

Gender Analysis in north Kosovo and concerned local authorities



INCLUSIVE DEVELOPMENT PROGRAMME
PROGRAMI PËR ZHVILLIM GJITHËPËRFSHIRËS
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1. Introduction

1.1 Background and Purpose

Gender Analysis in north Kosovo and concerned local authorities presents key findings of collection and analysis of sex disaggregated household, workplace and community data/information in the four Serbian municipalities in north of Kosovo. The analysis covers key areas of concern such as demography, labour market, local economy, health, education, politics, natural resources, infrastructure, safety etc. so as to gain insights into what resources are available in the targeted communities, and how women and men access to and benefit from these resources. It also includes an overview of public institutions and women's and men's access to their services.

The gender analysis is part of the comprehensive baseline assessment of the local governance environment in northern Kosovo.

The general purpose of the gender analysis specific to the north Kosovo is to highlight hierarchies of power, division of labour, social and cultural aspects (in institutions and in the community) in order to expose the manner in which gender relations will affect the baseline assessment, implementation and expected accomplishments of the Programme. The results of the analysis also aim to assist in setting gender baseline and targets as well as gender-responsive outcomes, outputs and indicators for monitoring progress over the course of the programme implementation, that are presented in a separate report "Gender Assessment of the Programme Proposal Fostering Inclusive Development and Good Governance in northern Kosovo."

More particularly, the gender analysis is meant to:

Community level

- Assess the activity profile in the community in municipality: Who does what? Who has what, incl. access and control of the resources, services and institutions of decision-making and the benefits from the development of the projects and programmes (tangible and less tangible resources such as land, capital, time, planning process, access to education, etc.)? Underline any specific roles relating to elderly women/men, single women/men young boys/girls etc. Highlight any particular prevailing attitudes of communities to women and girls and related conflict risk factors;
- Describe any actual barriers to access existing services, information and resources for women and men, and associated risks if barriers continue or increase;
- Analyze any influencing factors (past, present or in the future) that affect the situation. The factors may be political, economic, cultural etc. or constraints or opportunities that can impact women's participation and benefit;

Institution level

- Assess the composition of the municipality staff, decision-making positions, scope of activities etc. from the gender perspective;
- Assess the weight of the gender perspective in spatial planning documents and current service delivery at municipal level;

- Identify the existing services being provided by national and international partners to assist women and girls when it comes to planning, service delivery and local decision-making;
- Assess counterpart/partner capacity for gender-responsive planning, implementation and monitoring, and develop strategies to strengthen capacity.

1.2 Methodology

Data collection has included both primary and secondary sources. Individual face-to-face interviews and focus discussion groups were organized with citizens, local administration representatives, NGOs, international organizations, religious actors etc..

Data collection tools have been developed and key data providers identified. Considerable obstacles were experienced in accessing relevant data and information, in particularly data disaggregated by sex, age, location etc. due to the lack of census and statistics for the municipalities in north of Kosovo.

The analysis is structured around three key gender-sensitive elements:

- 1) **Community profile** -This part presents key relevant data about the municipality such as demography, ethnic composition, economy, politics, natural resources, infrastructure etc.
- 2) **Assets and control profile** - The key question addressed here is what assets women and men have to use as their strategies to improve their power, position and wellbeing. Assets may include knowledge, skills, professional experience, access to and use of different resources as well factors that influence the effective use of these assets (vulnerability context).
- 3) **Institutional profile** - The issues relate to the existence and functionality of local institutions when it comes to access and quality of public services. This part also includes an assessment of institutional gender capacities of municipalities.

2. Gender and sustainable cities

The 2030 Agenda for Sustainable Development, a new global development framework, includes 17 Sustainable Development Goals (SDGs). SDG 11 is focused on making cities and human settlements inclusive, safe, resilient and sustainable. This means that sustainable cities provide for mobility, ensure safety and security, give access to resources, have accessible green and public space, and provide economic opportunities for all. In their work city administrations practice gender-responsive planning and budgeting. Working with gender-responsiveness requires high level of awareness, knowledge and skills for visioning, planning, formulating policies etc. that demonstrate capability for identifying and understanding as well as capacity for action to address gender inequalities.

Research and practical experience show that women and men, girls and boys are differently affected by the way human settlements develop and grow as well as how they are managed. Women are commonly more disadvantaged compared to men in terms of equal access to

employment and job opportunities, education, transport, asset ownership etc. In addition, they experience more limited mobility and domestic and public violence than men.

Gender inequalities and patriarchal gender roles often make women's work and added value invisible. Women's specific practical needs, expectations and strategic interests are rarely taken into consideration in the decision-making process and policy formulations. Women have also limited access to participation, decision-making and opportunity to access municipal services and exercise their rights. They are commonly underrepresented in political bodies.

This gender analysis provide basis for incorporating gender aspect into the Programme as well as the activities that need to be undertaken to address gender inequalities.

3. North of Kosovo

The findings presented in the following pages are based on a comprehensive assessment of data available primarily from the local administrations. Data was used also from other sources such as NGOs, international organizations etc. The key challenge during the process of data collection in the field was access to reliable data. The reason for this is the lack of census since 1991 and time constraints. In cases when data was available it was rarely disaggregated by sex. This poses a limitation of gaining a deeper insight into the situation of women and men, girls and boys to fully uncover gender inequalities in different areas of social life demonstrating where actions relevant for the Programme might be most needed.

This report presents the situation in each of the municipality separately. In the following section, some common key issues that all four municipalities share are presented. Women generally face limited access to and control of various types of productive and non-productive resources placing them at disadvantage in relation to men and maintaining their vulnerable position in areas of security at home and in public, economic dependency, reduced decision-making and accessing economic opportunities.

It is reported that demographic development varies among the municipalities; in some it is positive, while in others it is negative. Due to the lack of census we do not have precise number of women and men, girls and boys living in the targeted municipalities. Figures provided are estimations and are not sex disaggregated. Only one municipality (Zvecan) provided data on live-births, indicating that more baby girls are born than baby boys. This slight female advantage might get even bigger during childhood, owing to generally higher male than female mortality. Statistically, we know that women live longer than men and consequently, women outnumber men in older age groups.

No precise data is available on migration, but respondents indicate that women migrate more than men mainly due to prevailing social norms that require females moving to the male's household. However, respondents report that migration is chiefly motivated by economic and political factors. No precise data of number of women and men in different age groups is available.

Respondents report that marriage patterns have changed over the past three decades. Generally, women and men are marrying later. This may be a reflection of later entry into the

labour market, higher education level and greater independence of women. On the other side, it may also reflect the socio-economic difficulties that create obstacles for young couples to build a family. No data is available for rural women and as well as women and men in different minority communities e.g. Romas. The average age of becoming a parent is between 25-27 years for women and around 28 for men. Women become parents younger than men. No data was available about child marriage.

At least three municipalities (Zvecan, Zubin Potok and Leposavic) have large communities of internally displaced persons. Data disaggregated by sex and age was not available. The biggest community of IDPs is in Zvecan with 25% of the total population.

Although all municipalities have substantial natural resources local economy remains underdeveloped. Entrepreneurship level varies. Consequently, unemployment is a big socio-economic challenge that women and men face in all four municipalities. Women are more unemployed than men and experience greater level of economic dependency. This has severe impact on their opportunities to income-generating economic activities.

Informal economic activities are widespread. Women make a greater share among informal work, mainly within agriculture, picking of berries and herbs and sales of fresh fruits and vegetables and home-made products. Although such work gives women opportunities to generate some well-needed cash it also puts women in vulnerable position of not being protected by the system and thus not having access to certain rights such as health care and pensions.

Poverty is prevalent and social assistance provided is not sufficient to meet the needs of all low-income persons and/or families. This has greater impact on women who are economically dependent, older women and men and persons with disabilities.

Division of labour is traditional, with women doing most of the household and child-care work. Slight indication of change among younger couples is visible in particular related to fathers being more engaged into child-care.

Traditional social norms are very strong in relation to the ownership of land and property, commonly inherited by men and registered in men's names.

Mobility of women is more limited than those of men, in particular of rural women. This is mainly due to underdeveloped transportation network and the problem of affordability due to high transportation prices and low incomes. Women drive less and have more limited access to cars.

Women are underrepresented in politics and they report that they do not feel welcome nor attracted to get engaged into politics. They are generally not engaged into other types of community work. The only exception is the non-governmental sector that provides opportunities for women to get involved and influence the community life.

It is reported that corruption such as nepotism and cronyism are widespread practices and that it is not possible to get a job without political and personal connections. This may include paying bribes. According to the recently released Audit Report¹ all four municipalities face

¹Kosovo Sever portal, http://kossev.info/strana/arhiva/revizorski_izvestaji_/12899

severe integrity challenges related to public procurement, transparency of spending public funds, flaws in organizational systems and procedures (e.g. lack of internal auditing) etc.

Infrastructure is rather solid in all municipalities with women and men having access to electricity, water (occasionally with reduced access) and sewage system. None of the municipalities have sewage collectors and all sewage is dispatched into the rivers.

In general, respondents consider public safety as good. However, there is fear and insecurity present among the respondents on their future within the context of Kosovo state. Women report the existence of gender-based violence, in particular within the household. There is not safe house in any of the municipality. According to the statistics provided by the Regional Police Department North Mitrovica women are victims of domestic violence to much greater extent than men. In case of murders men kill women and not vice versa. Men commit suicide much more than women. In the period 2013-2016 there were 436 crimes committed. There were seven murders committed by males, with five males and two females victims. 24 persons committed suicide, 20 males and 4 females; three incidents based on ethnic hatred with males only as suspected perpetrators and eight male victims; and seven cases of domestic violence, with six males and one female suspected and one male and six females as victims. The total number of committed crimes in 2016 was 102. The most common crimes are: light physical injuries, destruction or damage to property, assault, theft, illegal hunting, heavy theft, causing general danger, suspicious death. Among 102 crimes there were one rape, one sexual attack, one harassment, one sexual abuse of minor and one case of domestic violence. In 2016 there were 61 suspected, 60 males and one female, and 98 victims, 78 males and 20 females.

