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Manual for Gender Equality in the Electoral Process



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Manual for Gender Equality in the Electoral Process

Prishtina, February 2016

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List of Acronyms

CEC	Central Election Commission
CSO	Civil Society Organisation
EMB	Electoral Managing Bodies
IFES	International Foundation for Electoral Systems
MEC	Municipal Election Commission
MEO	Municipal Election Officer
NDI	National Democratic Institute
NGO	Nongovernmental Organisation
PCM	Polling Centre Manager
PSC	Polling Station Commission
USAID	United States Agency for International Development

Executive Summary

Gender equality, as one of the fundamental components of inclusive societies, has a direct effect in strengthening democracies. When electoral and political processes are gender-inclusive, the interests of both genders are incorporated at all levels. Kosovo's legal framework promotes gender equality in decision making, in the public as well as in the private sector. However, there are still many challenges to ensure the inclusion of women in electoral and political processes.

The 30% gender quota for candidate lists have resulted in more women being directly elected without the need of the quota. For the first time, in the 2014 Parliamentary Elections, 20 out of 39 women members of parliament did not need the quota to be elected for these position. However, while a growing number of women are elected in the Parliament, their inclusion in electoral processes lags behind. In the same elections, the percentage of electoral staff filled by women was only 20%, marking a small increase from the 17% in the municipal elections in 2013. The percentage of women in field level management positions is even lower.

Aside from ensuring that the basic rights of both genders are respected, women's inclusion in electoral and political processes, has multiple benefits for all of us and contributes towards better governance. This manual provides background information on the legal framework and identifies the barriers to and benefits of inclusion of women in electoral and political processes. The manual also provides solutions tailored to each relevant organisation, in order to catalyse progress in the issue of women's inclusion and help each stakeholder make significant steps towards gender equality.

Introduction

Women's participation in Kosovar institutions is very low, including in politics. Whilst gender equality in parliament has improved thanks to the implementation of quotas, the inclusion of women in electoral processes remain a challenge. Women are inadequately represented amongst election staff, and until misconceptions about their competency and suitability are overcome, their voice in politics will not command the respect they deserve.

This manual has been prepared to assist electoral stakeholders to understand the importance of giving women an active role, raise public awareness, and provide meaningful solutions for a meaningful problem. The manual is intended to be distributed among electoral stakeholders including the Central Election Commission (CEC), political entities, election dispute resolution authorities, and civil society organisations, to guide them through a variety of measures they can undertake to address the issue of low representation of women in electoral and political processes.

This manual is the result of collaboration between Democracy for Development (D4D) and IFES, with the support of United States Agency for International Development (USAID), centred around a joint project on gender equality in Kosovo's electoral processes. Staff gathered research, conducted analyses, and discussed their work with meticulous attention to detail, and would like to thank all stakeholders who have contributed to the process. Without the cooperation of political parties, Non-Governmental Organizations (NGOs) coming from different regions, and the Central Election Commission, this project would not have been possible.

Legal Instruments

International Legal Instruments

The first point of reference for all of Kosovo's legislation - including non-discrimination and gender equality - are international legal standards. These fundamentals provide the basis for a model that is upheld by every democratic country. Two most relevant examples of international standards that address women participation in social life are presented below:

International Covenant on Civil and Political Rights (1966)

Article 25 – “Every citizen shall have the right and the opportunity, without any of the distinctions mentioned in article 2 and without unreasonable restrictions:

- (a) To take part in the conduct of public affairs, directly or through freely chosen representatives;
- (b) To vote and to be elected at genuine periodic elections which shall be by universal and equal suffrage and shall be held by secret ballot, guaranteeing the free expression of the will of the electors;
- (c) To have access, on general terms of equality, to public service in his country.”

Convention on the Elimination of All Forms of Discrimination against Women (1979)

Article 3 – “States Parties shall take in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.” Except international covenants, Kosovo has a well-developed legislation which provides for gender

quality.

National Legal Instruments

A long term solution to gender inequality would be to implement and uphold comprehensive national legal instruments that promote gender equality in all areas. Changing societal attitudes will take time, but is vital for ensuring long term sustainability in women participation.

