

Gender Training and Research Center
Annual Report
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The following Projects were carried out by the Gender Training and Research Center: Information Database on gender issues, Database of Gender Experts; Gender awareness training; Capacity building, Support to newly established non-governmental organizations, monitoring of Kosovar Press, The Center of information and documentation on gender issues, Changes in the election system in Kosova ongoing campaign, Roundtable on the Kosova Action Plan for Empowering Women in Political Decision-Making, Get Out the Vote Campaign, Campaign ‘Brings Women Politicians and Voters Together’, Gender Equality Mechanisms, Public Anti-Corruption Campaign in Kosovo.

GTRC Motto

Political empowerment of the women is a precondition for the empowerment of women in other sectors of life.

In the beginning, I would like to inform you that the Gender Training and Research Center is concluding this year with a wide range of activities focusing on women empowerment as well as on the promotion and protection of their rights. We have been committed and active in our effort change the status of women but also to make changes in our society as a whole. It is my opinion that we have made some steps forward.

The changes are necessary in our women’s world, but they are also necessary in our societies. In Kosova, in this postwar transition, the change constitute the only way we should go in terms of establishing the genuine democracy where women will enjoy its deserved role and status. In this respect GTRC has a clear vision: we want to see the women’s role at all levels including decision-making; we want to see partnership between women and man in shaping our better future in social, economic and political terms; we want to see women capable of a real leadership and establishing necessary changes as well as see her set free against any discrimination.

In order to achieve these objectives, GTRC have adopted new strategies that focused on political empowerment of women. It was guided by the motto that political empowerment of women is precondition for the empowerment of women in other sectors of life. We believe that once women are in government they can promote the women’s agenda and garner institutional support to our interest. This was also the expression of understanding that the Parliament should be lobbied and that NGOs do not have power of decision making. GTRC is the

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first to initiate cooperation between women in politics and NGO-s which is growing to real grand coalition of women.

GTRC was also first to take an initiative of changing the electoral system in Kosova aiming at having both “quota and quality” as criteria of representation of women in Parliament. Unfortunately we did not succeed to change the electoral system and, therefore, women’s representation in the new Parliament of Kosova, barely could go beyond the numbers. But the problem of quantity versus quality is not the challenge only in political life, it dominates all sectors. In the past period, GTRC with its activities was a leader or partner in different actions for changes in Kosova and this is why it is often regarded as “A REFORMER - NGO”.

The Gender Training and Research Center -GTRC

The Gender Training and Research Center was founded in January of the year 2000 as a big project of the Women Center in Tirana.

The project sought to help women and women groups in Kosova, in the field of the development of the civil society.

The Gender Training and Research Center plays an effective role in improving the civil society in Kosovo, in the creation and development of groups, NGO’s, as a place where to organize new groups and training activities at all levels.

The Mission of the Gender Training and Research Center

The Gender Training and Research Center, through its activities, endeavors to achieve the following objectives:

- Protection of women rights in accordance to international conventions;
- Political empowerment of women by improving their public image;
- Economic empowerment of women and motivation of women participation in business;
- Promotion of gender equality as well as the implementation of gender equality in all fields of life;
- War against women and girls’ trafficking;
- Collection, processing and distribution of information on women issues;

The Gender Training and Research Center carries out these goals through the following activities:

- Collecting and processing information on women issues through round tables, media monitoring and direct contacts;

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- Raising awareness with women and different social groups that face gender problems through trainings and round tables;
- Dealing with issues that women face in everyday life, such as unemployment, low participation in business, low participation in politics, domestic violence, trafficking, poverty etc;

- Building the capacities of the Gender Training and Research Center on providing relevant trainings, documentation and information.

- Increasing the quality and quantity of the services offered by the Gender Training and Research Center and expanding the number of groups the Center works with;
- Establishing the network of associates all over Kosova;
- Increasing the number of beneficiaries from projects and activities of the Gender Training and Research Center; and
- Including experts and specialists of specific fields in line with the specific aspects of the projects

The goal of the Center

The following are the activities through which the Gender Training and Research Center promotes and protects women rights:

- Trainings;
- Information and documentation on gender problems; and
- Technical assistance for new NGO's .

The Gender Training and Research Center carries out all these prolific goals through a wide range of activities that enable the realization of its mission.

The Center is supported through three main pillars:

- Trainings;
- Studies; and
- Information and documentation.

Within pillar one, the Center has 71 trainers in three different fields. From May 2000 the Center has organized and conducted gender trainings by fifteen trainers. A team of twenty-seven trainers continues the work on trainings the “capacity building” that has started in June 1999 as a part of the project Regional Center of Trainings, which is a project of the Women center in Tirana. A big number of trainers from all over Kosova have joined the team of trainers in this field. The Project “Women Can Make it” brought 30 trainers of different ethnicities from the field of women empowerment in politics.

The second pillar of the GTRC is the field of studies with specific emphasis on women issues. The Center has conducted a study on the reasons of interruption of girls’ schooling in Kosova, and analysis on the trafficking of girls in Kosova and Albania. From the experience in the field gained by trainings and direct contacts with the population, the Center reached conclusions from the study on gender and gender reports.

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The third pillar and the most important one is the pillar of information and documentation for all local and international NGO's, as well as for different government structures.

This pillar has created some space for the Center to become a connecting bridge between the government and NGO's. Within this pillar, the Gender Training and Research Center has published the bulletin, where the activities of the Center are included as well as the activities of a bigger part of local NGO's all over Kosova.

The Gender Training and Research Center possesses a rich a library with a great many number of many books, studies, and different articles form various fields. Titles on gender, youth problems, social issues, philosophy, history as well as a big number of titles studies, books, different publications from all over the world are mainly dedicated to gender and methods how to implement gender equality in all fields of the life.

The Center, in line with current social issues in Kosova, when organizing round tables, selected topics with the goal of influencing reforms and changes that Kosovar society needs.

An important reform that Kosova needs is the one in the field of Electoral Systems and this is why the Gender Training and Research Center has organized round tables in this field. The motto of the Gender Training and Research Center on this topic has been that the empowerment of women in politics is a precondition for empowerment of women in all fields. This way, the round-table "electoral system from the perspective of women" just before the draft of the new law on elections, without any doubt is a new push for a new adequate electoral system that would create closeness with the voter, and quality institutions for the government of the country, individual quality values, building confidence and trust on the government, which is essential for the democracy of a country.

Other round-tables conducted by the Gender Training and Research Center were the following:

- Together for the development of the position of Albanian women;
- Women in politics, advantages and disadvantages;
- Women, connecting bridges between the governmental and non-governmental sectors; and
- The action platform for women empowerment in decision-making – politics.

The Gender Training and Research Center is also a part of the Hope Fellowship, a program for empowering women in politics.

The years '98,'99 were the most difficult years in the modern history of Kosovo. During this period, women and children suffered the most. Humanitarian spirit, coming from all over the world was mobilized to help in this spiritual, material, physical and social crisis.