The report's main findings per municipality are presented below.

4. Municipality of Zvecan

4.1 Community profile



Geographic location of Zvecan

Location and demographics

Located in the north of Kosovo the municipality of Zvecan covers an area of 122.4 km² and includes the town of Zvecan and 35 villages². Surrounding hills and the flat land along the river Ibar make 60% of urban and 40% of rural part of the municipality³.

² Source: OSCE Municipal Profile Zvecan, September 2015

³ Source: Municipality of Zvecan

According to the OSCE Municipal Profile of Zvečan there are approximately 16,650 women and men, girls and boys residing in the municipality. The local government of Zvečan estimates there are around 15,000 inhabitants. In the census carried out in 1991 this figure was 10,030. There are 36 settlements in the municipality. 40% of the population lives in the urban areas, while the rest lives in the rural areas.

The municipality of Zvečan is ethnically homogeneous community. The Serbs make 98% of the population in the municipality. There is a small Albanian community of 2 % living in three settlements and villages of Lipa, Žaža and Boljatin. Other small-size ethnicities residing in the municipalities are Bosniaks, Roma, Turks, Italians, Lithuanians and Montenegrins.

There is a big community of internally displaced persons (IDP) and refugees living in the municipality. According to the sources from the municipality of Zvečan IDPs and refugees constitute approximately 25% of the population. Data disaggregated by sex and age for this group is not available.

Demographic development is positive and continuously growing with a natural increase of 10,7%⁴. Zvečan has “relatively young” population, with 40% being below 19 years of age. Number of girls and boys younger than 16 years is 25%⁵. In the last four years there were 372 children born, out of which 187 girls and 185 boys⁶. The nearly gender-equal distribution of number of live births in the last four years looks as follows:

Year	Total number of live births	Girls	Boys
2016	97	47	50
2015	81	41	40
2014	94	48	46
2013	100	51	49
Total	372	187	185

Number of live births in Zvečan / Source: Local government of Zvečan⁷

There is lack of data on people migrating to and from the north of Kosovo. According to the sources from the municipality migration is assessed to be high and is economically and politically motivated.

The average age of mother and father for the first child is 27 years for women and 28,5 years for men. The average age for the second child is same for both sexes. See the childbirth order presented in the table below.

Childbirth order	Mother, average age	Father, average age
1 st child	27 years	28,5 years
2 nd child	31,5 years	31,5 years

Childbirth order in Zvečan/ Source: Local government of Zvečan

⁴ Source: Strategy for local economic development of the municipality of Zvečan 2014-2016

⁵ Source: <http://www.opstinazvecan.rs/index.php/opstina-zvecan/demografija>

⁶Source: Municipality of Zvečan

⁷Source: Municipality of Zvečan, Department for social affairs, Unit for children’s protection

Local economy

Mining industry used to be the key local economic development driver. The Trepca mine was the primary source of income for the local population until it was closed down due to considerable pollution. It used to employ 19.000 persons⁸, mainly men. Women were chiefly employed in the administration of the company. The collapsed mining industry has left many men out of job market, with only few employed, mainly men. This has caused migration in search for jobs, mainly to Serbia, and the expansion of service and trade sector within informal economy, in which many women are working.

Agricultural work is very limited and sporadic. There is low level of state-funded incentives and absence of more strategic and systematic approach to the development of agriculture. Most people are moving out to the bigger and urban centers in north of Kosovo or in Serbia. The key reason is high unemployment, but also other reasons such as access to bigger social networks, educational opportunities as well as career development opportunities. There are also other motives. As parents can choose school and kindergarten for their children many opt for those located in urban parts of the municipality of North Mitrovica as they tend to provide higher service quality.

Informal economy is widespread with many women occupying various informal jobs. Respondents report that women have managed to adapt to this type of work better than men. They have become economically active providing services such as beauty treatments, hair styling, catering, cleaning, child care, sales of various products such as milk, honey, vegetables, fruits, jams etc. Some respondents even report that women's income from informal work is considered vital and has saved many families in the past period. This was, and to a large extent still is, the only survival strategy for many families.

However, women performing informal economic activities are unprotected and their work is not registered which denies them access to certain rights such as access to health care and pension.

According to data provided by Tax Administration Kosovo-Mitrovica South Office there were 49 officially registered businesses in Zvecan in 2016. Data about female business owners was not available. Zvecan has the least number of registered businesses of all four municipalities in the north of Kosovo included in this analysis. A three-year comparative overview is presented below:

Year	Zvecan	N. Mitrovica	Zubin Potok	Leposavic
2014	63	2254 (north and south)	81	126
2015	89	89 (north)	81	35
2016	49	108 (north)	159	95

Source: Tax Administration Kosovo Mitrovica South Office

The majority of the firms are micro and small and it is estimated that they employ around 500 workers in total. The companies are operating mainly in commerce sector (app. 60%), but sectors such as industry, construction, hotels and restaurants are also present (10-15%). Agricultural, health and transport make a small part of the business community in Zvecan (3-5%). Data disaggregated by sex is not available and respondents report that women work predominately in the sectors of commerce, health, hotels and restaurants.

⁸ Strategy for economic development of the Municipality of Zvecan 2014-2016

Entrepreneurial spirit is considered to be low. Key reason lies in the industrial history of Zvečan. The town has been part of a great mining complex Trepča where most of the male workers, and to some extent female workers, could find a job and secure regular and decent income for themselves and their household members.

Labour market

According to the Employment Office there are around 2,000 persons employed. 1,795 persons are unemployed, 609 women or 34% and 1,186 men or 66%⁹. Youth unemployment is very high (around 56%) and most graduated students experience difficulties in finding a job. Young women face additional barriers such as gender-based discrimination in the work place.

Massive unemployment is considered to be the biggest problem that citizens of Zvečan face¹⁰. There are around 500 employees in the public sector, 25 in non-governmental organizations and around 400 in the private sector¹¹. Around 37,5% were employed in the private sector, 42% in the public sector, 19% in SMEs and only 2,20% in the agricultural sector. This is the key income generated for about 1000 households. Precarious jobs are overrepresented and imply high level of insecurity in the labour market. Such workers are first to lose their jobs in times of economic crisis and last to be recruited in times of economic recovery. Around 46% citizens of Zvečan report that their employment income is insufficient for their decent living and their household members. Around 42% have permanent type of employment, while 58% say they have temporary type of employment. Data disaggregated by sex is not available.

Many rural households use the land for cultivation of agricultural products, mainly for its own consumption and survival, while smaller parts are being sold in the market and along the streets (work usually done by women). Women are also largely involved in informal economic activities such as picking berries, fruits and herbs in the nearby forests that are sold in the market. Women usually sell grown vegetables and fruits, but also other home-made products such as jams, honey, juices, salads, herb teas, cheese, cow milk, berries, mushrooms etc. Some women provide services for hair cutting and styling, beauty treatments etc. Men are more present in construction work and transportation services (e.g. taxi driving).

Many women work on service contracts, some of them up to 10-12 years, without the right to vacation. When they get pregnant their contracts are commonly not extended and they lose their jobs. Such labour conditions make family planning difficult and women are forced to choose between job and family.

A prohibition of employment in public sector in northern municipalities has been in force since 2012. Some respondents stressed that this is not respected in practices as many have got employment in municipality through personal connections. This type of recruitment is viewed as highly problematic as employees do not always get their jobs based on merits, but rather through political, family and/or personal connections. Practicing nepotism and cronyism lowers trust into municipal governance and services. These employments are based

⁹ Municipal Energy Efficiency Plan 2016-2020, p. 10

¹⁰ Socio-economic conditions in the North: Perceptions about healthcare, education, social welfare and employment, European Center for Minority Issues, 2013,

http://www.ecmikosovo.org/uploads/Final_report_Eng.pdf

¹¹ <http://www.opstinazvecan.rs/index.php/privreda>

on service contracts for preliminary tasks for up to three months. They are usually extended but this type of employment is insecure as employees are never sure if the contract will be extended, fearing that they would lose their jobs. Connections among politicians, friends and relatives make it easier to stay in job.

Illiteracy is very low and it is estimated that only 3% of the population are illiterate, mainly old women and men.

Health

Nearly 50% of women and men in Zvecan are quite satisfied with the quality of healthcare in terms of medical equipment and its way to satisfy the needs of people. However, it is alarming that around 40% of citizens find it poor or very poor. In comparison to the neighboring municipalities citizens of Zvecan stand out also when it comes to the need for improvement of quality of staff within health care system in Zvecan. They have ranked it as a priority concern.

Citizens of Zvecan reflect low level of awareness about reproductive healthcare. Respondents in the above-mentioned study relating to perceptions about healthcare, education, social welfare and employment regard the topic as a taboo not to be discussed publicly and are even sometime unfamiliar with the terms. There are no major gender differences in responses. Young women in rural areas are not familiar with reproductive health services as they are unlikely to undergo checkups for fear of being seen as pregnant by community members.

Lead-related health concern may exist in the municipality. In a WHO-study carried out in 2004 blood samples showed that children in Zvecan under age of 4 had a mean blood lead level (BLL) of 32,59 micrograms per deciliter, double than same sample group of children in North Mitrovica and six times higher than in Zubin Potok (BLL 4.54). Data disaggregated by sex was not available. More recent update on BLL in Zvecan is not available.