In accordance with internationally recognised standards, there is a legal framework enacted to safeguard gender equality in the Republic of Kosovo. Given that one of the defining features of a developed country is a strict adherence to its own legislation, it is fundamental for our institutions to ensure full implementation of its legislation, which will in turn lead to gender equality. Some important instruments are considered below.

Constitution of the Republic of Kosovo (2008)

As the nation's fundamental guiding principles, the Constitution of the Republic of Kosovo promotes equal rights amongst its citizens. Gender equality is emphasised no fewer than ten times. Particularly relevant articles include:

Article 7.2 – “The Republic of Kosovo ensures gender equality as a fundamental value for the democratic development of the society, providing equal opportunities for both female and male participation in the political, economic, social, cultural and other areas of societal life.”

Article 101.1 – “The composition of the civil service shall reflect the diversity of the people of Kosovo and take into account internationally recognized principles of gender equality.”

The Law on General Elections in the Republic of Kosovo (2008)

Political parties are required by law to ensure gender equality in general elections by nominating equal numbers of man and women candidates. There are many benefits to the inclusion of women in political processes (discussed below), but parties have been reluctant to develop internal measures to help achieve equality. Nevertheless, lower limit quotas are now in place to protect gender equality in candidate lists, and are backed up by legislation:

Article 27.1 – “In each Political Entity’s candidate list, at least thirty (30%) percent shall be male and at least thirty (30%) percent shall be female, with one candidate from each gender included at least once in each group of three candidates, counting from the first candidate in the list”

Except the inclusion in lists, the law requires that of elected officials, at least 30% are of the less represented gender.

The Law on Gender Equality (2015)

The Law on Gender Equality is the key legal instrument addressing gender issues in Kosovo. It requires gender equality in all public sector institutions, including election management bodies. The recently amended Law on Gender Equality states that:

Article 6.8 - "Equal gender representation in all legislative, executive and judiciary bodies and other public institutions is achieved when ensured a minimum representation of fifty percent (50%) for each gender, including their governing and decision-making bodies".

The Law on Gender Equality further suggests several measures to be undertaken in order to ensure gender equality.

Article 5.1 – “In order to prevent and eliminate gender

discrimination and achieve gender equality, Republic of Kosovo Institutions which include bodies at all levels of legislative, executive, judicial and other public institutions shall be responsible to implement legislative and other measures including:

1.1. analyzing the status of women and men in the respective organization and field;

1.2. adoption of strategies and action plans for the promotion and establishment of gender equality in accordance with the Kosovo Program for Gender Equality;

1.3. gender mainstreaming of all policies, documents and legislation;

1.4. ensuring that the selection, recruitment and appointment processes, including for leading positions, are in line with the requirement for equal representation of women and men;

1.5. inclusion of gender budgeting in all areas, as a necessary tool to guarantee that the principle of gender equality is respected in collecting, distribution and allocation of resources;

1.6. ensuring equal representation of women and men in all conferences, meetings, seminars and trainings inside and outside the country;

1.7. allocating adequate human and financial resources to programs, projects and initiatives for the achievement of gender equality and women's empowerment.

1.8. gender division of all data and collected statistical information shall be recorded, registered, processed and shall be obliged to submit these data to the Kosovo Agency of Statistics.”

A major weakness of the Law on Gender Equality is that it does not provide sanctions or mechanisms to ensure

compliance by political parties. Without monitoring mechanisms and sanctions, this law has so far been treated as optional. Fines are foreseen by this law for discrimination in the public or private sector.

Key Statistics and Electoral Framework

While the legal framework has led to an increase of the number of women in politics and decision making, it did not have the same effect in ensuring gender balance in electoral process. In the 2014 Parliamentary Elections, the percentage of field positions in the electoral process staff filled by women was 20%, marking a small increase from the 2013 Municipal Elections, when it was 17% (Election Staffing by Gender at the June 2014 National Election in Kosovo, IFES, February, 2015, page 3). Recruitment is based on nominations from various stakeholders, including political entities, NGOs, and the CEC.

