal and infant mortality and morbidity.
- Responses to gender based violence (GBV), particularly domestic and sexual violence, expanded through awareness raising and sexual and reproductive health and HIV prevention services for victims in Minority areas.
- Access of young people in minority areas to quality Sexual and Reproductive Health (SRH), HIV and GBV prevention services, and gender-sensitive life skills-based SRH education improved as part of a holistic multi-sectoral approach to young people's development
- Support Population data collection through technical support to Statistical Office of Kosovo on:
- Developing, analyzing data and compiling the report of Demographic and Health Survey 2009 which includes gender disaggregated data and on GBV perceptions male female ratio etc.
- Research on Causes of Deaths in Kosovo for 2006; 2007; 2008 and 2009 also gender disaggregated.

UNDP Kosovo Early Warning System (EWS) Project (2001-to date)

The Kosovo EWS Project produced its first Early Warning Report in June 2001 and a total of 13 Early Warning Reports (country wide) were produced in three languages Albanian, Serbian, and English. The Reports are intended as strategic planning, response, and policy tools for development and peace-building actors in Kosovo by deriving recommendations for preventative measures from trend analysis and monitoring of key sector indicators of fundamental conflict-causing factors. Building on the long-term experiences of preparing early warning reports, cooperation is envisaged among all UN Agencies to prepare specialized municipality focused early-warning reports on all dimensions of DV perception, prevalence and risk factors (e.g. cultural attitudes and practices; violence against the girl child, selective abortion; etc.).

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Joint UNKT GBV Program Budget Estimate; Year 1 and Year 2 (in Euros)

Results	Activities	Description	Unit Cost	# of Units	Programmable Amount	Overhead (7%)	Total costs	Finnish funds	UNKT contr.
Programme Management and Operational Costs									
	Personnel	Program Manager (per month) - NOB IV	1,500	24	33,480	2,520	36,000	36,000	0
		Administrative Assistant (per month) - G5	1,200	24	26,784	2,016	28,800	24,000	0
		3 Local Coordinators (per month x 3) - G6	3,500	24	78,120	5,880	84,000	84,000	0
		SUBTOTAL PERSONEL	6,200	24	138,384	10,416	148,800	144,000	0
	Offices operations costs	Office running costs, transport, communication, equipment			55,800	4,200	60,000	60,000	0
	Miscellaneous	Miscellaneous			2,976	224	3,200	8,000	0
	Sub-total PM & OC				197,160	14,840	212,000	212,000	0
Programme Costs									
Result 1: Prevention									
UNDP AND MUNICIPAL COORDINATORS	Mapping	Support assessment on the services and economic opportunities in 3 pilot municipalities with 2 national experts			4,650	350	5,000	5,000	0
UNDP/OHCHR	A study on survivors of sexual violence during the conflict	Development of a study on survivors of sexual violence during the conflict - with special focus on Gjakove/Djakovica - with 1 international and 1 national expert			27,900	2,100	30,000	30,000	0
UNICEF	Baseline survey/study on DV/GBV	Conduct baseline survey/study on family values, attitudes and behaviors related to DV/GBV in 3 pilot municipalities			18,600	1,400	20,000	20,000	0
UNFPA	Community based outreach to increase population awareness in three targeted municipalities on domestic/gender-based violence	Family education/youth peer education and religious leaders activities, theatre based education			46,500	3,500	50,000	50,000	0
UNICEF	Community based DV programs targeting youth and dialogue with men	Awareness raising campaigns			32,550	2,450	35,000	35,000	0
UNDP	Pilot model for paralegal intervention in selected municipalities	Number of paralegals selected in three municipalities and trained on access to justice in matters of DV, family law, inheritance and ensure that potential cases are reported to Legal Aid Offices			71,610	5,390	77,000	77,000	0
	Introduction of Law on DV and NSAPDV to Legal Aid Commission Officers and Kosovo Chamber of Advocates on effective legal aid services to victims	Organize and conduct seminars for LAC and KCA in 3 pilot municipalities			2,790	210	3,000	3,000	0
UN WOMEN	Support establishment/ strengthening of coordination mechanism, referral system, municipal annual planning and budgetary process - establishing DV budget lines	Establishment of mechanism, its coordination, development of referral system, support to municipality planning and budgeting to address DV			46,500	3,500	50,000	50,000	0

UN WOMEN	Support capacity building on GRB for civil servants in municipality and the central level	Curriculum development, ToT, and training for civil servants in central and municipality	40,920	3,080	44,000	44,000	
	Support capacity building of civil society on participatory planning, budgeting, and advocacy to address DV	Training in 3 pilot municipalities for civil society organization	5,580	420	6,000	6,000	
UNDP	Provide support to sustain Legal Aid offices for DV outreach	Support Legal Aid office in Gjakove/Djakovica and Dragash to ensure free services for survivors of GBV	46,500	3,500	50,000	50,000	
Subtotal Result 1			344,100	25,900	370,000	370,000	
Result 2: Protection							
UN WOMEN	Support institutional capacity development of security and judicial	Curriculum development TOT, municipal level training for Kosovo Police and Judicial actors	46,500	3,500	50,000	50,000	
UN WOMEN		Purchase technical equipment for DV police units in 3 pilot municipalities					
UNFPA	Build Institutional Capacity of the Health sector to address DV/GBV	development of protocols, curriculum design, training accreditation, training sessions	79,050	5,950	85,000	85,000	
UNICEF	Curriculum development and advanced training for social service professionals	Conduct needs assessment and organize workshops in 3 pilot municipalities for social service professionals	46,500	3,500	50,000	50,000	
Subtotal Result 2			172,050	12,950	185,000	185,000	
Result 3: Reintegration							
UNDP	Mapping of economic opportunities in three municipalities	Support rapid appraisal of economic opportunities in 3 pilot municipalities to be distributed to stakeholders	4,650	350	5,000	5,000	
Subtotal Result 3			4,650	350	5,000	5,000	
Result 4: Scaling up							
UNICEF	Organising three inter-municipal forums	Organize and conduct inter-municipal forums	18,600	1,400	20,000	20,000	
Subtotal Result 4			18,600	1,400	20,000	20,000	
Sub-total activities			539,400	40,600	580,000	580,000	
Sub-total PM & OC & Activities			736,560	55,440	792,000	792,000	
Administrative Agent Overhead (1% of Grant Total)					8,000	8,000	
Grand total Finland					800,000	800,000	

UNDP	UNICEF	OHCHR	UNFPA	UNWOMEN	Agency
355,260.00	116,250.00	(joint with UNDP)	125,550.00	139,500.00	Tot. Program, per Agency
26,740.00	8,750.00		9,450.00	10,500.00	Total GMS per Agency
8,000.00					AA overhead (1%)
390,000.00	125,000.00	-	135,000.00	150,000.00	Total Per Agency