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The National Albanian American Council responded to this appeal with an advanced project, empowering women to help themselves and then the whole society. This project seeks to empower women from all over Kosova through handing them the responsibility to make positive changes in the leading structures in their countries through a diverse program. The program was designed that way that it sought to increase participation of women in the decision making structures.

The Gender Training and Research Center takes part in the KNAP Project of Kosovar NGO's on advocacy that started in January of 2002 and still continues. A successful campaign on advocacy was the project – Making Parliamentary Committees Open to the Public. An important campaign was the Law on Freedom of Information and the cooperation with many international NGO's. The Gender Training and Research Center has healthy relations with many local and international organizations in Kosova and outside Kosova.

The report presented here covers project activities of the Gender Training and Research Center performed from January 2004 until December 2004.

Gender Training and Research Center during the period January – December 2004 implemented project activities as planned in its annual plan for 2004.

Main project activities during the 12 months are as follows:

- ❑ Information Database on gender issues including
Collection of articles from newspapers and periodicals;
- ❑ Creation of a website;
- ❑ Training courses:
Capacity building on NGO organization and development;
Gender awareness trainings, basic and advanced, TOT for staff;
- ❑ Direct assistance program for women NGOs;
- ❑ Leadership Trainings for women NGOs;
- ❑ Roundtable on the Kosova Action Plan for Empowering Women in Political Decision-Making;
- ❑ Providing advise to newly established women NGO's on UNMIK (United Nations Mission in Kosova) regulation for non-governmental organizations; providing support on identification of overall organizational structures, project objectives and functioning of an organization;
- ❑ Networking with relevant women's groups active in Kosova. Kosova Women's Lobby (KWL) is a group of women leaders in politics, civil society and economic sphere engaged in and supporting constructive critical thinking, as well as strategic and progressive actions on important issues of political, social and economic development in Kosova. This applies in particular on those of interest to women;
- ❑ Partner organizations and institutions such as the Parliament, the ministries and municipality offices as well as projects run by International and local organizations supporting women's initiatives such as the National Albanian

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American Council, Kosovo NGO Advocacy project, UNIFEM, and National Democratic Institution NDI, Coalition Reforma 2004.

- ❑ Gathering and compiling data and information concerning women's issues in Kosova;
- ❑ Providing consultancy services to different International and local organizations, The Committee on Gender Equality, the inter-ministerial group on gender equality within the Prime Minister's Office, especially providing trainings on NGO Management, Project Life Cycle, Gender awareness, Communication skills, Media usage, Community organizing, Advocacy, Fundraising, Volunteers' roles and responsibilities, Project strategic planning, Role and responsibilities of the board of an organization;
- ❑ Organizing campaign on Reforming Election System;
- ❑ Get Out the Vote Campaign;
- ❑ Campaign "Brings Women Politicians and Voters Together";
- ❑ Gender Equality Mechanisms;
- ❑ Public Anti-Corruption Campaign in Kosovo.

Trainings on Capacity Building and Gender Awareness

Trainings on gender in Kosova

The GTRC played an effective role in the development of the civil society in Kosova, in the creation and development of groups, NGO's, as a place for organizing meetings between young groups as well as organizing trainings at all levels.

The number of trained participants during 12 months period was 310, Bosnian (12) and Ashkali (25 participants) (6 gender trainings were supported by CDF and other trainings were supported by different international and local organization. There were just one training with trainers of Albanian and Serbian ethnicity in the same training. The trainings were two days long and the participants were provided with materials both in Albanian and Serbian. In the two-day trainings on gender organized and conducted by the trainers of the Center the following groups took part: representatives of local women NGO's, local representatives of international NGO's, representatives of governmental structures such as ministries, municipal assemblies, youth organizations, etc.

Trainings were organized in Prishtina, Gjakova, Prizren, and Peja as well as in other many regions of Kosova, both rural or urban.

The goals of these trainings were directed towards deepening and clarifying basic meanings of gender, developing and strengthening the ability to raise funds and draft projects in connection with gender issues as well as towards training participants to have the knowledge to implement what they learned in all fields of everyday life, families, and wide communities.

The methodology of work was based on advancing the learning, through the activation of experiences on gender.

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The start of the training brought to the participants the first concepts on the meaning of gender, as a much used term in the modern world.

Its identification started with bringing up stereotypes, roles and duties of women and men as well as the understanding of the reproductive role of women. Also during the first day of training, words such as power, approach, autonomy, and feminism were defined as very important notions in focusing on gender relations.

While discussing these topics, methods of gender exercises were applied for the participants such as “16 hours”, “triple roles”, “the tree”, “Role Play” on the roles of women and men in family and society. Also there were discussions and individual and groups exercises.

On the second day, the training was directed towards raising gender awareness – working on the understanding of the position of women. At the same time, the training presented the visions of empowerment and methods of understanding gender sensitivity. The obstacles that women face in the process of decision making were emphasized and the possibilities of creating strategies for change were discussed, raising awareness and sensibility through different forms such as: raising awareness of women on the role and importance of decision-making, raising awareness of family and community on the greater participation of women in different activities and higher representation in the decision-making processes, campaigns on raising awareness of the community on the role of women in the society, possibilities of education, support at work, in the family, availability of adequate social services, inclusion of women at governing levels, trainings, unions and other different women movements.

All these strategies were supported with work in groups of participants and through the VCR and the projector. The participants worked on drafting projects on the gender perspective with the help of the trainers during the training, getting new knowledge. Importance was given to the ways of inclusion of a women perspective in projects. This was done through specifying women needs, identification of projects, the level of knowledge of women issues, women issues in the implementation and evaluation of the project. Participants were trained on the education of adults as well as making a difference between education of children and training of adults. The following things were taken into consideration as relevant factors in the training and education of adults: the level of education, mentality, discussion methods, trainer abilities, training planning, as well as treating participants as associates in the process of training.

Methods were discussed as a very important aspect, especially methods of communication between people, process of training, presentation of an interactive way the factors that can hinder or be an obstacle for communication. Participants were also equipped with the knowledge of creating a group and its activation, incorporation of the training in the methods of creating a training plan together with the supporting elements of this plan and the methods of its evaluation.

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Special attention was paid to the institutional mechanisms for achieving gender equality, implementation of the Law on Gender equality, since this law was promulgated in Kosovo.

At the end of the training there was a presentation of prepared programs, finding adequate forms on monitoring the law on gender equality by the participants and trainers using the feedback method as an indicator of success of the training.

This training offered by the Gender Training and Research Center is a continuation of implementation of projects of this Center in offering trainings on gender. This project was supported by cfd. and in general there were many donors offering for the center these types of trainings .