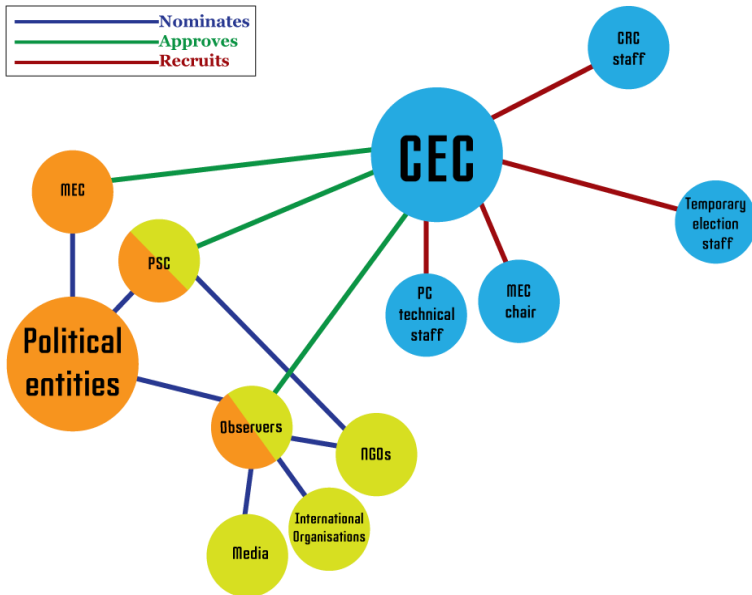
The percentage of women in management positions in the field is even lower. Only 11% of Municipal Election Commissions Chairs, which are permanent positions in the field, are women. In the 2014 Parliamentary Elections, 13% of the Municipal Election Commission (MEC) Members and 13% of the Polling Station Commission (PSC) Chairs were women (Election Staffing by Gender at the June 2014 National Election in Kosovo, IFES, February, 2015, page 3). While the number of women nominated for management positions was so low, the number of women nominated for reserve polling station staff was 31%. This shows the low level of consideration for women in positions that are key to the electoral process.

Despite the modest progress from 2013 to 2014, Kosovo is still far from reaching gender equality in electoral management. The electoral framework in Kosovo ensures the division of responsibility for the nomination of election staff among different stakeholders, and the CEC oversees the whole process. The diagram below illustrates the election staff nomination and recruitment process and shows how genuine progress in gender equality in electoral management is dependent on the input and commitment of

all stakeholders.

Electoral Staff Nomination and Recruitment Diagram

The diagram below explains how election staff are recruited. Political entities nominate staff directly for MECs and PSCs, which lands them with the responsibility to ensuring equal gender representation. The CEC directly recruits hundreds of election staff in temporary positions, Count and Results Centre (CRC), and technical staff, where it can directly influence the level of gender balance. NGOs also nominate some Polling Station Commission staff, and so does the CEC in cases when there are no nominees from other parties for certain election staff field positions.



Barriers to Women's Inclusion in Electoral Processes

In June and July 2015, D4D organised several regional workshops with the representatives of political entities, aiming to address the underrepresentation of women in election processes. The workshops underlined the barriers to women participation in Election Management Bodies (EMBs). The findings of the workshops were added in the analysis of barriers to women's inclusion in electoral processes conducted by IFES, which distinguishes the barriers in three categories as described below:

Barrier Type1: Societal Attitudes

Majority of the barriers are due to prevalent societal attitudes towards women. Women are seen as a pillar of the household, and their family and household obligations are considered as priority over any other activity, including a short term engagement in the electoral process. In addition, elections and politics are perceived as male bastions which questions women's abilities to succeed in his male realm, or to socialize in this male-majority world.

Barrier Type2: Security

Due to some incidents of violence in previous elections, there are concerns about the safety of women engaged in the electoral processes and about their ability to manage hostile environments. In addition to a perception that engaging women in election staff may put them at risk, there are some perception concerns that it will be easier to pressure women to accept rather than report any manipulation.

Barrier Type3: Political Will

The lack of sanctions for parties that do not implement the provisions in the Law on Gender Equality was identified as a

barrier for the low number of women in election staff. In addition, political entities maintain that it is difficult to control nominations, as they come from sub-branches, and they cannot influence the nomination process there. A practical problem arises since for some positions there is only one person to be nominated which means balance can only be sought in the overall nominations and cannot be ensured within each polling station. Practically, this would mean that the party orders every third sub-branch to nominate a woman regardless of their will. Political will is essential in ensuring full implementation of Law on Gender Equality and in influencing the nomination process throughout all levels.