High number of women and men are addicted to nicotine, around 30,5%. This figure is estimated less than 20% in OECD countries.

Natural resources

The municipality of Zvecan is rich with water. The main river Ibar and its two tributary streams Koriljskariver and Banska river are the key sources of water supply. The municipality does not have waste water management system and system for monitoring water quality. Ibar is polluted by sewage water directly discharged into the river as well as by toxic elements of sulfur and lead leaking from unprotected areas. Also, large quantities of nitrogen are produced each year from livestock leaching into soil and local water bodies¹². Effective water system in place is an important precondition for developing and strengthening economic activities in the field of agriculture, tourism and industry. The lack of water management system contributes also to flooding in the risk areas such as Grabovackopolje (Grabovica field).

Zvecan has springs of thermal waters located in the settlement Banjska, 15 km from the center. Its temperature is 46-56 C and it is known for its healing quality. In the end of 2015 the process of reconstruction of this spa has been initiated. It has good but unused potential

¹²p.35, <http://siteresources.worldbank.org/INTKOSOVO/Resources/KosovoCEA.pdf>

for wellness tourism.

The land available is made of plowed fields, orchards, vineyards, pastures, meadows and forests. The majority of land available or 64% is privately owned. The biggest share of the privately owned land is made of forests, followed by plowed fields and pastures. All of these types of land are potential sources of income for its owners/users. Forests include trees such as oak, ash, European hop-hornbeam (serb. grab), thorn apple, Turkish oak (serb. cer) etc. The forests are rich with juniper (Serb. kleka), cornelian cherry (Serb. dren), blackberries, raspberries, wild strawberries and linden.

An overview of land available in the municipality of Zvecan by type and size:

Type of land	Privately owned land		Publicly owned land		Total land, ha ¹³	
	No of ha	% of ha	No of ha	% of ha	No of ha	% of ha
Plowed fields	1,216	17%	2	1,2%	1,218	11%
Orchards	226	0,03%	1	0,5%	227	0,3%
Vineyards	4	100%	0	0%	4	0,1%
Pastures	1,104	15%	2,111	54%	3,215	29%
Meadows	703	0,1%	3	0,001%	706	0,6%
Forest	3,871	54%	1,812	46%	5,683	51%
Total	7,124	64%	3,929	36%	11,053	100%

Source: Strategy for economic development of the municipality Zvecan

Forests make the biggest natural resource (51%) in Zvecan. It is 54% privately owned and 46% publicly owned. Gender-disaggregated data of land ownership is not available, but respondents confirm that land is traditionally registered in men's names.

Agricultural land makes 17% of all land and creates potential for income. This has been recognized and foreseen in the Strategy for local economic development that includes providing technical support to farmers and rural population in agribusiness for growing vegetables, corn, fruits etc. and cattle breeding. Livestock available in the municipality is quite limited and is made of heavy livestock (cows), small livestock (sheep, pigs, goats) and small poultry. Pastures make 15% of the land but heavy livestock is quite limited. An overview presented in the table below:

Type of livestock	No of heavy livestock	No of small livestock	No of small poultry
Cows	320		
Sheep		450	
Pigs		1010	
Goats		150	
Poultry			7000

Source: Strategy for economic development of the municipality Zvecan

Politics

Local elections were held in Zvecan in November 2013. These were the first elections which the Serbs of North Kosovo participated since the Republic of Kosovo declared its independence in 2008. According to the OSCE there were 10,012 registered voters including out-of-country voters. The voter turnout was quite low i.e. 17.9% or 1,793 voters. Data

¹³ Hectares, equal to 10,000 square meters.

disaggregated by sex is not available. The elections results were as follows¹⁴:

Political party	Seats	Women
GIS - Citizens Initiative Srpska	17 seats	6
GISDP - Oliver Ivanovic	1 seat	0
AAK-LDD Alliance for the Future of Kosovo-LDD	1 seat	0

Elections results 2013, source Local Government of Zvecan

There are three political parties represented in the Municipal Assembly with 19 elected councillors, six females (31,5%) and 13 males (68,5%). Women are politically underrepresented and face serious barriers of entering politics. 18 members are Kosovo Serbs and one is Kosovo Albanian. The Municipal Assembly is chaired by a man, Nenad Popovic from GIS – Citizens Initiatives Srpska. The Mayor of the municipality of Zvecan is also a man.

Infrastructure

The infrastructure in Zvecan is regarded as rather solid. The urban part of Zvecan and three villages are connected to the Mitrovica regional water and sewage system. Other villages have their own water and sewage systems. Sewage network exists but it is very old (built before World War II). There is no water treatment plant in the municipality.

The total length of road network in the municipality of Zvecan is about 367 km. The state of local roads is pretty bad. Around 30% of roads are asphalted and 56% do not meet conditions for motor vehicle traffic. Main road Kraljevo - Pristina has the primary role in connecting Zvecan with all important centers in the surrounding region, including Serbia. The streets in the villages of Zvecan are not in the best condition because maintenance is at very low level.

There are 36 streets in Zvecan, 28 km long in total, with street lightening, mainly located in the town of Zvecan. According to the municipal administration, the transportation network in Zvecan is insufficiently developed with 30% of city streets unpaved.

Electricity network covers all settlements in the municipality.

4.2 Access and control profile

Women face limited access to labour market, unsecure working conditions in informal economy and low incomes

Although unemployment hits hard both women and men, it is assessed that women have more limited access to the labour market and thus their own source of income. Women's economic dependency puts women in a vulnerable position and risks for gender-based

¹⁴Municipal Profile Zvecan, OSCE, September 2015, <http://www.osce.org/kosovo/13136?download=true>

violence. It also limits their decision-making power within households. Women are predominately active in informal economy facing insecure working conditions and low incomes. Informal female workers do not have right to health care and are dependent on other household members, commonly husbands for accessing it. They do not have right to pensions as their work is not registered. Labour market is strongly sex disaggregated, with women working in traditionally dominated areas such as school, child care, local administration, elderly care, commerce etc.

Women are usually involved in collecting berries, herbs, mushrooms etc., while men are more engaged in exploiting forests. For poor women in remote areas collecting and selling forest products may be the only opportunity to earn any cash. However, women's work is poorly paid and least valued in the value chain as their input is informal, ad-hoc and perceived to have little value. Social norms and reproductive responsibilities constrain women from taking part in trading, marketing and networking opportunities that could improve their economic and status position in the value chain. Women engaged in this type of economic activities have very limited access to financial support for this type of economic activities.

Low-income women and men face limited access to social welfare assistance

Poverty is the second biggest problem that women and men of Zvečan face. In spite of this, only 7% of respondents in the above-mentioned study "Socio-economic conditions in the North" are beneficiaries of social welfare programmes leaving many women and men in need without support. Beneficiaries of cash value schemes are more satisfied with service provision than non-beneficiaries, around 38%. More than 50% of citizens of Zvečan are somewhat dissatisfied or dissatisfied with quality of social welfare services provided to women and men, girls and boys by Center for social work. In the above mentioned study there were many neutral answers, which indicate low level of information about the existing social welfare programmes and services.

Women have limited ownership of land and property but enjoy the user status

Although given formal property rights women are rarely owners of land and property. This is particularly the case in rural areas. As women's power position is determined by their status within the household they commonly enjoy the right to use the land and property for productive purposes.

Forests, the biggest land resources (51%) in Zvečan, are mainly privately owned by men (reported by respondents). Forest products provide income for many rural households with full or part-time work, particularly women. 17% of all agricultural land is owned by households. Livestock available is quite limited.

Limited access and control of land, forest etc. may create limited access to financial resources such as bank loans/credits, financial grants occasionally provided by the local government¹⁵, business networking and economic opportunities within agribusiness. In case of divorce women may experience difficulty in accessing their share of property as it is not registered in their name.

¹⁵Some support for agricultural development has been provided through externally funded projects to farmers and rural population in agribusiness for growing vegetables, corn, fruits etc. and cattle breeding.

Women have equal access to education and are better educated than men

Women and men have equal access to education. Educational level of women and men is quite good, while women are more educated than men. Gender-disaggregated data on girls' and boys' performance in school was not available. In general, there is a serious mismatch between the educational background and demand in the labour market, which puts women and men at risk of unemployment.

There are 260 women and men working in the field of education in the municipality. Women make majority of the workforce with 65% on average. The highest percentage of working women is in the kindergarten with 83%. The highest number of employees is in the three primary schools, where women make 60% of the workforce.

An overview of the number of employees in education by type and sex is presented in the table below:

Type of educational facility	Total no of employees teachers		Total, female employees		Total, male employees	
Kindergarten (1)	54	17%	45	83%	9	17%
Primary school (3)	147	47%	88	60%	59	40%
Secondary school (1)	59	19%	35	60%	24	40%
Higher Technical School of Professional Studies	54	17%	45	83%	9	17%
TOTAL	314	100%	213	68%	101	32%

Source: Municipality of Zvečan

Women are likely more affected by limited access to elderly care and low pensions

Unlike other three municipalities citizens of Zvečan are outright dissatisfied with programmes and services targeting older people. 70% women and men of 50-70 years of age in Zvečan said they were not able to meet their basic needs with the income they have. Women who have not worked have no pension and depend on social welfare assistance, which is very limited. As women live longer than man limited access to elderly care, low or none income may have much greater impact on old women's welfare.

Women's access to public and domestic safety varies

5,5% of citizens of Zvečan report that they feel completely unsafe, while 26% ranked their safety as two on the 1-5 scale¹⁶. Somewhat surprising citizens of Zvečan say that they are satisfied with the quality of response to violence provided by local authorities and CSOs. Focus group respondents report that women commonly adapt in order to avoid risky situations such as walking in the areas without street lightening at night.