Kosovo NGO Advocacy Project, Kosovo Women Initiative, Municipal Assembly Prishtina, Star Network., Danish Refugee Council, OSCE, World Vision, and the Ministry of Education, Science and Technology, Committee on Gender Equality, Kosova Women Network, OSCE, and Doctors of the World, Danish Red Cross, and Office on Gender Issues established in 30 Municipalities, Kosova Women Initiative, PVPT and IOM.

Motivation, seriousness, and cooperation of participants were maximal. The training was very intensive and it covered a series of topics and issues seeking to equip the participants with knowledge, habits, and abilities to implement this knowledge in different aspects of life.

During the training, the Center trainers used material prepared and translated into Albanian from the publication; “Gender Stereotypes and Roles”, of the author Susan A. Basow, which is one of the most distinguished texts on gender roles and stereotypes, a book that contributes to the development of concepts and ideas and their clarification. This book consists of five following parts “Introduction”; “Current findings from Female-Male Comparisons”; “Origins of Gender Stereotypes and Roles”; “Consequences of Gender Stereotypes and Roles”, “Toward the Future”. There are many reasons why Gender Training and Research Center opted for the translation of several chapters of this book and we would explain these reasons in the best way if we quote the following part of the preface of this book: “It can be used in psychology and sociology courses on women, men, gender, sex roles, and sex differences, and in women’s and men’s studies programs. Individual sections can supplement broader psychology, sociology, or interdisciplinary courses that include units on sex roles, sex differences, human sexuality, or male-female relations. The book can also be used with traditional social psychology texts.”

A very important and specific activity conducted by GTRC and carried out during a six months period was the training of the gender officers 30 Kosova municipalities. In such trainings participated herself the gender officer and the staff of the municipality. It was very important that from the very beginning to clarify the role and duties of the gender officer, the importance of such issues to the municipalities as well as the methodology on implementation of the gender equality in all life’s spheres.

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Another very important field for gender officers was the issue on how to establish close relations with the community and on the possibilities concerning a more fruitful method in performing the duty.

The implementation of the Convention on all forms of discrimination against the women was also discussed.

The six months project was financially supported by OSCE, Democratization Department, and the Office of Good Governance, Office of the Prime-minister. Beneficiaries of this project were 90 participants, 55 of them women and 35 man coming from 30 municipalities of Kosova. Present in such training was the gender officer from Strpce municipality, a member of the Serb nationality, the only male gender officer.

Capacity building training for women NGO's in Kosova

During the period January – December 2004, the Gender Training and Research Center conducted 6 trainings supported by CDF with 155 participants and 7 trainings supported by other international and local organization with 105 participants.

Out of this number, 90 of them participated in the training “Management of the project from the idea until implementation” and 170 in the training “Strategic planning, action plan and budgeting, communication skills, leadership, lobbying and advocacy, TOT training organized and conduct by GTRC and supported by PVPT (Center for Protection of Victims and Prevention of Trafficking in Human Being) (See attached report ”.

Participation in this training was higher than planned, from 15 to 20 till 25 people. The goal of the training was capacity building of NGO members in different aspects of organizations towards the community groups, especially in the aspect of “Strategic planning”. The focus was on the practical aspect of the foundation of an NGO and its functioning, its efficient role to the community, focusing more deeply on drafting and managing good projects.

The goals were:

- Definition of strategic planning, functions of the NGO, management of NGO/s and the cycle of a project;
- Presentation and concrete and theoretical development for every phase of the cycle of the project;
- Development of ideas about individual work in specific fields;
- The structure of an NGO/Leadership, SWOT&PEST analysis;
- Evaluation of the needs of the community/Needs evaluation planning; and
- Monitoring of the project, evaluation/selection of indicators and report drafting;

Methodology used by the trainers in the two day trainings was based in on;

- theoretical presentation;
- group discussions;
- “brainstorming”;

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- working in groups and
- role playing.

Apart from the rules on project proposals that were almost never defined, during the training were developed new experiences on the rules that donors use as basis during funding, and management of projects.

The design of the trainings made possible the interactive approach with open discussions. Theoretical aspects of the issues in the discussion were combined with work in groups and ‘brainstorming’, so that the participants have completed the sessions with their experiences and local examples. This training model included the participants as main actors, strengthening the trust in the local capacities and giving them the energy to initiate activities.

A training session lasted for 2-3 hours. There were 4 training session in total. The following topics were discussed during the training sessions: knowledge on the role of NGO’s and civil society, concepts, legal issues, functioning structures, strategic planning, importance of NGO’s, necessary resources, the cycle of the project, connections between strategic planning and project proposals, the concepts of project proposals, contents, budgeting, indicators of success, fundraising abilities, fund concepts, donors, communication, presentation , discussions, analysis, reports, working in groups etc.. During the two days of training, the participant worked in workshops separated in groups. They drafted different projects and we also had separate groups of donors that evaluated based on the criteria about which groups will receive the funding. After this the reasons for such a decision were given. As a result of these trainings, the participants gained knowledge about the basic elements of a project proposal, basic issues in budgeting and expressions of their voices, the ethics of successful meetings with donors, the system of documentation based on the projects that contain developed activities, information about the beneficiaries as well as documentation regarding the expenses in these projects. The trainings were made possible with the help of CDF, Bern.

The fields of the trainings that GTRC has the capacity to offer and has offered during its work are:

Capacity building for newly formed NGO’s;
Basic Gender Trainings;
Advanced Gender Trainings;
Communication abilities;
Leadership;
Strategic planning; and
Advocacy and lobbying.

These trainings were supported by many local and international organizations such as ATRC-KNAP (Kosovo NGO Advocacy Project), Danish Refugee Council, Doctors of the World ,OSCE (Democratization Department) , Office of Gender Affairs WCRP (World Conference on Religion and Peace),Christian Aid, Women’s Network ,Youth

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center Haxhi Zeka-Peje, Kosova Women Initiative, Danish Red Cross, Open Door - Prishtina, Kosovar Youth Council, National Albanian American Council,

Goals and Objectives of the Training Session

The main goal is to raise the capacities of NGO members on Project Life Cycle, NGO Management, communication skills, media usage, Community organizing, advocacy, fundraising, volunteers' roles and responsibilities, project strategic planning, organization board's role and responsibilities.

Enhance public awareness of gender issues;

Develop skills in integrating gender aspects in the daily life;

Develop and strengthen skills in assessing gender-related projects; and

Integrate gender aspects into development projects

Methodology used by the trainer

The methodology used during the trainings was composed of the following techniques:

Theoretical presentations, Group discussions, Brainstorming, Working Group, Role play, Individual work, Study case.

Target groups on capacity building and gender awareness remained the same this year, and more people from public institutions such as representatives of local assemblies of municipalities participated in the training sessions, including here representatives of the ministries and from different government offices. Participants in the training sessions were different target groups and very often mixed: women groups from Prishtina and from other towns of Kosova, youth organizations, representatives of local municipalities, bank employees, Municipal Assemblies, different institutions, political parties and minority representatives, and they showed great interest to learn more about project proposal writing, developing action plans, strategic planning as well as issues related to sustainability of projects and organizations or institutions, enhancing public awareness of gender issues, developing skills in integrating gender aspects in the daily life and strengthening skills in assessing gender-related projects and integrating gender aspects into development projects.