Benefits of the Inclusion of Women in Electoral Processes

D4D regional workshops also addressed the benefits of including women in electoral processes. Whilst large in number, benefits can roughly be categorised into two categories: benefits to society at large including men; and benefits to political entities, whose support for gender equality would improve their standing among women whose low turn-out is a potential to boost voter strength for parties which engage women more than others.

Benefits to Society

Gender equality is an important feature of liberal democracy, as it creates a fairer and more diverse society. Furthermore, benefits to society include:

Empowering Women Leads to Development

Democracy is a prerequisite for development and equality is a key part of democracy. Deductively, the empowerment of women in political processes will stimulate democratic progress and ultimately expedite development in Kosovo. Empowering women leads to their inclusion in key processes for Kosovo, which would ensure that the interests of the society are represented at all levels. Women are less involved in the labour forces, a result of the same forces that keep women away from decision-making. D4D's research has shown that greater involvement of women in economy and other fields would boost economy, improve allocation of resources, improve education of youngsters, etc. ([The Cost of Patriarchy; Excluding Women from the Workforce is the Main Bottleneck to Development](#), D4D, February, 2015)

Increasing Diversity Raises Productivity

Providing more opportunities for women to get involved in politics will lead to a greater number of applicants for

various positions in the electoral process. This makes the process more competitive as well as improving the quality of staff employed.

Another benefit to women participation is the increase in diversity. This can help in areas such as decision making, where new ideas and further debate may arise from differences in opinions and a greater focus on gender-specific concerns.

Electoral Processes Become More Orderly

In the D4D regional workshops, it was widely accepted by political branches' representatives that the presence of women in polling stations on Election Day can help to quell tensions, as aggravated citizens are typically less likely to engage in verbal or physical conflict in front of the women, which renders barrier type 2 (security) as unfounded.

Benefits to Political Entities

Besides equality and openness, there are various rewards for political entities that acquiesce to the principles of gender equality:

Increase in the Number of Votes

Women voters as a proportion of the overall voter turnout fell from 51% in 2013 Municipal Elections to just 36% in 2014 Parliamentary Elections ([Kosovo: Overcoming Barriers to Women's Political Participation](#), NDI, February, 2015, page 10). This drop of 15% translates to more than 125,000 women, who voted in 2013, but did not vote in 2014. As this number of votes can sway elections, it is in the interest of parties to target the support of women, as the largest profile of dormant voters.

By facilitating the inclusion of women in election staff, other women will feel more comfortable to vote, regardless of the above-identified barriers. The presence of more women

candidates can empower women by making them feel better represented as well as lead to better allocation of resources. It is well-established that women's inclusion will divert budget spending away from say highways to water supply, which is clearly a higher priority.

A higher number of women involved in election management (particularly those in rural areas) will most likely increase voter turnout among women, elderly and youth. The legitimacy of elections will improve as a result, and parties campaigning for equality will open themselves up to votes from the new pool of women.

Improvement of External Image

Along similar lines, appealing to the women vote improves a political entity's image, highlighting Kosovo's advocacy for gender equality on a national and international scale. Political entities are perceived to trust their election staff more, impervious to discriminatory attitudes and not reliant on force to protect votes. While, equal rights are almost universally accepted in the world and ensuring gender equality will earn the entities a position of respect worldwide.

Improvement of Internal Performance

Research demonstrates that diverse groups lead to creative thinking which are better at problem-solving, compared to homogeneous ones. Diverse groups have more debate and usually come up with better results. Therefore, gender equality in the structure of political entities would ensure better performance in Kosovo's policy-making.

Manual for inclusion of women

Taking into account the multitude of benefits that gender equality has, it is important that stakeholders take measures towards reaching this goal. This section provides guidelines and various actions that three stakeholder groups, the CEC, political entities, and civil society, can take to ensure gender equality. The suggested actions combine the recommendations gathered from the workshops and meetings in the field and best practices from other countries, to customize a manual with measures that can address the issue of gender equality in electoral management in Kosovo.