Gender-based violence (GBV) is a taboo issue and generally GBV is considered a private matter. All the efforts done by police authorities and CSOs to address the issue are new. UN agencies cooperate with each other on GBV involving local CSOs and police authorities. Reporting rate of GBV is low. There is no safe house in the municipality for the GBV victims. The response capacity of police and other stakeholders to address GBV such as medical staff and municipality officials is assessed as low.

¹⁶ Socio-economic conditions in the North: Perceptions about healthcare, education, social welfare and employment, European Center for Minority Issues, 2013

The above demonstrates important distinction of women being exposed to violence in relation to crimes that violate public order and the crime of domestic violence. In first case women can expect police protection, while in the second this is commonly not provided.

Women are likely more affected by limited access to water

Households in Zvecan face daily difficulties in accessing water due to water shortages and reduction. This may affect more women and children by causing water-borne diseases e.g. diarrhea as they spend more time at home and are involved in household activities such as cooking and washing. There has been no success so far in the talks on building regional water supply system from the lake Gazivode located in the neighboring municipality of Zubin Potok.

Households have good access to electricity

Number of households using electricity is not known as many are not registered and do not pay electricity bills. Respondents in local administration confirm that all households have access to electricity power in their homes. In the winter time, users face supply restrictions due to reduced production capacity and huge losses of electricity.

Women, in particular those residing in rural areas and with disabilities, face limited mobility

Bus transportation network within municipality is undeveloped and irregular. For majority of women and men the bus tickets are expensive. In some cases, bus transportation for school children (a regular and more reliable option) is used, although illegally. Irregular lines force many to opt for taxi transportation, an even more expensive option. Regular bus line connects Zvecan with towns in Serbia, but there are no transportation connections to the rest of Kosovo. Irregular transportation options and low affordability may severely restrict women's mobility to access market for sales, job and business opportunities, participation in public affairs, networking etc. Women and men with disabilities may not have any mobility at all.

Women and children are likely more affected by polluted air inside and outside household

Most households use domestic fuel consumption for heating and cooking using lignite and firewood. The exception is housing in urban part of the municipality connected to natural gas network or other fuels. This pollutes the air both inside and outside the household, and may have serious health impact on population. The health impact on women and children may be considerably higher as they spend more time at home performing household activities such as cooking, washing etc. and majority of small children do not go to kindergartens.

Lead leakages may cause health problems

A lead smelter operated for several decades in Zvecan until shut down in 2000. Zvecan is considered to be a lead hotspot¹⁷ (along with North Mitrovica), which may cause health problems to its inhabitants. Data disaggregated by sex is not available.

Women face limited access and opportunities to community engagement

Engagement and participation in community work such as women's rights, trade unions, local politics etc. is very limited for huge majority of Zvecan population. Very few

¹⁷Kosovo: Country Environmental Report: Cost Assessment of Environmental Degradation, Institutional Review, and Public Environmental Expenditure Review, World Bank, p.26, <http://siteresources.worldbank.org/INTKOSOVO/Resources/KosovoCEA.pdf>

households use this as their strategy to improve their wellbeing due to lack of opportunities. Women face additional challenges in their participation in community work due to social norms, traditional gender roles and limited opportunities. Women are mainly active in NGO sector and this sector provides space for women's community engagement and influence. However, this sector is very small and only very few women are active there. Women are not so much active in politics either. Political parties report being unable to recruit sufficiently qualified women to ensure equal representation. Women, on the other side, report that they lack support (financial and political) from parties and share perception that political environment is hostile to women's aspirations and needs¹⁸.

Nepotism and cronyism is likely to disadvantage women and low-income persons

Focus group participants report that when accessing rights and dealing with the municipality it is important to have personal and/ or political connections. Issues are resolved *uz kafu* (literally, when drinking coffee) in informal settings. Men are in a more advantageous position than women as they have a broader social network, less reproductive responsibilities and higher mobility than women. Gender differences among young women and men are much lower as they have more equal level of education, computer literacy and mobility (have access to cars). Women living in the rural areas face challenges related to their mobility, access to information and social networking. In some villages only older women and men are left and they experience big challenges related to accessing municipal and other public services. The municipality does not have mobile teams to provide some of the public services.

4.3 Institutional profile

Availability of institutions

There are 18 public local institutions that are responsible for implementing laws, local policies and programmes and provide services to women and men living in the municipality. A local administration is located in the town of Zvecan and has municipal offices in two villages. The total number of employees in Zvecan Municipality local administration, including Lipa office (under the Kosovo system) is 36 (19 male and 17 women). There are 4 heads of departments (1 man and 3 women), plus the Mayor (1 man).

There are four primary schools with 900 girls and boys, three in Serbian and one in Albanian, one high school, one faculty for art (relocated from Pristina) and one kindergarten. There is one main health center in Zvecan and infirmaries in four villages. There is one cultural center and one sports hall. There is no school for children with disabilities.

There are 7 public health facilities in the municipality (6 in rural areas) and 2 private health facilities. . There are 142 medical workers employed, out of which 37 doctors, 72 nurses and 33 other medical staff. Number of employees disaggregated by sex is not available, but majority of medical staff is constituted by women. There is no hospital in the municipality and women and men use the medical services provided at the hospital located in North Mitrovica.

¹⁸ Kosovo: Overcoming Barriers to Women's Political Participation, NDI, 2015, p.6
<https://www.ndi.org/sites/default/files/Gender-Assesment-report-eng.pdf>

There is only one public utility company in Zvecan that provides water and utility services. It employs 50 persons and has an annual budget of 365,000 EUR. It lacks financial resources, operating equipment and sufficient workspace for its employees.

An overview of all local public institutions is presented in the table below:

Administrative institutions		Educational institutions		Health institutions		Cultural and sports institutions		Public utility company
Municipality building	1	High school	1	Health center Zvecan	1	Cultural center in Zvecan and Zerovnica 1 sports hall 1 stadium 8 sport fields 1 public swimming pool	1	Utility company Zvecan
Municipal office in the village Lipa	7	4 Srb. primary schools in total – Zvecan, Zerovnica, Banjska, Grabovac 3 Alb. primary schools in total – Zaze, Lipa, Boljetin	6	Infirmaries (in villages Zitkovac, Zerovnica, Zaze, Lipa, Banjska, Grabovac)	1	Sports hall	1	Branch of public company “Posta Srbije”
Municipal office in the village Banjska	1	Kindergarten “Lane”	1	Private health center	1	---	---	Branch of public company “Zelecnice Srbije”

Type and number of public institutions in Zvecan

There is no court in the municipality.

Access to and quality of services

The focus group participants assess the access to information about rights and services provided by the municipality as limited and the quality of services as low. Accessing municipal services is time-consuming as it takes days to fix a problem that one might have. For example, in order to know and access rights one cannot get information about what is needed, requirements, deadlines etc. in a simple and easy way. Information is commonly given partially and sporadically. Also, the existence of dual system with both Serbian and Kosovan institutions and the ongoing integration process makes it even more difficult to know where to go and how to access rights and services. This creates insecurity for citizens and lowers trust. Respondents report that there is high risk of unequal treatment based on gender, age, social class etc., as well as risks for nepotism and cronyism.

Women and men in rural areas experience even more limited access to information and municipal services due to their limited mobility. The transport to the center of municipality where most of the municipal services are located is irregular and expensive. The difficult socio-economic situation is problematic for all (young, healthy, educated), including women and men in need. People tend to accept that the situation is difficult for all. Women tend to bring up these issues for discussion in their NGO work, schools etc. exploring the ways to address the issues and identify solutions. Such initiatives are usually met with scepticism and excuses that there is no money. This indicates lack of will and belief that anything can be

improved and changed. Sometimes, when there is will to do good changes (e.g. help families who have a child with disability) the solution in the end does not turn to be the good one because the problem has not been analyzed from different perspectives.

Difficult and inconsistent access to information may lead to marginalized and vulnerable groups not to know about their rights. In cases when they have heard about their rights from other citizens they may experience severe limitations in accessing their rights due to the lack of money, limited mobility (e.g. women with children, old persons, persons with disabilities etc.) and lack of contact network. Unprofessional treatment by public servants may discourage citizens to demand their rights and access services.

There is a perception among focus group respondents that local public servants do not always understand their professional role towards citizens in terms of equal treatment and service provision. In return, lack of professionalism, accountability and effectiveness among public servants can affect institutional integrity and lower trust into public institutions. The quality of services may vary considerably from one public servant to another. Respondents view the situation as difficult to change and they simply adapt to it when dealing with municipal authorities.

Municipal institutions report that they lack sufficient human and financial resources (e.g. they have inadequate space, poor access to toilets, offices not being painted for years etc.) to provide quality services for all. Citizens are not informed about municipal services and citizens do not put sufficient efforts to inform themselves. Working conditions of the public servants are poor e.g. number of people sharing an office is high, number of children per teacher is high etc. All municipal institutions lack physical access for women and men with disabilities. An investment into physical space of public servants and human resources of public servants is needed so as to ensure equal quality services for all.

Schools and health facility (dom zdravlja) have better infrastructure and physical space. In recent years investments have been made into improving the conditions of kindergartens. This has led to increased number of girls and boys attending kindergartens.

Municipal officials as well as focus group participants stressed the lack of precise and reliable data as a huge challenge. This makes it difficult to identify the problems and make priorities so as to direct scarce resources to those in need. The lack of data makes the appropriate solution of problems more difficult.

Access to public space

Public space in Zvečan is made of facilities for social activities such as sports and culture and green space e.g. walking area.