The monthly trainings were held from 10.00 AM to 17.00 PM. These were two day trainings that were organized every month.

One 5 day TOT training was organized by our Center and received the financial support by PVPT (Center for Protection of Victims and Prevention of Trafficking in Human Being), and Follow – up training sessions on requests of participants in the monthly training sessions depended on the time that the participants requested to come. Usually, the follow-up training sessions were conducted from 10:00 AM to 14:00 PM. These trainings were organized by the staff of the Center, this way, fulfilling our mission to

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support women and youth organizations as well as governmental and non-governmental institutions.

Since our fundamental goal is to raise awareness on gender issues and gender equality in Kosovar society, every training sessions had the gender component.

The Gender Training and Research Center has a pool of 77 trainers; 15 gender trainer 31 trainers (22 Albanians, 6 Serb, 1 Roma & Ashkali, 2 Bosnian) on strengthening women in politics and 25 capacity building trainers as well as 5 trainers on advocacy and lobbying.

Gender trainers conducted series of training sessions on basic gender awareness for different international and local groups currently working in Kosova. Organizations that asked the trainers of the Center to provide gender trainings are: the Office on Gender Issues. Even though these are offices created by the Government to deal with gender problems, these are new structures that are in their initial phase of finding out things, and this comes as a result of the fact that Kosova is a country in transition and gender issues were not taken under consideration, because of the political system dominated by men. Other local and international organizations that have requested training on gender issues are: World Vision, Doctors of the World, Kosova Women Initiative, CARE International, KEDP, KNAP, UNDP etc.

From the feedback evaluation form, it can be concluded that the participants viewed the “Capacity Building and gender” as useful, well organized and the trainers very capable and experienced. The evaluation made by the participants shows that they considered the training content very important and interesting. The participants found the method applied as a very good, inspiring, effective and stimulating active participation. The participants appreciated very much the sharing of the experiences with each other as very efficient during the training.

During the training sessions, Center’s trainers used materials from publication” **“Principle-Centered Leadership** “*Characteristics of Principle-Centered Leaders*” and “*Seven Habits Revisited*” and material “**Power and Influence**” of the book “**The Power Principle**”. In fact, first two chapters of the distinguished book “**Principle-Centered Leadership**”, written by the remarkable author, **Stephen R. Covey**, constitute the most important portions of this extremely instructive book on the leadership. These chapters, “*Characteristics of Principle-Centered Leaders*” and “*Seven Habits Revisited*”, as their sections refer to, focus on essential features of the leadership, which represent the very core of both effective and productive perspectives the complex mechanism of leadership should contain. In order to bring to the reader’s attention the concern of the author, we are of the opinion that several sections of these chapters should be quoted: principle-centered leaders learn on continual basis; they are service-oriented; they radiate positive energy; they believe in other people; they lead balanced lives; they see life as an adventure; they are synergistic; and they exercise for self-renewal. These characteristics are in close connection with seven unique human endowments, which are for instructive

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purposes divided into two categories: primary and secondary endowments complemented in highly effective people.

Chapter 1 “**Power and Influence**” of the book “**The Power Principle**”, written by the same author, **Stephen R. Covey**, published in 1998, focuses on vital issues of the power, its use and misuse. It deals with power mechanism and its author successfully defines who is powerful, paths to power, when people are powerful, feeling experienced about the power, the fact that there is always a path to power and, above all, the facts that the issue of power always starts with us. Chapter “**Power and Influence**” is concerned with the power mechanism in the context of social, political and psychological developments of the society, group and individual.

Information and Documentation Project

The center of information and documentation on gender issues

One of the most important projects of the Gender Training and Research Center (GTRC) is the “Center of information and documentation on gender issues”. The realization of this project during 2004 was made possible with the support of the CFD - Christlicher Friedensdienst, Bern and the voluntary world of the personnel and volunteers of GTRC. One of the components of these projects included the collection, processing and distribution of information that discussed the social position of women and children in the Kosovar society.

Information that was collected, processed and distributed during the 12 months of 2004 included lots of articles. Articles were selected in the regular monitoring of seven printed daily and monthly media such as Koha Ditore, Zëri, Kosova Sot, Bota Sot, Epoka e Re, Java and Teuta.

In the second part of this year, mainly articles with topics on social issues of women were included.

Based on the information stored at GTRC, all the topics that are of interest for the users can be found with a search of the topics. The presented titles are: women and newspapers, trafficking and prostitution, rapes and domestic violence, women in culture, women in sports, women in economics, women in politics, and women and civil society. Another component of the project had as its goals the collection of books with topics on gender issues. Books come from different fields such as psychology, political science, sociology, demography, gender, feminism, politics, economics, literature etc. The collection of books was made possible by donations and gifts.

All the books can be taken by users and interested people from Monday to Friday from 9.00-17.00. This requires registration and the period to return the books is three weeks. The right to photocopy them is not limited.

Another component of the project “The center of information and documentation on gender issues” has shown results in the creation of database of women NGO’s, their mission and activities, contact persons etc.

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Until the end of December 2004, 1500 NGO, from them 800 women NGO's were registered, almost 600 contact persons. The database gets refreshed with new information continuously, in order to be as recent as possible and to respond to client needs as much as possible. Information is generally collected through different activities (trainings, round-tables, formal and informal meetings), during regular network meetings, from other NGO's with the same mission.

The center has a contact list of the members of the parliament, of the government, of the NGO's, of the media, of participants of different activities, Liaisons contacts list of business women NGO's, translators, etc.

The collection of studies as a component of the project contains a number of different studies in Albanian, Serbo-Croatian and English. Studies treat topics on women such as trafficking, domestic violence, violence against women and children, marital relationships, drugs and school youth, divorce, abuse, HIV and youth, sexual harassment in workplaces, women legal rights, etc. There are 105 studies, 72 out of which are in Albanian, Serbo-Croatian 13 and 21 in English.

The center also has video materials that are used for trainings and similar activities. Through these projects materials on trainings on the following issues were collected: gender, capacity development, health, advocacy, trafficking, manual on drafting the electoral system, democratization, empowerment of women in politics -Women Can do it (WCDD), public policy, human rights, etc. The center has almost 99 materials out of which 44 are in Albanian and 49 in English.

According to the information of the Gender Training and Research Center during January –December 2004 these materials were used by 145 persons of different profiles. It is important to mention that due to lack of funds, the Gender Training and Research Center has not published any titles, even though in 2000-2002 the center has published every month not just the bulletin but also different flyers. The center also received publications from other organizations.