Suggested measures for the Central Election Commission

The Central Election Commission has an integral role in ensuring gender equality in electoral management. As the body responsible to administer elections, it can bring together various stakeholders and along with them develop a holistic approach to address this matter. Their efforts can range from advocacy to enforcing regulations that would require gender balance in elections staff. Some measures that can be carried out individually or in a chronological form include:

Gender analysis – The first step to addressing the issue is identifying the extent of the problem. A gender analysis of the whole electoral process would highlight the gaps and would identify what could be improved. The CEC can carry out this analysis in consultation with civil society organizations that work in the field of gender equality, who will provide a through gender perspective to the process. This form of audit will provide the CEC with the knowledge they need to take informed decisions in terms of next steps.

Gender strategy and action plan – The gender analysis

can serve as a foundation for a gender strategy and action plan. This document, which can be incorporated with the overall strategy, should contain measures, objectives, targets, and a timeline. Attention to women belonging marginalized groups should be included in the strategy. The strategy will ensure that the matter is addressed with a goal oriented approach, which can lead to the achievement of gender equality in electoral management.

Gender focal point – This role can be given to a person or a unit within CEC Secretariat, who will ensure that the strategy is upheld and who will continually oversee that gender is incorporated in the design, planning, implementing, and evaluation of all activities. By assigning this responsibility to a person, the CEC would ensure that there would be gender mainstreaming in electoral management, and that gender equality would always remain in the list of priorities. The CEC Secretariat should develop guidelines and a work plan for the gender focal point.

Advocacy efforts – The CEC should undertake advocacy efforts throughout the election cycle to promote gender equality in electoral management. One of the activities can include regular meetings with political entities, including the senior leadership and election planners to encourage them to increase their support for women interested in election staff positions. The CEC can advocate for gender equality in electoral processes through their civic and voter education targeted to women. Currently, the voter education campaign targeted for women encourages them to go out and vote. In the future, this can expand to include encouraging women to work in election management. Gender activists can be engaged in the development of the voter education campaign, to ensure the gender perspective, and their campaign should target as many women as possible.

Recruitment policy – There are numerous measures that

the CEC can take through its recruitment policies that would lead to increase in the number of women engaged in electoral processes. Firstly, the CEC can include a statement in its job advertisements that would encourage women to apply for election staff positions and they can encourage political entities to nominate more women, when they nominate staff for election field positions. In addition, the CEC can uphold the law on gender equality and through its regulations require equal representation of both genders in election staff. Women with same qualifications as male counter-candidates should be given priority.

Gender training for CEC staff – While the Gender Focal Point can have an influence over activities and policies, it is significant that all CEC staff receive gender training. This can include the permanent CEC staff as well as the election staff. By providing gender training for all the staff, the knowledge is disseminated to all levels that can influence this cause either directly or through advocacy.

Staff development programs for female CEC staff – The most effective way to women’s empowerment for these positions is through the development of their skills and abilities for specific positions. This can include training for specific election position for perspective female election staff, which the CEC can offer during no election periods, or training on specific skills for the women in permanent positions.

Engage observers in monitoring gender equality – The CEC can consider developing a standardized checklist on gender and other social inclusion issues for observers to monitor on and report. This can enable the CEC to receive some qualitative data from the observers on the level of gender equality in election staff and among voters.

Monitor disaggregated data – Each election will provide a test for the CEC and its stakeholders to determine how

successful their efforts have been. In order to determine the success, it is necessary to have the information on election staff disaggregated by gender. Through the Election Staff Management System, a recently developed human resource system, the CEC can have information on election staff disaggregated by gender in real time and can use them to monitor progress.

Suggested measures for political entities

Political entities are some of the main beneficiaries of gender equality in election staff. These benefits provide a major incentive for them to take measures towards ensuring gender equality in electoral management. Some political entities have taken the first step, by signing the *Declaration on Raising Inclusion of Women in Electoral Processes (Appendix 1)* where among others they have pledged to increase the number of women in election staff at a minimum of 40%. Other measures that political entities can take to uphold the declaration include:

Gender analysis – It is essential for political entities to carry out a gender analysis in order to identify the gaps within their structures and the measures that can be taken, internally and externally, to ensure gender equality within the structure. Political entities can consult with civil society organizations that work in the field of gender equality to ensure that the gender analysis is comprehensive and provides accurate results. This analysis will provide the entities information about this issue within their structures, and about the necessary steps to address this issue.

