UNDP Kosovo has been accelerating the integration of gender dimensions in all sectors and strengthening its performance in delivering for women and men. All actions are framed within the UNDP Gender Equality Strategy, Gender Action Plan and the UNDP 8 Point Agenda (SCR 1325). Advancing gender security and justice remains the principal priority. Emphasis is also being placed on protecting women’s social, economic, political and cultural lives in a context of sustainable livelihoods. Targeted programmes promote the accountability of Government and institutions to implement gender sensitive laws and ensure that resource mobilization, aid coordination, budgeting and funds allocation are fully gender responsive. Finally, UNDP Kosovo aims to increase women’s roles in decision making.

UNDP is the leading UN agency in social inclusion and gender mainstreaming that cross cuts all its interventions and comprehensive programs.

Active Labor Market Project 2 (ALMP2) is one of the most solid and longest project in UNDP Kosovo (2005-2015) that mainstreams gender throughout the program by supporting central level in gender responsive policy making and most vulnerable groups through integrated service in labour market.

Project falls under the first outcome of Kosovo Program Action Plan 2011 – 2015 with specific targets on improving employment opportunities for young women and men, people with disabilities, RAE and returnees through the implementing of employment programs and work-based learning schemes.

Active Labour Market Programmes 2 (ALMP2) is a three year project, second phase of UNDPs employment programme implemented since 2005 in close cooperation with the MLSW., and is designed in line with Action Plan 2014 – 2016 of the Sector Strategy 2014 – 2020 of the MLSW.

ALMP’s main objective is to improve the capacities of the labor market institutions to design relevant gender responsive policies at central level and to deliver integrated services at local level, focusing on the most vulnerable groups (women, minorities, people with disabilities ad RAE communities) among the unemployed.¹

¹ UNDP ProDoc ALMP
The project is implemented together with the Ministry of Labour and Social Welfare as main project partners, and is financed by the Ministry for Foreign Affairs of Finland, the Ministry of Labour and Social Welfare (MLSW), the Ministry of Internal Affairs (MIA) and the United Nations Development Programme (UNDP).

This gender monitoring report aims to analyze the gender mainstreaming in this project by focusing on the results achieved during the period of 2015. The methodology used is qualitative monitoring and implies desk review, interviews with project staff, and interviews with project partners such as representatives of Regional Employment Centers and project beneficiaries. (The list of interviewees will be attached in Annex 1).

Duration: 2014 - 2017 (36 months)

**Donor(s):**
- Ministry for Foreign Affairs of Finland: 1,200,000 euro
- Ministry of Labour and Social Welfare: 370,000 euro
- Ministry of Internal Affairs: 372,400 euro
- United Nations Development Programme: 312,500 euro

**Total Project Budget: 2,254,900 euro**

**Project partners**
Project is closely linked and supports Ministry of Labor and Social Welfare (MLSW), Kosovo Agency for Statistics (KAS), Ministry of Education, Science and Technology (MEST), Ministry of Internal Affairs (MIA), Ministry of Trade and Industry (MTI) Ministry of Finance (MF) and Regional Employment Offices, Vocational Training Centers (VTC), Municipalities, private Sector Enterprise, CSO’s, SDC-funded “EYE – project”, EC-funded KOSVET 6 project and European Center for Minority Issues (ECMI).

Analyses presented in this report will cover three main interventions areas for easier reference of gender mainstreaming within activities:

- Supporting institutions in developing their capacities in policy making;
- Direct support to jobseekers and companies to increase employability and job creation;
Evidence based policy making;

Active Labour Market Programmes 2 (ALMP2) is a three year project; second phase of UNDPs employment programme implemented since 2005 in close cooperation with the MLSW and is designed in line with Action Plan 2014 – 2016 of the Sector Strategy 2014 – 2020 of the MLSW.

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General observation

ALMP2 project has very prudently mainstreamed gender component throughout all the project documents: Pro Doc, Annual Working Plan and reporting. Gender disaggregated data has been presented throughout the part of situation analyses and as such followed in the description of challenges of existing facts regarding labour market in Kosovo. Problematics behind numbers are clearly defined also through tables and indicators. Strategy used for implementation of the project has clear gender approach towards policy making at central level through equal gender participation while supporting also vulnerable groups of women, minorities and people with disabilities on the local level through integrated service through participation and quota.