Sports facilities include sports hall, football stadium, “balloon hall” (Zitkovac and Zvečan) and tennis court (Zvečan). The sports hall is very old and not taken care of. This space is used to its maximum, but the needs are much greater than the space can offer. There is no precise data about girls’ and boys’ sports activities or how they use sports facilities. Facilities that belong to Trepca have limited access and are costly. The mining company of Trepca is the owner of very good sports facilities but these are not used as there are unresolved property issues. They have a swimming pool and cinema (but not in use). There are following sport teams in the municipality of Zvečan: basketball, karate, volleyball, handball etc.

There is one cultural facility used by the Association for culture and art offering activities related to folk dancing. It is quite popular and it attracts mainly girls ranging from 5 to 15 years of age. There are only few boys. However, this facility is not heated, there is no place to keep the dancing clothes, the flooring is made of concrete which is uncomfortable for dancing. All this makes it difficult for girls and boys to attend. Even adults perform folk dancing. There are around 20 women and 15 men active in the association. The Association for culture and art received equipment valued at 13 000 EUR, while all other sports associations in the municipality got equipment at value of 20,000 EUR. There is no theater in the municipality. There is a drama section in the school. There is an ongoing construction project for Culture House (Dom kulture).

Public green space includes walking area and six playgrounds (Zvecan, Srbovac, Grabovac, Veliki Rudar, Zerovnica, Zitkovac). One playground is located within premises of the primary school Vuk Karadzic. The respondents believe that girls and boys use the public space equally. However, teachers and trainers do not collect statistics nor are they trained to identify and monitor gender differences and patterns.

There is insufficient public green space in urban parts of the municipality that provide open recreational areas for women and men, girls and boys and enhance opportunities for community socializing. There are walking roads with a length of 2.375 m. Many people, mainly women with children, use the green space. Women walk more with children, while men are resting in the afternoon after family lunch (late afternoon). Respondents noted, however, an increasing number of young fathers walking with their small children, that might indicate changing gender roles among younger women and men. Increasing number of parents living in North Mitrovica are visiting Zvecan for recreation with their children as it is calmer place that is more spacious and green than overcrowded urban North Mitrovica.

Mobility is restricted due to limited access to pavements. Parking space is another problem. Taxi drivers and buses park anywhere. There is a lack of effective sanction system. A common situation is that pavements are being occupied by parked cars hindering pedestrians to use the walking space freely. This creates barriers for old, disabled and parents with small children e.g. those using prams. The mobility is even more limited in winter times. The above mentioned facilities, including schools, are not adapted to children with special needs.

5. Municipality of Zubin Potok

5.1 Community profile



Location and demographics

Mostly rural the municipality of Zubin Potok covers an area of 333 km². It has 63 villages and settlements, the biggest being the town of Zubin Potok. According to the OSCE there are 15,200 women and men, girls and boys residing in the municipality¹⁹. The local administration estimates the total population ranging between 7,500-13,000 and that there are 40% women, and 60% men. The share of population under 15 years of age is 800, out of which 450 boys and 350 girls. There are around 900 senior women and men.

A large Albanian community living in the village of Cabar is estimated at around 1,300 or 8,5% (figure according to the OSCE Mission in Kosovo). The local administration estimates that this figure today is 800-900 persons. Other ethnic minorities present in the municipality are Roma, Gorans, Bosniaks, Ashkali etc. Due to the conflict Zubin Potok has also a large community of internally displaced persons and refugees, estimated at around 2,800 or 18,5%. The local administration estimates that there are 25-30 women-led households.

The distribution of number of live births in the last five years looks as follows:

Year	Total number of live births	Girls	Boys
2016	74	Not available	Not available
2015	55	Not available	Not available
2014	58	Not available	Not available
2013	69	Not available	Not available
2012	65	Not available	Not available
Total	321	Not available	Not available

Source: Local government of Zubin Potok

The total number of deaths per year in the last five years is around 63-67 persons annually. The natural increase of the population in the last five years is negative with 321 live births and 325 dead. The fertility rate i.e. the total number of the live births by a woman of reproductive age is 2-3 children (no precise data available). The average age of mother and father for first child is 25 years for women and 27 years for men. The average age for the second child is 29 years for women and 33 years for men. See the childbirth order presented

¹⁹Municipal Profile Zubin Potok, OSCE Mission in Kosovo, September 2015

in the table below.

Childbirth order	Mother, average age	Father, average age
1 st child	25 years	27 years
2 nd child	29 years	33 years

Source: Local government of Zubin Potok

There have been 34 marriages in 2016. The total number of never married men is 100. This figure is not available for women.

The migration from the municipality is low and according to the local administration only 2-3 families leave their place of residence annually. Focus group participants that migration is much higher and that women and men migrate towards urban centres such as North Mitrovica or elsewhere in Serbia. Women and men in the age group 30-40 years migrate the most.

Local economy

There is high number of entrepreneurs and micro firms in the municipality. Data disaggregated by sex is not available. Most firms are micro and small, and there are no firms with more than 250 employees.

The companies are operating mainly in the traditional industry branch of forestry in Zubin Potok. There are a few factories within wood industry and sawn timber. Around ten firms sell fire wood to the households. Around 200.000 m³ fire wood is sold annually to citizens and heating plants in other municipalities in Kosovo. These companies employ mainly men. The most important companies are:

- Agricultural cooperative „Zubin Potok“
- Construction company „Kolašin Gradnja“
- Printing house „Ibar - Invest“
- Bakery „Kolašin“
- Transport firm „Kolašin prevoz“
- Hydro-power plant „Gazivode“
- Forest company „Ibar“

Zubin Potok has been more agricultural rather than industrial community. Out of its total area around 21% is arable land. 75% of the municipality is covered with forest. There are good geographical and climate preconditions for animal husbandry, fruit growing and farming. The huge area of forest offers access to berries, herbs and mushrooms. Zubin Potok has potential for developing tourism.

According to data provided by Tax Administration Kosovo-Mitrovica South Office there were 159 officially registered businesses in Zubin Potok in 2016. Data about female business owners was not available. Zubin Potok has the highest number of registered businesses of all four municipalities in the north of Kosovo included in this analysis. A three-year comparative overview of registered businesses is presented below:

Year	Zvecan	N. Mitrovica	Zubin Potok	Leposavic
2014	63	2254 (north and south)	81	126
2015	89	89 (north)	81	35
2016	49	108 (north)	159	95

Source: Tax Administration Kosovo Mitrovica South Office

Labour market

The profile of labour force in the municipality is characterized by high employment within the public sector (between 60-65%) and low employment in the private sector (between 35-40%).

According to the Development Strategy of the municipality of Zubin Potok 2013-2017²⁰ there are 1,213 registered unemployed persons, out of which 713 are women and 500 are men. Also, more women than men with higher education are unemployed. Quite a big percentage of unemployed or 43% have completed only four grades of elementary school, out of which 220 or 18% are women. Men make majority in this group.

Private companies are not competitive in the market due to low productivity and poor technological equipment. Major barriers to development are access to supplies of raw materials and administrative obstacles on borders with Serbia as well as very limited opportunities for selling their products in other parts of Kosovo. These companies have also limited access to financial resources well needed for investments and development.

Announced reforms within public sector will most likely lead to reduced number of staff. There is a risk that women may be hit harder by this reduction than men due to the prevailing patriarchal gender norms and men being seen as key providers for their families. The lack of opportunities within the private sector may lead to even higher unemployment in the future for women and men.

Women in the private sector face challenges related to decent work such as low wages, lack of trade union organizing and difficult working conditions (e.g. long working days and nights).

Health

There are nine health facilities in the municipality. There is one private health center. Four facilities are located in urban part of the municipality. There are 142 medical workers employed, out of which 37 doctors, 72 nurses and 33 other medical staff. Number of employees disaggregated by sex is not available, but majority of medical staff is constituted by women. There is no hospital in the municipality and women and men use the medical services at the hospital located in North Mitrovica.

There is no reproductive health facility in Zubin Potok. Such health services can be accessed in Zvecan and North Mitrovica. There is one private medical practice and four offices for dental practice. Women and men of Zubin Potok reflect low level of awareness about reproductive healthcare.

There are problems with the supply of pharmaceutical drugs. The list of medical drugs is different in Serbia and Kosovo, which create problems in accessing medicine.

²⁰Development Strategy of the municipality of Zubin Potok 2013-2017, p. 7

Access to medical care for children is a challenge. As paediatricians work until 4 pm there is no access to this service for the rest of the day. Focus group participants report that there is a need for 24/7 access as there are many children in the municipality.

Women and men in Zubin Potok are not satisfied with the quality of healthcare in terms of medical equipment and its way to meet the needs of people. More than 80% perceive it as poor or very poor. On the other side, 57.87% of respondents report that the level of competence among the medical personnel is good and 7.02% find it very good.

High number of women and men are addicted to nicotine, around 32%. This figure is estimated less than 20% in OECD countries. Nearly 40% of citizens in Zubin Potok report on addiction to alcohol (drinking more than once a week), mainly among men.

Majority of the household uses fossil fuel (wood and coal) to heat their homes. Smoking inside the home (incl. passive smoking) in combination with fossil fuel for heating poses a serious health threat to all household members. Women are likely to be more affected as they spend more hours inside home.

Politics

According to the OSCE there were 8,979 registered voters in the local elections held in 2013. The voter turnout in 2013 was 31.1 per cent with 2,792 voters participation in the elections. Data disaggregated by sex is not available. The election results were as follows²¹:

Political party	Votes (%)	Seats	Women
GIS - Citizens' Initiative Srpska	77%	15 seats	4
LDK – Democratic League of Kosovo	11%	2 seats	1
PDK – Democratic Party of Kosovo	8%	1 seat	0
Social Democracy	4%	1 seat	0

Source: Elections results 2013, OSCE Mission to Kosovo

There are four political parties represented in the Municipal Assembly with 19 elected councillors, five females (26 %) and 14 males (74%). Women are underrepresented and face serious barriers of entering politics. 16 councillors are Kosovo Serbs and three are Kosovo Albanians.