Gender strategy and action plan – Through a gender strategy and action plan, political entities can plan out their objectives and measures to ensure gender equality within their structures and their work. The gender strategy and action plan should contain objectives, measures, and a timeline within which these measures will be taken and

targets will be reached. There are various measures that can be included in these documents, like a campaign to promote men and women's equal rights to political office, an inclusive nomination process for election field positions, and equal access to entity's resources for men and women. Special attention should be paid to the inclusion of women among marginalized groups. Their inclusion adds value as they would bring their background and experience to the political entity, and it would also enable political entities to reach out to the communities they represent.

Inclusive statute – Some of the measures identified in the gender analysis and addressed through the gender strategy and action plan can also be incorporated in the political entity's statute. This would promote values of inclusiveness and show the entity's commitment that gender inclusion is important for the entity.

Capacity building training for female members – Political entities should consider training their female members during non-election periods. The training should prepare the female members for an active role within the entity and the community, for work as election staff, and even for high political positions like members of parliament, ministers, or political entity chair. Through these trainings, political entities would create a pool of women who have the skills and abilities to serve in various positions in the electoral and political processes, which should also reward the party with greater voter support among women.

Internal gender quota or recruitment policies – An internal gender quota is a specific measure that political entities can consider. This could serve as a temporary tool through which the entity would provide opportunities for women until a level playing field is reached. An alternative to the internal gender quota are gender inclusive recruitment policies. Through these policies, the entity would consider gender when recruiting new members or

when recruiting/electing/nominating for different positions within the entity's structure, and outside. For example, one way of recruiting more women members is reaching out to women who work in female dominated professions, like teachers and nurses. These women have an education background and experience that would be a value added to the political entity.

Gender mainstreaming – This is an approach that should be incorporated in the gender strategy and work plan. Through gender mainstreaming all measures, policies, objectives, and the allocation of entity's resources are considered with a gender lens for the influence they can have on men and women. Most political entities have a Women's Forum, who can assist the political in the process of gender mainstreaming and gender-sensitive policies, until gender equality within the entity is reached, when the need for such a forum may disappear.

Suggested measures for civil society organizations

The civil society organizations (CSOs) can exercise a major role in advocating for gender equality, and through their advocacy they can push this issue in the agenda of stakeholders. Some of the measures that civil society organizations can take to promote gender balance in election management include:

Monitor and advocate – The Law on Gender Equality and the Declaration for Inclusion of Women in Electoral Management are two mechanisms that aim gender equality. Civil society organizations can monitor the level of compliance of stakeholders with these respective documents and advocate for full compliance. Continuous monitoring and regular reporting can provide sufficient pressure for stakeholders to comply with the law and the pledges they have committed to.

Engage men in gender equality efforts – Most of the

work in the field of gender equality in Kosovo targets women. It is equally important to work with men to ensure their proactive engagement in this matter. It is specifically important to work with men who are considered traditional leaders, like heads of villages or religious leaders, to increase their awareness about the significance of the inclusion of women at all levels, including electoral management. The support of these leaders will have a trickledown effect, as they enjoy high legitimacy among the communities they lead. This would in turn increase the acceptance of the community for the engagement of women in electoral management positions.

Election observation through a gender lens – The civil society organizations engaged in election observation should ensure that their observation takes into account gender. Among others, they can develop a gender checklist which would be used by the observers. Some queries that could be included in the checklist include: number of election staff, voters, and observers disaggregated by gender, cases of family voting, and unequal participation due to issues that are related to gender, and so on. This checklist would provide a gender perspective, which can then be shared with the CEC, political entities, and the general public.

Conclusions

This manual aims to serve as a guide for election stakeholders in their efforts to reach gender equality in electoral management. It provides the context, including the legal framework, barriers to and benefits of inclusion of women in electoral management, as well as measures that stakeholders can take to reach gender equality.