Project has started its first implementation in 2005 with the support of Government of Finland and it is of importance to mention that the project team ever since was very watchful in the process of beneficiary selection with main focus on supporting women participation and since then it has become the only way to have the number of women and men equally given opportunity to benefit from the project. The project’s main component, along with the institutional capacity building, is employment of young women and men and during the past decade, 12,130 youth were part of one of several active labour market programmes implemented².

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² ALMP 2 Semi-annual report Jan-June 2015
<table>
<thead>
<tr>
<th>Active Labour Market Programmes</th>
<th>Number of beneficiaries</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2005 - 2014</td>
</tr>
<tr>
<td>Public Works Project</td>
<td>3,194</td>
</tr>
<tr>
<td>On-the-job Training</td>
<td>2,972</td>
</tr>
<tr>
<td>Wage Subsidy Programme</td>
<td>2,138</td>
</tr>
<tr>
<td>Internship Scheme</td>
<td>1,175</td>
</tr>
<tr>
<td>Professional Practice in Enterprise for VET students</td>
<td>1,138</td>
</tr>
<tr>
<td>Pre-Employment Training</td>
<td>79</td>
</tr>
<tr>
<td>Employment for people with mental disabilities</td>
<td>97</td>
</tr>
<tr>
<td>Institution and Enterprise Based Training</td>
<td>366</td>
</tr>
<tr>
<td>Reintegration of Readmitted Persons</td>
<td>368</td>
</tr>
<tr>
<td>Training at Don Bosko</td>
<td>40</td>
</tr>
<tr>
<td>Self-Employment Programme</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total young women and men</strong></td>
<td><strong>11,567</strong></td>
</tr>
</tbody>
</table>

Project staff is well acquainted with the corporate mandate and mechanisms in office used for implementation of gender inclusion throughout the programs, project and procedures. ALMP 2 project has been marked with Gender Marker 2 based on promotion of gender equality not just in one but more activities.

Project has set clear gender indicators. During implementation, special dedication is paid to gender indicators by introducing disaggregated data and equal participation in capacity building part of project. In terms of supporting authorities in policy making, main focus in gender mainstreaming has been paid through introduction of quota with aim to increase women participation in policy making, gender inclusion in HR documentation and training modules.

Project partners, in this case local institutions in the other hand are often driven by higher level decision makers thus cannot influence and pursue the necessary and by law set indicators. As stated in the interview, they rely on the knowledge and influence of the project staff (in this case seen as donors), and thus together achieve the set objectives and indicators of the project.

The last but not the least, project beneficiaries are content with this approach and express satisfaction by having the quota set for women. Except in some more man-seen professions (e.g. Welding), companies are willing to support women employees in this process. What is still

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3 Hasim Fetahu – Qendra rajonale per punesim - Prizren
present with the beneficiaries is the low level of information on existing legislation and their perception in the rule of law component.

**Brief overview of background and challenges**

The unemployment rate in Kosovo is twice higher than in other countries in the region, and remains one of the biggest problems and highest challenge in long term development. According to Labour Force Survey about 60.2% of the population in the 15-24 age groups is unemployed while women unemployment is 9.3% higher than the total labor force unemployment rate.

Another important fact is that about 82% of the registered unemployed have no working experience, which indicates the importance of the first contact with the labour market, or working experience in obtaining sustainable employment while 85% of the unemployed in 2009 had been without work for more than a year.

Cultural and traditional factor is considered to be also a strong factor, in terms that is still persistent in society. It is still to be considered as a valid approach to have male members of family who generate income, while female members are often seen as responsible for the house work (unpaid work).

What UNDP though ALMP 2 project is building upon, is on the achievements of institutional mechanisms that link and share information between labour market actors. Their functionality and sustainability is heavily dependent on the existence of: **a)** strong technical capacities within Kosovo’s institutions; **b)** a strong and widely disseminated knowledge base on labour market issues and; **c)** long-term and sustainable financing mechanisms from the Kosovo budget. And this is where UNDP is engaged by working on their long-term sustainability.