All key decision-making positions in the Municipal Assembly are held by men such as Chairperson of the Municipal Council, deputy Chairperson and deputy Chairperson for communities. The Mayor of the municipality is also a man.

Natural resources

Zubin Potok has many sources of water and mineral waters. One of the water sources has a constant temperature of 32°C. There is a lake Gazivode that supplies the municipality as well as the neighbouring ones with water.

²¹Municipal Profile Zubin Potok, OSCE, September 2015, <http://www.osce.org/kosovo/13136?download=true>

The municipality of Zubin Potok is rich with forest (75%) and trees such as jova, cer, oak, beach, European hornbeam (grab) and leska. Along with beach the oak is the most widespread kind of tree. The upper parts above 1500 m of the forests are coniferous woods.

There is rich access to different types of berries such as wild apple and pear, blueberries, blackberries, wild strawberries, juniper (Serb. kleka), cornelian cherry (Serb. dren), blackberries, raspberries, rose hip, cornel (Serb. dren), sloes (Serb. trnjine). In addition, rich variety of vegetation includes wild flowers and herbs. There are around 70 different kinds of herbs such as dandelion, lily, plantain, thyme, yarrow etc.

Rich forests are home to many wild animals such as fox, wolf, wild boar, bear, rabbit, deer, badger, marten, otter, squirrel, dormouse and wild cat. Rare bird such as wild hen and grouse live there too (above 1500 m altitude).

In the past Zubin Potok had mines with deposit of lead-bearing and asbestos-bearing ore. Recent geological studies show that there is still rich exploiting potential of these ores²². There is limestone in the municipality that can be used for construction materials.

Infrastructure

The highway is 27 km long and regional road network is 17 km long. Local traffic roads are very limited in terms of access and mainly not asphalted. They create a network of around 300 km and are maintained with the local budget. Low population density and too extensive network are a heavy burden in the municipal budget.

Water supply is largely well solved in the settlement Zubin Potok and suburban areas. Rural communities have individual water supply system, capped with a distribution network. In the summer there is a problem of access to water.

Sewage network exists in the settlements Zubin Potok, Velji Breg and Gazivode. Waste waters are directly dispatched into the river Ibar and other side rivers.

Solid electrification network exists covering whole municipality. However, in the periods of increased electricity consumption e.g. during the winter time some settlements experience lack of access to electricity. This happens as the current capacity of 10.5 mwh, the maximum power potential, while in some period the need is up to 12 mwh.

Transportation is another challenge facing women and men of Zubin Potok.

There is a private company “Kolasin prevoz” (eng. Kolasin transportation) founded in 2002 employing 15 workers. It operates with bus line to Belgrade, Kragujevac and Mitrovica. There is no bus station in the municipality and no statistics record on the use of public transport. There is only one line from Zubin Potok to Belgrade via Raska, which includes a change and waiting hours. Most of the time residents of municipality have find their own solutions for transportation. There is no regular public transport within the municipality.

There are few taxi cars and entrepreneurs who provide transportation services in vans.

Access to internet is quite limited. There is one internet café in the municipality run by an NGO Oxygen.

²²The development strategy of the Municipality of Zubin Potok 2013 - 2017

Safety

Citizens of Zubin Potok report that they feel very safe with nearly 70% ranking their safety as four or five on the 1-5 scale. However, nearly 50% of citizens say that they are dissatisfied or somewhat dissatisfied with the quality of responses to violence provided by local authorities and CSOs.

Women participating in the focus group discussions report that they do not feel safe in the public space due to e.g. street dogs, violent men, psychologically unstable men, poor street lighting in the nights etc. They also report that GBV is widely spread. There is, in general, low awareness about different forms of GBV, including among young men and women. There is no safe house in the municipality.

Ethnically-based violence does not occur.

5.2 Access and control profile

Women have more limited access to labour market than men

Although better educated than men women face higher unemployment and social exclusion. The key reasons are gender-based discrimination and social norms that favour men as key family providers in the labour market.

Entrepreneurship within agribusiness in Zubin Potok is assessed as relatively high

There are around 50 agricultural farms in the municipality. Both women and men are involved in agricultural economic activities. Focus group participants report that women's work is more invisible, and very often undervalued. Along with the farming activities performed outside home, women report that they are key responsible for household work and child care (double burden).

Women have low ownership of land

Zubin Potok is mainly a rural area and there is a tradition of agricultural activities. However, a huge number of women are not registered owners of land and women commonly do not inherit land due to the customary practiced based traditional patriarchal norms. This constitutes a serious obstacle to women who want to run their own farming businesses and/or access financial resources such as loans, credits, grants etc.

Women have access to informal economic activities

As the municipality is rich with forests, berries and herbs provide source of income for rural population, particularly women. There is a strong agricultural tradition and cultivating land provides food supplies mainly for the private consumption. Surpluses are sold, mainly by women, although informally. Women also participate in the production of different products made by home-grown vegetables and fruits such as jams, juices etc.

Women have very limited access to community work, politics and public decision-making

Women are politically underrepresented and rather not included into decision-making processes within local administration. Women providing data report that they also feel excluded from the ongoing negotiation talks taking place between Belgrade, Pristina and international community on integration of Serbian municipalities into Kosovan system. Gender equality issues is far less important in a situation characterized by the survival of

ethnic community and is rarely taken into account in the negotiations. Most initiatives to bring gender equality into the agenda come from the NGO sector.

Women have more limited mobility than men

Women's mobility in Zubin Potok is more restricted than men's due to unequal divisions of labour at home. Also, limited access to transportation means and high prices constitute an obstacle to reach to various opportunities such as education, networking, community work, information events etc. Rural women's social networking is often reduced to the nearest neighbourhood.

5.3 Institutional profile

Availability of institutions

Public services are provided under dual system. Focus group participants report that the Serbian system functions well, while the institutions operating under the Kosovo system still have serious deficiencies and do not have all departments and services in place. The most common problem that citizens face is related to issuing identity documents. The process is complicated, lengthy and costly.

The total number of employees in Zubin Potok Municipality local administration, including Cabra office is 70 (53 male and 17 women). There are 8 heads of departments (6 men and 1 woman), plus the Mayor (1 man) and Deputy Mayor (1 woman).

There are six educational facilities in the municipality, three primary schools, two secondary schools and three institutions of higher education (two public and one private).

Type of educational institution	Number of students	Number of teachers
Primary schools (3)	510	51
Secondary school (1)	256	46
Kindergarten	250	25
Primary schools in Cabra (1, Albanian)	125	13
Higher educational schools	Not available	Not available

There are nine health facilities in the municipality. There is one private health center. Number of employees disaggregated by sex is not available, but majority of medical staff is constituted by women.

There is no hospital in the municipality and women and men use the medical services at the hospital located in North Mitrovica.

According to data provided by Tax Administration Kosovo-Mitrovica South Office there were 159 officially registered businesses in Zubin Potok in 2016. The number of business has been growing in the last years and is the biggest in the north of Kosovo region. The current figure may be most likely much higher as informal economic activities are not included in the official reporting. According to the *Strategy for the private sector development in Zubin*

Potok 2013-2017 the number of estimated firms is 200-250 and agricultural farms is 50. The comparative overview of the firms in the last three years is presented below:

Year	Zvecan	N. Mitrovica	Zubin Potok	Leposavic
2014	63	2254 (north and south)	81	126
2015	89	89 (north)	81	35
2016	49	108 (north)	159	95

Access to public space

There are no green and public spaces, although the focus group participants report that the need among residents of the municipality for such space is great. Often there are no pavements along the streets which makes moving around more difficult, in particular for old persons, persons with disabilities etc.

There are several different sports activities, mainly for men and boys such as football, karate etc.

Parking of the cars is another challenge in the municipality.

6. Municipality of North Mitrovica

6.1 Community profile

Location and demographics

The municipality of North Mitrovica is urban only and its area covers 6 km².

According to the OSCE Municipal Profile dated 2015, there are 29,460 inhabitants residing in the municipality. Data provided by the local administration within the scope of this analysis report s that there are around 19,000 inhabitants in the city of North Mitrovica. This is a gap of more than 10,000 people. The ethnic groups living in the municipality are Serbs (60-70%), Albanians (20-30%), Bosnjaks (less than 10%) and others (less than 5%). There are around 1,400 IDPs. Data disaggregated by sex could not be provided by the local administration.

The annual migration in the municipality is 46 persons, 27 women and 19 men at the age between 30 and 75 years, who have returned from the south to the north of Kosovo.

Local economy

Local economy of Mitrovica North is primarily based on public enterprises, local administration etc. There are small business chiefly focused on providing goods and services. According to the Employment Office there are 1,795 persons registered as unemployed, 609 women or 34% and 1,186 men or 66%²³. Youth unemployment is very high (around 56%) and most graduated students experience difficulty in finding jobs.

²³Municipal Energy Efficiency Plan 2016-2020

According to data provided by Tax Administration Kosovo-Mitrovica South Office there have been 108 officially registered businesses in North Mitrovica last year. The overview of three last years is presented below:

Year	Zvecan	N. Mitrovica	Zubin Potok	Leposavic
2014	63	2254 (north and south)	81	126
2015	89	89 (north)	81	35
2016	49	108 (north)	159	95

Politics

There are 27,917 registered voters. The figure is higher than the number of estimated population. This is due to the voters lists which have not been updated and still includes names of deceased persons, internally displaced persons who do not longer reside in the municipality but have right to vote. The figure also includes the residents of the village Suvi Do, a situation which is disputed by Mitrovica South.