The manual stimulates a mutually beneficial relationship between women and their employers, as women bring diversity and new ideas to the workplace. On a broader scale, gender equality benefits the society in general, as it promotes diversity and creativity, as well as an open, transparent democracy where every voice can be heard and every citizen has equal rights to fulfil their potential.

The three main electoral stakeholders that can actively help are the CEC, political entities, and CSOs. The CEC is responsible for managing elections, and through this position can actively promote and in some cases ensure inclusiveness; political parties stand to make significant progress in elections and decision making through appealing to more women; and CSOs are well positioned to assure women of their rights to vote and work in elections. This manual offers these three stakeholder groups a variety of measures they can take to reach gender equality in electoral management. Gender equality is a crucial part of democracy, and democracy in turn facilitates further development, on all levels of society.

Appendix I: The Declaration on Raising Women Inclusion in Electoral Processes

On 16th September 2015, D4D jointly organised a signing ceremony with IFES and USAID, at which representatives of the political parties represented in the local and national legislative bodies of the Republic of Kosovo signed a Declaration to promote equal gender participation in electoral management bodies.

The following conditions have been agreed upon by 17 signatory parties, and if implemented, will assist women in politics considerably:

We, the undersigned political entities, promote the increase of gender equality in the electoral process, through undertaking the following actions:

- *Analysing and conducting a gender audit of the membership of the political entity after every election, in order to examine gender balance within the political entity*
 - *Proposing women in every EMBs positions, in the central level, the municipal level, and polling stations, in order to ensure at least 40% representation for each gender at the national level, until equality for both genders has been achieved*
 - *Developing comprehensive plans and strategies on raising women participation in electoral processes and ensuring these documents are accessible for the public*
 - *Engaging women in different activities within political structures as campaign officers, election administrators, political parties agents, and observers*
 - *Offering information and motivation campaigns for women voters*
-

- *Undertaking measures with the aim of including women with disabilities in all above-mentioned activities*
-

Signed by:

	Political Entity	Representative	Position	Date of signature
1	Aleanca për Ardhmërinë e Kosovës	Ardian Gjini	Vice-president	16.09.2015
2	Nisma për Kosovën	Bilall Sherifi	Sec.general	16.09.2015
3	Progresivna Demokratska Stranka	Biserka Kostić	Vice-president	16.09.2015
4	Partia Liberale Egjiptiane	Fridon Lala	Sec.general	16.09.2015
5	Lidhja Demokratike e Kosovës	Ismet Beqiri	Sec.general	16.09.2015
6	Partia Demokratike e Kosovës	Justina Pula	Vice-president	16.09.2015
7	Partia Demo. e Ashkalive të Kosovës	Lulzim Qerimi	Vice-president	16.09.2015
8	Bošnjačka Str.Demo. Akcije Kosova	Shefket Hukić	Vice-president	16.09.2015
9	Aleanca Kosova e Re	Shefki Abdullahu	Sec.general	16.09.2015
10	Kosova Demokratik Türk Partisi	Mahir Yagcilar	President	16.09.2015
11	Partia Liberale e Kosovës	Gjergj Dedaj	President	07.10.2015
12	Lëvizja për Bashkim	Avni Klinaku	President	07.10.2015
13	Samostalna Liberalna Stranka	Boban Stanković	Vice-president	14.10.2015
14	G.I Srpska Lista	Slavko Simić	Vice-president	14.10.2015
15	Koalicija Vakati	Rasim Demiri	President	14.10.2015
16	Demokratska Stranka Bošnjaka	Špresa Murati	Vice-president	14.10.2015
17	Partia e Drejtësisë	Labinotë Demi - Murtezi	Vice-president	20.10.2015