Monitoring of Kosovar Press

The Gender Training and Research Center in Prishtina, as a part of its activities of promoting and empowering the position of women in the society, trainings of different structures of the society on gender issues, capacity building, raising awareness, advocacy and lobbying, during 2004, started the monitoring of Kosovar press, especially the articles and topics that had to do with the activity of the center.

During the monitoring in the first six months of the year, the following daily newspapers were monitored:

Koha Ditore; Zëri; Kosova Sot; Bota Sot; Epoka e Re; and the weekly magazine Java.

With this monitoring the representation of women was followed in the daily press, topics about women, be them positive or negative, articles written by women journalists, as well as articles that discuss the position and achievement of children.

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See attachments Annex A (Monitoring of Kosovar Press January –December 2004)

We continue to monitor the Kosovar Press from January 2004 till now.

Networking

The Gender Training and Research Center plays an important role in creating and expanding connections with different organizations and networks with the goal of engaging in program and inclusion in a global strategy that have in their mission the protection of women rights based on international conventions, political and economic empowerment of women.

Network for the prevention and fight against gender violence

NEWW-Network East-west –women

WAVE-Women against Violence in Europe

Karat-Coalition for Regional Action

Vital Voices Washington DC 2001

Hope Fellowship Washington DC 2001

Apart from participation in organizations and international networks, it is important for the Gender Training and Research Center to actively participate in networks within Kosova, to work in a strategy at the national level.

Kosova Women Network

AVOKO (Kosovo NGO Advocacy Project)

SMALL ARMS-LIGHT WEAPONS (UNDP-2003)

Kosova Women's Lobby (KWL) is a group of women leaders in politics, civil society and economic sphere that engage in and support constructive critical thinking, as well as strategic and progressive actions on important issues of political, social and economic development in Kosova, in particular on those of interest to women.

Women Network "Qeliza" Gjakova

The Gender Training and Research Center continued to be an active member in the Network of Kosovar Women. The Center participates in every Network meeting and shares experiences and project ideas with different women's NGOs from Kosova and provides information on different issues and problems women in Kosova face. Through the center many analyses were done to establish the need for trainings for the members of the network, on the sustainability of member organizations, as well as the possibility of bigger cooperation in many activities that bring changes in the life of women in Kosova and the life of the community in general.

Gender Training and Research Center strives to cultivate the culture of networking with relevant women groups active in Kosova, partner organizations and institutions such as:

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ministries and municipality offices, and projects run by International organizations supporting women initiatives aiming to build good working relationships, exchange information and experiences and make outreach for the activities of the Center. Among International organizations that the Center works with in networking are: the National Albanian American Council which is a program financed by United States Agency for International Development, aiming to build women's leadership, the Kosovo NGO Advocacy project which aims to build strong advocates on public policies, UNIFEM a United Nations Fund for Women's Development, and other organizations that aim to build women capacities to deal with issues in the political and public life.

A staff member of the Center is a member of the informal women's network Femisfera which is aiming to have the role in advocating for social change and social justice. The Femisfera network meets once a month to find ways to strengthen women in all the fields.

The Center is very active in the Network meetings sharing experiences and project ideas with different women's NGOs from Kosova and providing information on different issues and problems for women.

The OSCE Mission in Kosovo, Democratization Department, funded "Political Parties Work for Women" campaign aimed at identifying the Kosovo women's concerns and at advocating for their inclusion in electoral Political Parties programs for 2004 elections. The project was implemented by Kosovo Women's Network (KWN) from October 2003 (preparation phase) until the end of February 2004.

The campaign meetings took place in each of 30 Kosovo Municipalities bringing together over 1,100 women from all walks of life (NGO activists, local women's groups, politicians, municipal gender officers, business women, students and unemployed ones) mobilized to identify major women's concerns in their municipalities' and to prepare a priority list of concrete political, social, economic, educational and cultural problems to be addressed by political parties in their electoral programmes.

As a result of the campaign, 30 women's advocacy groups were established in each Kosovo Municipality in order to lobby Municipal Assemblies and local branches of political parties to take action in solving the identified women's , citizens and gender equality concerns.

The focus of the project was on advocating and lobbying for inclusion of these identified priorities into political parties' electoral platforms for upcoming general elections 2004. The key advocacy targets were and are – political parties' organizations at local level and the central governing structures of political parties.

KWN was implementing partner on " Political Parties Work for Women" project. KWN hired full time employed Campaign Coordinator, 30 local campaign co-coordinators (one in each Kosovo Municipality) to organize meetings, 7 moderators to moderate on these

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meetings and campaign working group members (steering committee) that served as advisory body to Campaign Coordinator.

Members of Women Advocacy Groups established in each Kosovo Municipality, after being selected, attended one day orientation training in advocacy.

Women advocacy groups will lobby for the issues of the highest priority identified on meetings held in their Municipalities and hold follow-up meetings of women activists with their elected representatives, government officials, local political branches representatives, decision makers and advocate for their interests.

As a result of campaign meetings held all over Kosovo “Women Propose!” booklet was produced, a booklet that capture all concerns brought up at these meetings. “Women Propose” booklet will be used as an advocacy tool by Women Advocacy Groups and presented to the political party’s HQ’s for inclusion of women’s concerns voiced through it into political parties electoral platforms for 2004 elections.

CAMPAIGN GOALS:

Main goals:

Establish an understanding within local political culture that the issue of addressing women’s and gender related issues and concerns is about the promotion of democratic processes in society as such; and
Influence public attitudes towards more active women’s participation in politics and public life.

Immediate objectives:

Identify the issues of highest concern for women in 30 municipalities and represent it to the local - central branches of political parties and the public at large;
Organize 30 women’s advocacy groups to pressure political parties to address gender equality concerns in political parties’ programs;
Prepare the ground and mobilize the grass root level for the second step of the Kosovo;
and
Women’s Network and OSCE campaign to ensure effective participation of women both as voters and as candidates for upcoming general elections in 2004.

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The campaign “Political Parties work for Women” since August 2004 was called “Women Propose”.

The “Women Propose” campaign, an effort to increase the political participation of women in politics, has achieved many of the objectives it formulated during the summer months in preparation for the upcoming election. Female political candidates have successfully met with voters from 30 different municipalities.

Voters had the opportunity to voice their concerns directly to female candidates and candidates were able to get their names out to the public and express their platforms. On September 21st, KWN launched the second phase of the campaign at a Press Conference in the OSCE building.

Participants of the conference discussed issues such as how to implement effective methods of information sharing to further encourage female participation in politics.

Other activities

The inter-ministerial group within the office of the Prime Minister and our center as an expert in gender equality, take part in meetings once a month, and to participate in the preparation of policies and procedures within the ministries of Kosova, regarding gender issues.

In the frame of the Training of Trainers (TOT) for the staff of the Center, a staff member of the Center participated in a training project in Albania.

An intensive training; Lobby and Advocacy /institutional mechanism, which had a regional component, was organized by the Network “MJAFT” in Albania and took place in April 27 until May 1, 2004 in Durrse -Albania.