Number of elected municipal councillors is 19, out of which five are women and 14 are men. The Municipal Assembly (19) is composed by six political parties: GIS –Citiz. Initiat. Srpska 12 seats (3 women / 9 men), SDP 1 seat (1 woman), PDK 3 seats (1 woman/ 2 men), LDK 1 seat (one man), AAK 1 seat (one man) and SDA 1 seat (1 man). The Mayor is a male.

6.2 Access and control profile

Around 80-90% of residents in the municipality have access to legal electricity network, while the rest are connected illegally. All resident have access to the water network but it is not used by everybody equally. Some apartments must use pumps to ensure sufficient water pressure. All citizens cannot afford to pay water bills. Water quality is assessed as safe and regular control is carried out by the local hygiene institute. However, not all residents have access to sewage network due to problem of affordability. This is the case for women and men living in the areas Brdjani, KrojV itaku and Bosnjacka Mahala. These households use septic caves. All sewage is discharged into the river and there is no water treatment plant in the municipality.

Public Utility Company Standard collects and manages all waste. However, as North Mitrovica has no landfill all waste is transported to the municipality of Zubin Potok²⁴. Although planned and due to the lack of financial resources there is still no center for sorting and recycling.

²⁴ A regional landfill is under construction in Zvecan Municipality (EU-funded project).

6.3 Institutional profile

Availability of institutions

The total number of employees in North Mitrovica Municipality local administration is 65 (31 male and 34 women). There are 4 female and 4 male heads of departments, the Chief Executive Officer is a woman.

There is one hospital in the municipality, one public health (plus ambulance) and three private health centers. There are also 5 social services facilities.

There are 9 higher educational institutions, eight public (7950 students) and one private. In terms of secondary education, there are 6 schools; primary education, 5 schools in total; and preschool units: 2 in total.

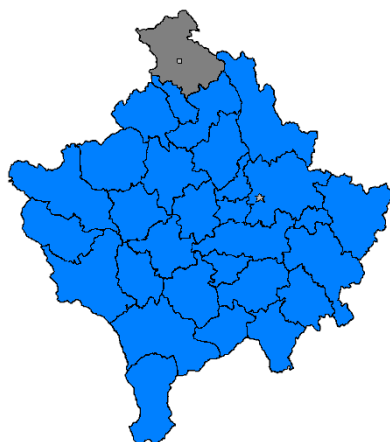
Under Kosovo system there are not registered sports associations.

There is one Regional Police Department in North Mitrovica that covers all four municipalities. Total number of employees is 558, out of which 475 or 85% are males, and 83 or 15% are females. There is a clear gender-based segregation between male-dominated police officers and female-dominated civil/administrative officers. Women are heavily underrepresented as police officers. There are in total 507 police officers, 460 or 90% males and 83 or 10% are females. Women are more represented as civil employees with 51 in total, out of which 15 or 30% are males and 36 or 70% are females. At the decision-making level women are also heavily underrepresented, with 42 males and 7 female decision-makers. Out of these seven female decision-makers three are heads in the civil part of the police, while four are heads in the police sector.

There is a city library “Vuk Karadzic” and six cultural buildings (incl. heritage).

7. Municipality of Leposavic

7.1 Community profile



Location and demographics The municipality of Leposavic covers an area of 536 km² (530 km² rural /6 km² urban area) and has 72 villages. There are 4,248 households with 4 household members on average. The demographic development has been positive with 10,3% natural growth. There are estimated between 16,000 and 20,000 inhabitants according to the local administration, out of which 52% are women and 48% are men. 45% live in the town of Leposavic. The majority of populations are Serbs (95%), but there are also other ethnic communities such as: Bosniaks, Albanians and Romas.

The municipality hosts internally displaced persons and refugees. There are 250 living in the private accommodation, and 111 living in the collective centres (52 women and 59 men). Number of new-born in 2016 was 136, while 81 persons died in the same year. It is estimated that there are around 10-15% women-led households.

Local economy

Local economy is underdeveloped and industrial sector is estimated to be less than 5%. Until 1991 the key job generator was the mining complex of Trepca. There are some companies within metal industry such as “FMD Ivo Lola Ribar” and “PPT – Zglobnilezajevi.” Wood industry is significant due to the rich forest resources available in the municipality. The private sector is small and in its initial phase of development. The local economy is dominated by small shops and self-production of cheese, *kajmak*, fruits, vegetables and *rakija*. Many private companies do not pay taxes and social contributions regularly and their workers commonly have no employment contracts.

Labour market

Unemployment rate is high and affected by political and security situation. By the end of 2015 there were 2,463 unemployed persons, out of with 1,394 or 56.5% were women²⁵. Leposavic has been traditionally linked to mining and the mine of Trepca. There are still around 600 workers employed in Trepca, mainly men. Increasing number of residents gets involved into agricultural economic activities as key source of income. However, their production is used mainly for private consumption as they experience severe difficulties to access the market. They also lack modern technological equipment. There is no cooperative organized in the municipality. There were 94 registered businesses in 2016, 60% in commerce and 10% in industry. 15% of businesses are owned by women.

Year	Zvecan	N. Mitrovica	Zubin Potok	Leposavic
2014	63	2254 (north and south)	81	126
2015	89	89 (north)	81	35
2016	49	108 (north)	159	95

²⁵Strategy for Development of Tourism in Leposavic 2017-2022, p. 23

Politics

The total number of voters in 2013 was about 19,000. The voter turn-out was 23.5% or 4,606 voters. Last elections were held in April 2016. The number of voters was 11,410. The discrepancy between number of resident and number of voters is due to the voters lists not being updated.

Political party	Votes (%)	Seats	Women
GIS - Citizens' Initiative Srpska	38.73%	8 seats	3
Democratic Initiative	19.37%	4 seats	2
SLS - Independent Liberal Party	10.59%	2 seats	1
GISPD Oliver Ivanovic	7.14%	2 seats	1
Civic Initiative Together	5.52%	1 seat	0
Peoples' Justice	5.16%	1 seat	0
Joint Future Novo Brdo	4.22%	1 seat	0
Initiative for Better Life	4.16%	1 seat	0

Source: OSCE Mission to Kosovo (Municipal profile Leposavic), and Municipal Assembly members

The elected Mayor (male) is from the party United Left.

Natural resources

The forests, covered with meadows and pastures, occupy about 54% of the territory of Leposavic municipality, suitable for livestock breeding. Small rivers and lakes are rich with fish. The municipality is rich with thermo-mineral water sources e.g. Vucanskebanje rich with calcium used for rheumatism and skin diseases.

Agricultural areas (plowed land, orchards etc.) make 24,5% of the total area, while meadows and pastures make more than two thirds or 76,5%. Available land recourses in the municipality are:

Plowed land	4,230.51
Orchards	1,166.25
Pastures	12,350.14
Meadows	5,479.94
Forest	23,272.00

An overview of livestock is as follows:

Type of livestock	Number
No of heavy livestock	1753
No of small livestock	6205
No of small poultry	22952

*Source: Local Environmental Action Plan
Leposavic*

Health

In general, health system infrastructure exists but it lacks resources. Women are not satisfied with health services provided. They complain about poor treatments, lack of resources and low competence of doctors. There is poor supply of medicines in pharmacies as the system of procurement from Serbian state pharmacies is not regulated. Doctors are allowed to work both in the public health sector and private clinics at the same time, and that may create additional costs for women sometimes. Access to reproductive health services is severely limited. According to the focus group participants there is only one gynecologist in the town of Leposavic who has limited resources for the work and low competence. Patients are usually sent to bigger urban centers such as Novi Pazar, Kraljevo, North Mitrovica etc. A Pap test can be done in Zvecan (for free) or in the private health facility (for payment). Mammography is done in North Mitrovica. Adult women do not perform these tests regularly.

Safety

In general, public and domestic safety is considered to be good. However, female participants report that domestic GBV is a problem for women. No precise data is available, but there is a perception that GBV is widespread. Women do not report GBV so often. Women are aware that they are protected by law, but not in practice as the municipality lacks institutional protection mechanisms to provide support needed to GBV victims. There is no safe house in the municipality. Economic dependency is one of the reasons why women do not report GBV, but not the only one. Highly educated women with own income e.g. doctors, teachers etc. are also GBV-victims. GBV is very rarely addressed in the media. One GBV-victim has spoken about her experiences on the radio recently. This has been commented positively on Facebook. The respondents see that as a positive change in behavior as women used to blame women for being exposed to GBV.

There is a cultural center, museum and theatre in the municipality. No sex-disaggregated data about women and men as workers and users of these institutions is available.

7.2 Access and control profile

Women's and men's access to municipal services is limited. One is the ongoing integration process related to the Brussels Agreement that implies closure of the Serbian institutions and establishment of Kosovo institutions. This is an unfinished process and dual municipal structures are still in place. Focus group respondents report that the Serbian institutions are fully functional, but with reduced quality, while they experience difficulties in their encounter with the recently established Kosovan institutions. They say that norgender differences exist in accessing public services.

For example, in order to get identification card (ID), you need to visit three different institutions in three different locations. Recently, a Center for issuing identification documents has been set up in the police building in Leposavic within new Kosovo institutions. The procedure of getting an ID is time-consuming, expensive and complicated. In order to get an ID one has to first go to get birth certificate in Sajska Bistrica. Then you go to the Center for issuing ID documents located in Leposavic where you get a document that you have submitted a request for ID. In addition, one has to go to the bank office in North Mitrovica to pay the fee. After the completed payment you then go back to Leposavic for photo shooting and the process is then completed. IDs are commonly issued within 15 days

and the applicant must pick it up in person, which means additional travelling. Albanian villages have had problems to access this type of public service earlier due to reduced mobility, high travel expenses and language barrier. This situation has improved related to the access to Albanian language, but it is still a problem due to high travel expenses and mobility for villagers residing in the Albanian communities.