Appendix II: National Organisations for Women's Rights

Organisation	Contact	E-mail	Phone	Address
Human Rights Fund	Bekim Blakaj	+381 (0) 38 243 490; 243 488	office@hlc-kosovo.org	Rr. Eqrem Cabej Nr. 7A
Council For the Defense of Human Rights and Freedoms	Behxhet Shala	+381 (0) 38 249 006	kmdluj.cdhrf@gmail.com	Sheshi Nënë Tereza 24/II 1/1 Prishtina
Civil Rights Program	Naim Osmani	+381 (0) 38 243 610/611/612	kenan@crpkosovo.org	"Qyteza Pejton", "Radovan Zogovic" St., nr. 10 - Prishtina
Initiative of Kosovar Women	Eranda Kumnova	+377 (0) 44 122 590; 044 120 064	kosovaifk@gmail.com	"Hysni Dobruna", Gjakova
Kosova Democratic Forum	Myzafere Ibishaga	+377 (0)44 218 958	myzafere@yahoo.com	"Ramiz Sadiku" Street Pejë
Kosova Women's Network	Igballe Rogova	+381 (0) 38 245 850	info@kosovawomensnetwork.org	Hajrullah Abdullahu St., 25 – Prishtina
Lulebora	Selvete Gashi	+386 49 110 970	ojqleboraa@yahoo.com	Mentor Retkoceri, nr 9/B Prishtinë
Roma Women Centre	Emsale Mergjollari	044 274 671	Msale_bergamin@yahoo.de	"Kadri Nesho" St., nr.26, Prizren
Turkish Women Association - Hanimeli	Lirije Gashi	+381 (0) 38 211 274	lirivegas@hotmail.com lirka62@hotmail.com	"Ismail Dumoshi" St., No. 11, Prishtina
Woman 2000	Fatmire Kullashi – Begolli	+377 (0) 44 220 935	Ngowoman2000@hotmail.com	"Fidanishtja", tower A/16 – Peja
Women In Development	Mone Musolli	+377 (0) 45 261 215	beqesokolli@hotmail.com	Shtime
Kosovar Gender Studies Centre	Luljeta Vuniqi	+381 (0) 38 735 991	info@kgscenter.net	Rr. Nëna Tereza18/1, 10000 Prishtina, Kosova
OJQ Drita e Krushes	Ola Syla	049/168 502	olasylal@gmail.com	Rr. Perball xhamis, Krusha Madhe
Kosova Women	Advie Gashi	+381 (0) 38 27	gashi@UNHC	"Aktash", A-1, sol.

Voters League		702 ; +377 (0) 44 126 497	R.org	V/37, Prishtina
Centre for Democratization of Society	Ilir Ukiqi	+381 (0) 63 894 860	qdsh_ks@hotmail.com	“Sejdi Sejdiu” St., Ferizaj
Family Women	Nadire Thaçi-Kryeziu	044 217 223	gruaja_familjare@hotmail.com	“Haxhi Ymeri”, 10/17 – Prizren
Kosova Girl	Snezhana Aleksandrovic	+381 (0) 28 83 870	ngokdevojka@yahoo.com	“Dosidej Obradoviq” St., Leposaviq
Organisation for Development Activities	Violeta Selimi	+381 (0) 38 245 426	Info@atoda.org	“Aktash II”, “Ferat Draga” St., nr. 39/A, Prishtina
Sabah – Women Association	Selvia Feratovic	+381 (0) 63 8383658	Uz_sabah@hotmail.com	“Sulejman Sapunxhiu” St., Peja
Women In Action	Igballe Hakiqi	+377 (0) 44 171 166	igballehakiqi@yahoo.com	“Hakif Zejnullahu” Street, nr.101 – Podujevë
Women Committee For Protection of Human Rights	Snezhana Karaxhiq	+381 (0) 63 82 17 964	Snezana1929@yahoo.com	IRL centre, Çagllavica
Apoteoza	Xhevahire Ramadani		apoteoza@hotmail.com	“Dëshmorët e Kombit” Street, Gjilan
Ashkali Women Association “Edona”	Hafize Hajdini		ngoedona@hotmail.com	“Naim Beka” St., fashati Dubravë, Ferizaj
Women Association “Hope”	Nevenka Stoilkoviq	+381 (0) 280 23 919		“Stojadina Trajqiqa” St., Gjilan
Independent Women Centre “Hareja”	Sadete Dula			Bujar Thaqi St. – Rahovec
Women Centre “Prehja”	Ajnishahe Shala – Halimi		qgprehja@hotmail.com	Skënderaj

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