The purpose of the Seminar was to familiarize the participants with advocacy techniques and practice in western countries that could be transferred in the Kosovar context. The focuses of the study were advocacy techniques, networking and coalition building.

Within the frame of the Training of Trainers (TOT), two staff members of the Center participated in a training project in Albania. An intensive training, second phase; Lobby and Advocacy /institutional mechanism, which had a regional component, was organized by the Network “MJAFT” in Albania and took place in December , 2004 in Tirana - Albania.

In the frame of the Training of Trainers (TOT), a staff member and a board member of the Center participated in a sharing experiences meeting with women from B.a.B.e organization from Zagreb.

The Gender Training and Research Center is playing a major role in advocacy. The Center is member of the group of NGOs being trained in advocacy through the training of trainers program. Since January 2002 the Center’s coordinator has participated every month five- day training sessions on advocacy. The Center was part of the advocacy campaign for the access of civil society actors and citizens to the work of Parliamentarian commissions.

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The second important campaign of advocacy where the center played an important role was the “freedom of information act.

The third important campaign of advocacy where the center played an important role was the Reforming the election system.

General elections in Kosovo were scheduled and held on October 2004. For the last year OSCE spearheaded an Electoral Law Group (ELG) that discussed various options of electoral systems that could be adopted in Kosovo. The current system is based on closed lists and provides for a 30% quota for women and reserved seats for ethnic minorities. The Coalition for Electoral Law Reform that included more than 400 NGOs, members of Reforma 2004, KACI Network, GTRC , Kosovo Women’s Network and Kosovo Women’s Lobby engaged in a Kosovo-wide campaign to advocate for a new electoral system that combines principles of open lists, geographical representation through multiple electoral districts, and balanced gender representation. It is only fair to say that KWL ,GTRC and KWN were the driving force of this campaign.

This two-month intensive advocacy campaign included:

- A Letter addressed to UN Secretary General, Koffi Annan, to SRSG, Hari Holkeri, and his advisors, to the heads of Diplomatic Missions of Quint states (US, UK, France, Italy, and Germany) in Kosovo, to Foreign Ministers of Quint, to the Head of OSCE Parliamentary Assembly, to EU representative in Prishtina and other key decision-makers;
- Meetings of the representatives of the Coalition for Electoral Law Reform with heads of heads of Diplomatic Missions of Quint states in Kosovo;
- A media campaign with press conferences, TV spots, TV debates, and TV programs on the electoral law reform;
- A public education campaign with posters and leaflets to engage citizens support for the electoral system promoted by the Coalition for Electoral Law Reform in Kosovo; and
- Peaceful manifestations in Prishtina and five other regions in support of the electoral system promoted by the Coalition of Electoral Law Reform in Kosovo.

Representatives of the Coalition and of other Kosovar NGOs raised this issue also in a meeting in Prishtina with the Jean-Marie Guehenno, Under-Secretary-General, United Nations Department of Peacekeeping Operations.

Although the campaign generated large support by citizens all over Kosovo and unofficially all heads of the Diplomatic Missions of Quint states in Kosovo supported the position of the Coalition for Electoral Law Reform in Kosovo, the campaign ran against a persistent unresponsiveness by UNMIK leading structures, including SRSG’s Office. The only official response that the Coalition got was from the D. Kathleen Stephens, US Deputy Assistant Secretary of State, Bureau of European and Eurasian Affairs.

The campaign was largely covered by the electronic and print media and the contribution of this campaign in bringing the issue of the electoral law reform to the forefront of

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political discussions in Kosovo was recognized by various local and international organizations.

As part of its commitment to support Kosova Women's Lobby and Kosova Women's Network, Gender Training and Research Center assisted intensively the Coalition for Electoral Law Reform in:

- Organizing meetings of Campaign Working Group
- Running the meetings of Campaign Working Group
- Ensuring information exchange between meetings
- Writing and sending letters to international decision-makers in Kosovo and abroad
- Organizing campaign's public and media events

The Gender Training and Research has taken part in a number of conferences, meetings and has made several different presentations of the current position of women in Kosova.

The Center's staff had numerous meetings with different International and local organizations. These meetings helped the Center to present its activities and exchange information on project activities and resources as well as provide assistance to other organizations in different fields such as trainings, project planning. The Center's staff met with these organizations: KNAP (Kosovo NGO Advocacy Project), Prime Minister's Office, Ministry of Education Science and Technology, Ministry of Culture, Youth, Sports and Non-Residential Affairs, Ministry of Labor and Social welfare, Committee on gender equality, USAID, women network "Qeliza", Danish refugee Council, Danish red Cross, women Network meetings, Norwegian People's Aid, World Vision, National Albanian American Council (NAAC), Regional Environmental Center (REC) Albania, Women Center Albania, Gender Studies Albania, UNDP, Save the World UK, Action Against Hunger, Public Services International (PSI), Canadian Office, UNMIK Office of Gender Affairs, Foundation for democratic initiative (FID), UNIFEM, Kosovo Education Development Project (KEDP), European Community for Minority Issue (CMI), Stability Pact, Doctors of the world, Kosova Women Initiative, Article XIX,

During this reporting period from January – June 2004 the Gender Training and Research Center had many presentations in the media both print and electronic (RTV 21, RTK, Radio Kosova, TV Dukagjini, Daily newspaper Koha Ditore, Bota Sot, Epoka e Re, Kosova Sot etc) on issues related to women's participation in decision making, presentation of the activities of the Center, women's education, gender and strengthening women in politics etc. We can conclude that through media presentation the Center is making itself more public and accessible to more women in Kosova.

Kosovars Discuss Gender Equality Mechanisms

The Conference on Gender Equality Mechanisms was a joint initiative organized by the Office of the Prime Minister, Advisory Office on Good Governance, Human Rights, Equal Opportunities and Gender (AOGG), Kosova Women's Network (KWN), OSCE – Department of Democratization, UNIFEM and the UNMIK – Office of Gender Affairs (OGA). The conference was organized in the context of the newly promulgated law on

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gender equality. It provided a forum for advocates and experts involved in the effort to advance gender equality in Kosovo at both the central and local level, to jointly review the existing gender equality mechanisms in Kosovo and to discuss changes or actions needed to further institutionalize or strengthen advocates.

The international partners that supported this conference have all previously been involved in building the capacity of existing gender institutions in Kosovo. Their support for this conference demonstrates a continued commitment to provide guidance and assistance for gender as Kosovo moves forward with implementing the National Action Plan for Gender Equality and new Gender Equality Law.

The objectives of the GEM conference were to:

1. Provide a forum to debate and examine the existing mechanisms on gender equality at the local and central level in relation to the Law on Gender Equality, analyze the experiences gained from current functioning gender equality mechanisms and draw from the experience of other women's groups in Europe.
2. Strengthen gender equality mechanisms at the central and municipal level and enhance their coordination
3. Discuss the legislative and practical measures necessary for the implementation of the Law on Gender Equality in Kosovo and draw recommendations and guidelines to implement the above mentioned law.