Access to other municipal services is also a problem. One focus group respondent reports losing her right to social assistance in Kosovan system for children up to five years of age as her husband, from whom she is divorced, received support for agriculture business. She had access to this right under Serbian rule. Another respondent reports having submitted a request for access to public documents, but has not received any yet although six months have passed. It is stipulated that such requests should be handled within 8 days. The other respondents report that their Serbian documents are not recognized by Kosovo institutions and they get new ones, while the Serbian ones are destroyed. This creates serious problems for them when afterwards dealing with Serbian authorities.

Mobility of women is quite limited, in particular for those living in the rural and remote areas. Public transportation does not exist. Few rural women have driving license and access to a car. Some residents use school buses to move around. Women have limited access to money and cars. They have less own income as they are less employed, which reinforces women's economic dependency on men. One respondent says that they are surrounded by "isolation" pointing to women's very limited access to resources and mobility. Women active in agricultural work produce different and big amounts of dairy products but have very limited access to markets to be able to sell their products. Very often, they offer their products at very low prices.

Men own land and property. Women cannot dispose of land and property as men are registered owners in the majority of cases (precise data is not available). Focus group participants say that in cases when women are owners, this is not done because of gender equality or respecting women's rights, but it usually indicates some type of mismanagement. It is expected that sisters give up their part of inheritance in favor of their brothers. As one respondent said "you have a right, but you do not have a right", referring to the discrepancy between customary practice and formal property law.

Participants from rural areas report that access to public and green spaces is very limited, almost non-existent. The situation is better in the urban settlements, although this space is not fully used. There are sports halls in urban part of the municipality. The usage may vary among the sexes. Women are more limited to use these facilities due to unequal division of labour. Women go to fitness, Pilates etc. The green space across the river Ibar is used for walking, jogging and playing with children.

In general, people are not engaged and active in the community due to the political and safety circumstances. Women report different experiences related to the access to community work and decision-making. Rural women say that they are not included in the local decision-making. They are rarely involved in any type of community work.

Division of labour at home is traditional. There are some exemptions, but in general women take care of cleaning, cooking, washing, take care of children etc., while men do traditional men's work outside of home. Young women see bigger problem in low level of

understanding and appreciation for women's unpaid work at home, rather than tradition division of labour.

However, some modest changes are visible such as young men walking with their children in the streets. Respondents say that women are expected to perform unpaid work, that is taken for granted. When men contribute to household work that is viewed as extraordinary and they are usually rewarded. Also, when women make mistakes they are punished, while men are forgiven.

7.3 Institutional profile

Availability of institutions

The total number of employees in Leposavic Municipality local administration (Kosovo system), is 15 (11 male and 4 women). There are 9 heads of departments (6 men and 3 women). There are 11 public institutions in the municipality managed by 6 male and 5 female directors. There are 411 employees (data by sex is not available).

There are three health facilities with 27 doctors, 7 general practitioners, 18 specialists, 1 gynecologist and 5 dentists. There are 65 nurses and 74 medical technical staff employed.

The municipality of Leposavic has three pre-schools, three primary schools, two secondary schools. There is also one school for children with disabilities. The total number of pupils in preschools is 650, out of which 266 or 41% are girls and 384 or 59% are boys. Number of pupils enrolled in the first grade is 253, out of which 143 or 56,5% are girls and 110 or 43,5% are boys. There are 1,252 pupils in elementary schools (data disaggregated by sex not provided). In the secondary schools there are 421 pupils, 159 or 38% girls and 269 or 62% boys. It is noteworthy that the percentage of girls drops gradually from the first grade throughout the elementary and secondary school. The underlying causes have not been explored but this may indicate factors such as e.g. migration, drop-off from school due to poverty and/or early marriage. There is one primary school in Albanian village of Bistrica with 29 pupils and 16 employees (source: OSCE 2015).

The municipality has five institutions for higher education, three faculties and two higher schools in the fields of pedagogy, sport, agronomy and economics. These faculties constitute a part of the University of North Mitrovica. The number of enrolled students is 2106, out of which 796 or 38% are women and 1310 or 62% men. 1427 are regular full-time students, with 526 women or 37% and 901 or 63% men. The total number of extramural students (self-financing) are 679, out of which 270 or 40% are women, and 409 or 60% are men. As the figures demonstrate women are underrepresented in higher education in general and among both categories of students.

A comparative overview of registered businesses in the last three years is presented below:

Year	Zvecan	N. Mitrovica	ZubinPotok	Leposavic
2014	63	2254 (north and south)	81	126
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2016	49	108 (north)	159	95

Regarding the number of employees by type of educational institution and gender, we can spot not surprisingly the following: Kindergartens: 165 employees, of which 129 are women and 36 are men; Teachers in elementary schools: 179, of which 118 women and 61 men; Teachers in secondary schools: 129, of which 67 women and 62 men; Professors and associates in higher education: 161, of which 64 women and 97 men.

While in police institutions, the number of employees reaches 116 (95 men and 21 women) with an average age of 45.6 years old, and diverse ethnicities, i.e. Serbs 107, Albanians 6, Bosniaks 2, Turks 1.

Institutional gender capacity is assessed to be very limited. The local administration does not have a gender focal point/officer. There is no gender equality action plan, nor gender tools to apply gender mainstreaming in processes (e.g. spatial planning), procedures and budgeting. Some staff have participated in gender equality trainings, but have not applied the acquired knowledge and skills. Data providers report that the majority of staff has low level of awareness and knowledge about gender equality.

8. Conclusions

In summary, there are gender differences identified with regard to women's and men's access to resources, mobility, safety, access to green spaces and income and employment opportunities. Many women are socially excluded and they do not participate in the community work and local politics. They have lower mobility level than men. They have restricted access to all types of resources. They are more unemployed than men despite the fact that they have good education level. Women are mainly not registered as land owners and may have very limited access to finances and business opportunities.

Here are some key conclusions:

Access to responsive public services, adequate infrastructure and effective integration

- Women and men experience increased difficulties to access public services due to dual systems.
- Women and men experience poor access to public transportation. Transportation is irregular and expensive and severely impacts women's level of mobility, for rural women in particular.
- In Zvecan and Zubin Potok residents experience reduced supply of water and electricity during some periods of year
- There is no sewage network and waste water is dispatched directly to rivers.
- Access to green spaces is different in different municipalities, but there is considerable need for improvements. Women and men use green spaces for different reasons and at different times.
- Huge number of households uses fossil fuel (coal and wood) for heating. This may cause serious health damage to household members.

Labour market and economic sphere

- Women are more unemployed than men and lack own income. They make less money in the private sector (around 100 EUR/month).
- Women are more present in informal economy, which is often the only source of income for the entire family.

Access to asset and decision-making processes for women, the households and the community

- Majority of women do not own land and property. This is particularly strong tradition in rural areas. The key reason is the persistence of custom law that favors men.
- Women are heavily underrepresented in politics.
- Intergenerational cohabitation is common. This puts even higher pressure on women's reproductive role as it may also include care for sick and old parents-in-law and other family members on their husband's side.
- Division of labour at home is traditional and unequal. Women have key responsibilities for household work and child care.
- Both women and men are equally concerned about current political situation and the future of Serbian community in Kosovo.
- All municipalities have low institutional gender capacities.

9. Recommendations

The following is recommended:

Institutional and operational gender capacity building

- Strengthen institutional and operational gender capacities of local administration by providing technical support on gender equality and gender mainstreaming;
- Strengthen the awareness and the capacity of local administration to record and collect data disaggregated by sex, age etc. taking into account the different ethnic groups in the municipality etc.;
- Encourage municipalities to appoint gender focal points, preferably full-time gender officers, who will be working on gender issues continually and focused;
- Support local administration to design and carry out a participatory strategic development process to outline Gender Equality Action Plan (GEAP);
- Encourage municipal management to ensure budgetary resources for the implementation of the GEAP;
- Develop capacity building plan that will focus on strengthening capacities how to implement GEAP as well as to provide required trainings, coaching, distance support etc. as needed. Capacity building on gender should include also all administration officials and staff;
- Develop tools for gender mainstreaming to be used in the day-to-day procedures and processes;
- Consider pushing for the municipality building a safe house in each of the municipalities.

Participation in the decision-making

- Strengthen the capacity of the municipalities to apply modern participatory and gender-responsive methodologies to involve women and men in consultative processes;
- Strengthen the awareness of the municipalities to apply intersectional approach taking other identities into account;
- Support local administration to mainstream gender into spatial planning and urbanization work;
- Strengthen the participation of women and men in spatial planning processes;
- When planning activities take into account that women and men from rural areas have very limited mobility as they have poor or no access to transportation means; consider organizing some of the activities geographically closer to them;
- Take into account different times when organizing activities to ensure women's possibility to participate as they have key responsibility for reproductive work at home.

Women's conditions and women's empowerment

- When designing activities take into account women's living or/and working conditions so as to be able to give women opportunity to participate;
- As GBV is widespread, take into account the harmful effects that this may have on women and how this may affect their willingness to participate;

- Take into account the vulnerable context of rural women and their limited mobility due to poor access to public transportation;
- Consider designing activities that are focused on women only, rural women in particular, aimed at women's empowerment.

Awareness raising of men

- Consider working with men on raising their awareness about gender equality;
- Identify men that could act as role model and change agents to support gender equality in different areas of the society.