**Gender inclusion in main activities and results achieved for the reporting period.**

**Reform and Modernization of Public Employment Services**

- The Ministry of Labour and Social Welfare is able and has the tools to assess and evaluate the performance of all its Public Employment Services’ staff and Employment Offices, against predefined qualitative and quantitative indicators and targets.
- The public employment service’ staff of the Ministry of Labour and Social Welfare, have the capacity and the tools to implement different active labour market programmes, including the newly activated Self-Employment Programme (SEP).
- As part of the establishment of the Employment Agency, the public relations concept and materials are prepared and adopted by MLSW.

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4 Information based on ProDoc
Coordination initiated and strengthened between the employment offices in the northern municipalities and the regional employment office of Mitrovica.

- The number of active registered job seekers with the PES has increased by 13%, which means that 12,597 job seekers have chosen PES to search for a job, receive different types of training or participate in almp (January-August 2015). On the other hand, 9,574 new vacancies have been announced in PES by private sector companies, a 46% increase from the annual performance of 2014.

Gender equality tools in form of quota, disaggregated data have been used in drafting manuals to be applied by HR in the Employment Agency.

Skills development opportunities and job creation

- 563 young women and men jobseekers supported to gain skills and find employment opportunities in private enterprises through different active labour market programmes, such as the on-the-job training (OJT), wage subsidy programme (WSP) and the self-employment programme (SEP). 47% of the beneficiaries are women.

Women participation and quota are the main tools used in this activity that helped number of women achieving higher percentage than set in the project document. This is also attributed to the persistence of the project staff to apply equal opportunities for women and men during employment process in the project.

Enhanced knowledge base on labour market leading to evidence-based gender sensitive decision making

- Kosovo Agency for Statistics has prepared and launched the Labour Force Survey 2014, providing detailed information on the main labour market indicators in Kosovo. The report has been widely used by various research institutions and policy makers. Gender disaggregated data and information are included in the report.

In the training program Information Training System, gender tools (disaggregated data and quota) have been included in 8 modules.
Lessons learnt:
ALMP 2 project has a long background founded and thus is built on quite solid base. At this stage, there have been many good practices and experiences ever since the first phase implementation and it can be clearly seen in the approach used on the daily basis work. Based on the results from the component of the Skills development opportunities and job creation, it is obvious that good practices and has been used to increase number of women beneficiaries, despite the fact of community mentality and approach during selection processes. Knowledge and mechanisms in place used by project staff to increase the marginalized group’s participation has been shown as very useful and is still maintained at the level of influencing the sometime discriminatory processes.

Private sector is considered to be the main partner especially in disseminating information to beneficiaries and also by provision of their professional support in evaluation of business plans within Self Employment Programme.

Civil society is also seen as close partner when it comes to their contribution to policy making and identification and outreach to vulnerable groups in promotion of the project.

When promoting this project with the repatriated persons, it showed that due to still unchanged traditional setting, level of women participation is lower than comparing to the same community but with youngsters who even with no working experience reach up to 50% of participation.

Recommendations:

- Increase number of Capacity building program for project partners on gender quality related legislation;
- Increase number of public awareness in Human rights, Women rights, Gender equality Law, Labour Law, Law on discrimination, and other laws implicating gender issues;
Desk review:
ALMP 2 final Pro Doc;
ALMP 2 Annual report 2014
ALMP 2 Semi-annual report Jan-June 2015
ALMP 2 Project Board meeting presentation

Field visit:

Field visit:
Ylber Pallaska – Project officer
Meetings with:
Ms. Ada Shima  PM, ALMP
Mr. Ylber Pallaska Project officer, ALMP
Mr. Hasim Fetahu – Advisor – regional Employment Center Prizren
Mr. Nedim Melekoğlu -Advisor – regional Employment Center Prizren
Mr. Sami Krasniqi, wage subsidy, NURÇELIK Company
Mr. Urhan Silik, owner PUNTEX Company
Ms. Meral Yagcilar – wage subsidy - PUNTEX Company
Mr. Agon Beqiri - wage subsidy - PUNTEX Company
Ms. Fatlinda Hoxhaj – on the job Training- GURRA qebaptore

Brikena Sylejmani
Gender program associate
UNDP Kosovo
October 2015