Coalition Launches Get Out the Vote Campaign

The Gender Training and Research Center, KWN, in close cooperation with the Advocacy Training and Resource Center (ATRC) and the National Democratic Institute for International Affairs, organized a Kosovo-wide Get Out the Vote (GOTV) campaign to encourage voter participation in the October 23 elections.

The GOTV campaign aimed to increase voter morale and improve citizen knowledge of the importance of voting in the coming election through the media, pamphlets, posters, e-announcements and canvassing.

Thirty campaign coordinators, one from each municipality, recruited and provided training for more than 2200 volunteers. The canvassers attempted to reach approximately 335,000 houses across Kosovo.

GTRC 's role was to actively involve the local media so that the campaign would reach an even wider audience. GTRC members invited community leaders to appear in more than television talk shows, news briefs and other media events.

GTRC , KWN and the GOTV coalition believe that the campaign was a success as 53% of the population turned out to vote as opposed to 45%, which was predicted.

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Many voters told KWN members that it was the message on TV that convinced them to vote.

GTRC became involved in this campaign based on the knowledge that this election was of great importance to Kosova.

Considering the imminent talks regarding Kosova's future political status, the election meant choosing who would manage the protectorate's democratic future. Citizens needed to play an active role in shaping that governing body.

Kosova's unique governing system, where power is shared between the local Provisional PISG and the United Nations Mission in Kosova, it is difficult for citizens to know where to address their issues or who to hold responsible for government negligence. This further contributes to growing civilian frustration and cynicism. As a result, experts predicted a low voter turnout in the 2004 elections. Voter malaise is understandable given the situation; however, Kosova's final political status, amongst other important social and political issues, will most likely be settled over the next three years.

While international and local government fight over political power, competencies and Kosova's future status, the real needs and concerns of citizens have been pushed to the margins.

Besides the immediate goal of increasing voter turnout, the GOTV campaign also strengthened ties between citizen volunteers and NGO groups, thereby increasing the average citizen's capability to participate effectively in Kosovar civil society.

By promoting volunteerism and every day involvement in civil society campaigns, GTRC hopes to encourage citizens to take greater ownership in civil society to build the canvassing capacity of citizens and civic groups.

Poster message

“Do you want? Electricity, Water, Salary, Roads, Schools, Status? Don't complain, vote,” posters, pamphlets and TV spots spread the GOTV message to a wide audience. Student volunteers gather in the center of Prishtina to spread the message as to why voting in the election is important.

Project Title

Public Anti-Corruption Campaign in Kosovo.

Partners Participating in the Project

The Office of the Prime Minister, represented by the Office of Good Governance,
Human Rights, Equal Opportunities and Gender Issues.

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Civil Society, represented by the Co-Chair of the Steering Committee of the Public Anti-Corruption Campaign.

UNDP, represented by the Democratic Governance Office.

Framework

The citizens of Kosovo have become increasingly critical towards the phenomenon and extension of corruption in Kosovo, which has shaken the trust that citizens has placed on their leaders and, consequently, has increased public demand for reform and for the resolution of this problem, meaning, prevention, fighting, and eliminating corruption in Kosovo.ⁱ

On the other hand, “Standards for Kosovo” oblige the Provisional Institutions of Self-Government to undertake the fight against corruption in Kosovo. This obligation stems from standard number one on “Functioning Democratic Institutions”, standard number two on the “Rule of Law” and standard number five “The Economy.”ⁱⁱ

To be more precise, the Implementation Plan of the Standards for Kosovo requires the PISG to “adopt and implement the Kosovo Anti-Corruption Strategy, including an Anti-Corruption Campaign.” Also, this plan foresees and requires the approval of an anti-corruption law, as well as the establishment of a central anti-corruption agency in Kosovo.ⁱⁱⁱ

Furthermore, it appears that there is a meaningful and honest political will at the Provisional Institutions of Self-Government to react against, prevent and fight corruption in Kosovo.

In this framework, and having been minded of other problems faced by Kosovo, in March 2004, the government approved the “Kosovo Anti-Corruption Strategy.” This strategy represents an important step forward in understanding the difficulties posed by corruption in Kosovo nowadays and in articulating a set of clear priorities and realistic timeframes for fighting corruption.

The strategy does not determine unrealistic objectives whereby corruption would be immediately eliminated. In fact, the basic objectives of the strategy are more of a preventive nature and achievable. To be more precise, it aims at establishment of the necessary legal and institutional environment for preventing corruption, enforcing accountability for illegal acts, eliminating conditions that give rise to corruption, as well as creation of zero tolerance culture against corruption.^{iv}

For purposes of enacting the strategy, the Office on Good Governance, Human Rights, Equal Opportunities and Gender Issues in the Prime Minister’s Office, has established an Inter-Ministerial Working Group, which is working together with

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the UN Interim Administration Mission in Kosovo (UNMIK) and the Council of Europe (CoE), on the development of an Action Plan for the Implementation of the Kosovo Anti-Corruption Strategy, which is expected to be completed by March 2005. The Action Plan, among other things, will identify a clear list of steps and concrete activities, expected results, responsible and supporting institutions, as well as a realistic timetable for the accomplishment of the tasks set forth in the strategy.

At the same time, the Government of Kosovo and the Assembly of Kosovo have adopted an Anti-Corruption Law for Kosovo. This law has strengthened and complemented the anti-corruption legal framework in Kosovo, which includes the law on public access to official documents, the law on public procurement and the criminal code of Kosovo.

Both, the Kosovo Anti-Corruption Strategy, and the Anti-Corruption Law, foresee the development of a public anti-corruption campaign in Kosovo. The Strategy sets forth direct tasks for purposes of undertaking a public campaign. Section “E. General Public,” Paragraph E.3.2, says:

Launching and conducting a special and sound public anti-corruption campaign (paying special attention to selection the most important groups, especially the youth), applying all modern social marketing tools (audiovisual, posters, promotions topical campaigns) and the compulsory creation of a logo, motto and graphical images (posters) for the campaign, with the special intention of presenting the causes and consequences of corruption.^v

The Anti-Corruption Law determines the method of establishment and the functions and responsibilities of a Central Anti-Corruption Agency, which shall have authority and responsibility for investigating private and public cases of corruption, and is foreseen to be established in 2005. Some of these responsibilities, for instance Article 24.j, and 24.k, foresee components and activities similar to those of a continuous anti-corruption campaign in Kosovo.^{vi}

Civil society, the media and the private sector in Kosovo have also aimed at organizing an anti-corruption campaign. By now, they have expressed readiness to join government’s effort to organize a common anti-corruption campaign, thereby, expectations for concrete anti-corruption measures and a culture of zero tolerance against corruption would be met.

In this context, the OGG, UNDP, and Civil Society, have undertaken the development of the Public Anti-Corruption Campaign in Kosovo, together. The partners have already set up a Public Anti-Corruption Campaign Steering Committee, which is to be co-chaired by the OGG and a representative from Civil Society. In the meantime, the partners are striving to mobilize and build a broad public coalition of stakeholders who are interested in the fight against corruption in Kosovo.

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The Public Anti-Corruption Campaign in Kosovo was officially launched on 31 August 2004. On the same day, “A Citizen’s Perceptions Survey in Support of the Kosovo Anti-Corruption Strategy” was published. This study undertaken by the OGG and UNDP, and conducted by Index Kosova / BBSS Gallup International during the April-June 2004 period, was the first public study of its kind in Kosovo, and as such, it offered valuable data for the development and implementation of the Anti-Corruption Campaign, as well as the development of the Action Plan ensuing the Kosovo Anti-Corruption Strategy.

Thus, it is obvious that the fight against corruption requires full commitment and political will, and full and determined implementation of action plans. The Project Document of the Public Anti-Corruption Campaign in Kosovo endeavours to contribute in this regard, by providing a framework of objectives, key components and campaign activities, as well as available resources and time priorities for their implementation.

All in all, it should be borne in mind, that if the campaign is to achieve its goals, it should strongly stick to its objectives, which aim at building a sustainable public demand for a realistic and long-term reform against corruption. Therefore, the main question concerning the campaign is: Can this Campaign lay the foundations and suggest solutions for anti-corruption reforms in Kosovo, and, in due course, function as a mobilizing force for reform?

The Aims and Objectives of the Public Campaign

Aims

To ensure a broad public and institutional support for the implementation of the Kosovo Anti-Corruption Strategy and promote the positive practices affecting corruption.

To examine the impact of increased public awareness on curbing corruption and advocate the further development of institutional and legislative measures for reducing and preventing corruption in Kosovo.

Objectives

To build a far-reaching partnership in support to the anti-corruption campaign and make the fight against corruption one of the most discussed issues in the frames of public and political discourse.

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To inform and raise citizens' awareness of corruption and the Kosovo Anti-Corruption Strategy, as well as of their rights and duties in the fight against corruption.

To identify and recommend the creation of legal instruments, complaint mechanisms and public programs, which would encourage citizens to no longer tolerate corruption and pressure governmental and non-governmental subjects to foster transparency and accountability in their affairs.

GTRC will be involved in these activities.

6.3.1.1.3 Organization of televised debates and public debates

6.3.1.2 Increasing awareness at the Institutional and Citizens' Level

6.3.1.2.1 Informational-promotional workshops and public Lectures

6.3.1.2.2 Specialized training and planning workshops

Organization of televised debates and public debates

Definition of the type of televised and/or public debates in the field based on their purpose, time and topic, in consultation with the adequate members of Coalition (Steering Committee, Sub-Working Groups, and others as necessary) as well as actors to be invited in the debate.

Contacting with panel members of the TV and/or public debates, and prepare the programs of the debates.

Contacting with contracting parties, coordinating activities with them, and completion of preparatory work for holding debates.

Timely information of all members of the Coalition and audience expected to participate in the debate.

Conducting TV debates and/or public debates and writing short analytical reports about them.

Increasing Awareness at the Institutional and Citizens' Level

Informational-promotional workshops and public lectures

Designating target groups with which the workshops and/or public lectures will be held and the place where they will be held.

Designating the entity that will facilitate the workshops or the lectures in the first round and the following rounds, including the timetable and the geographical layout.

Drafting the program of the workshops or lectures and theoretical and logistic preparations, including written correspondence, meeting target groups, preparing

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materials for distribution, determining and contracting for the environment where they will be held.

Development of workshops and or lectures in the first round and following rounds.
Analyzing the results, synthesizing information and its entry in a database of suggestions needed for designing the Action Plan for the Implementation of the Kosovo Anti-Corruption Strategy.

Specialized training and planning workshops

Defining target groups to be trained in the first round and other rounds (the trainees from the first round will become trainers for the following rounds, as mentioned in the project document).

Defining the types of specialized training workshops, necessary expertise and sources of foreign or local expertise.

Contacting sources of international or local expertise, discussing the program of specialized training workshops, timetable and other contractual-logistic details, and contracting them.

Theoretical, material and logistical preparation for the specialized training workshops.

Conducting training for the first round (may be two-day).

Analyzing results, preparing reports for training, and graphic presentations of the Sector Work Plans, by workshop instructors and the involvement of the organizers of the training workshops and relevant staff in entering them in the database for the Action Plan for the Implementation of the Kosovo Anti-Corruption Strategy.

Making available the material of the training package for the organizers, who will then transmit them to the trainees that will train others.

Organizing training for the second round and onwards following the same procedures and expecting the same products and results.

Challenges

One of the major challenges that the Center faced in this reporting period is the contact with donors and fundraising activities. The Center still could not secure funding for publishing of newsletters, leaflets

. The Center is actively looking for possibilities to start the publishing of the newsletter. From January until now we are waiting for a response on the bulletin form different donors .

Concerning the future, our plans are more ambitions. We want to strengthen our activities in order to make women feel improvement and advancement in their lives and in their roles. GTRC is confident that women resources are not enough functionalized. Women of Kosova possess good intellectual and professional potential but that needs to be actualized.

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In these challenging times for Kosova, where democracy is halfway, the economy is under stagnation (unemployment is over 60 percent) and the uncertainty over the final status creates a feeling of insecurity among people, women can do more in helping the country move towards the right direction.

It is clear that peace, democracy and wellbeing in Kosova can not be consolidated and strengthened without strengthening the role of women in our society. The democracy is about the equal opportunities and this can be achieved only when women is given the equal position in a society.

To this end, GTRC remains committed to the mission of promoting and protecting the women's rights and particularly to the empowerment of women in general. GTRC believes that the road to empowerment of women crosses through the political empowerment of women. And this is why in the empowerment plan of GTRC, political empowerment of women occupies an important place.

Together with this goal GTRC will also focus on economic and social empowerment of women aiming at gender equality. The other track of our activity will include philosophical empowerment that means increasing the awareness of society for gender equality but also promoting the system of women values as a guarantee for excellent image of women in all sectors of life.

Important aspect of the action plan is focusing on increasing the gender equality awareness. As known, the patriarchal mentality presents serious obstacle for women empowerment so we will continue to challenge it through targeted campaigns, bearing in mind the motto: "women political empowerment is precondition for empowerment of women in other sectors of life".

GTRC Activities on the internet

To adopt international standards and increase the quality and quantity of the service of users, an important element that was added to the information and documentation center for 2003 supported by CDF was publishing of the data of this Center on the internet. Launching of the web site helps the establishment of cooperation bridges between GTRC and other centers, donors and other different interested parties on this issue.

www.gtrcenter.org

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