

**GENDER AUDIT OF
RECONSTRUCTION PROGRAMMES IN
SOUTH EASTERN EUROPE**

By Chris Corrin

The Urgent Action Fund
and
The Women's Commission for Refugee Women and Children

June 2000

The Urgent Action Fund was created in October 1997 to promote the human rights of women within the context of strategies outlined in the Beijing Platform for Action. The Fund's goal is to encourage structural changes resulting in the advancement of women's human rights. A global network of women and men committed to a world of equality and social justice, the Fund provides immediate financial support for unanticipated and time-urgent opportunities to advance the human rights of women.

The Women's Commission for Refugee Women and Children seeks to improve the lives of refugee women and children through a vigorous program of public education and advocacy and by acting as a technical resource. The Commission, founded in 1989 under the auspices of the International Rescue Committee, is the only organization in the United States dedicated solely to speaking out on behalf of women and children uprooted by armed conflict or persecution.

This report was written by Dr. Chris Corrin, director of the Centre for Women's Studies at the University of Glasgow in Scotland. Readers and editors included Ariane Brunet, Mary Diaz, Delina Fico, Rachel Wareham, Julie Shaw and Suvira Chaturvedi. Special thanks to the Advisory Group for the project: Jan Bauer, Anne Gallagher, Vjollca Krasniqi, Nada Ler Sofronic and Rachel Wareham. The organisers would also like to thank the International Centre for Human Rights and Democratic Development and the Women's Network of the Open Society Institute, particularly Debra Schultz.

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Women's Commission for Refugee Women and Children
122 E. 42nd Street
New York, NY 10168
212.551.3111
wcrwc@intrescom.org

Urgent Action Fund
P.O. Box 1138
Fairfax, CA 94978-1138
Urgentact@aol.com

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PREFACE

Since 1997, the Urgent Action Fund (UAF) has supported 23 interventions by women in support of the human rights of women and girls in 16 conflict areas in various regions of the world. Now, with support from the Ford Foundation, and in partnership with the International Centre for Human Rights and Democratic Development (ICHRDD) and the Women's Commission for Refugee Women and Children, the UAF is launching an initiative to strengthen the role of women in building a coherent, gender sensitive policy for human rights and democratic development throughout South Eastern Europe.

The decision to undertake a gender audit before establishing the Gender Forum was based on information gathered during the February 2000 visit to South Eastern Europe by Ariane Brunet, coordinator of the Urgent Action Fund Balkan Gender Initiative. There were clear indications that the UAF project needed to be reviewed, with particular attention paid to the need for an evaluation of the effect of reconstruction programmes and peace agreements in the region. It also seemed clear that an analysis of the effectiveness of programmes from a gender perspective—or gender audit—with a primary focus on the UN Interim Administration Mission in Kosovo (UNMIK) and the Stability Pact for South Eastern Europe was needed. Once this Audit is disseminated and discussed in the region, the UAF will be able to determine if local NGOs want to pursue the Gender Initiative. It is our hope that the Gender Audit will help foster cooperation among local NGOs, INGOs, intergovernmental bodies and agencies in the work to achieve gender equality.

In collaboration with the Women's Commission for Refugee Women and Children and with the support of the Ford Foundation, UAF engaged a researcher, Chris Corrin from the University of Glasgow, to conduct the research upon which this Gender Audit is based. The Audit is intended to help women and women's groups in SEE to assess opportunities and barriers for working with the international donor community. The hope is that the Audit will not only be used by NGOs to establish ways and means to work constructively with the international community, governments and INGOs. We also hope it will be used by the international donor community to identify the needs to be addressed, devise the mechanisms that must be put in place in order to work collaboratively and create effective implementation tools for gender mainstreaming.

EXECUTIVE SUMMARY

In considering the political, social and economic administration of change in Kosova it has become apparent that there has been discrimination against women during the reconstruction period. As a result, the potential contributions of women have been ignored and at times undermined. This has been particularly apparent in the international community's lack of regard for mainstreaming gender issues *within* the political and policy-making processes. For example

- Few women have been appointed to key decision-making positions. No women were appointed to the Kosovo Transitional Council, the equivalent of the government cabinet. Of the 20 government departments, the equivalent of ministries, only 2 are headed by Kosovar women and only one is independent (non-party affiliated.)
- The roles of Kosovar women within the emergent politics have not been acknowledged and no account has been taken of their work within the parallel system since 1990, their participation in the war and their key involvement in reconstruction processes locally and regionally in Kosova since 1999.
- Although many women have lost male family members and find themselves heads of households, their needs have been marginalized.
- In restructuring the political scene in Kosova, some of the UNMIK decision-makers have chosen to work in a top-down manner, consulting only with those they consider to be the male power brokers. This has effectively denied community leaders, local NGOs and wider sections of the community their voice in the newly established systems. The lack of local ownership of the process has led to a lack of trust.
- Much of the funding is channelled through international umbrella groups that, at times, appear to be searching for appropriate ways to spend it. With this orientation, it is possible that local groups will develop *only in response* to perceived international needs and thereby become dependent on the international funding. The decision to fund through international umbrella groups has also hindered the growth of local grassroots women's groups.
- Sex- and age-disaggregated statistics are not a priority even though such statistical work is a vital ingredient to the integration of women and girls in all economic, social and political concerns.

With these and other points in mind, there remains a need to assess how quickly and how far processes for women's integration can be developed in key areas of political, economic and social reconstruction and rehabilitation. Such areas include

- promoting education on women's human rights and democratic development,
- facilitating the incorporation of women into decision-making structures, and
- establishing mechanisms to facilitate women's integration into all areas of social and economic life.

INTRODUCTION

This Gender Audit reviews the reconstruction programmes established for South Eastern Europe. The specific focus is the impact of these programmes on women and girls, including consideration of whether and how the international community is ensuring the participation of women in rehabilitation and reconstruction efforts. The major programmes reviewed are: (a) the UN Interim Administration Mission in Kosova (UNMIK) which was established following adoption of Security Council resolution 1244, 10 June 1999; (b) the Stability Pact for South Eastern Europe which was agreed in Cologne, 10 June 1999; (c) the Sarajevo Declaration of 30 July 1999 (as addressed in the context of the Stability Pact.)

The central area of concern and consideration of this Audit is the extent to which encouragement has been given to increasing women's social, economic, educational and political participation (in both "informal civic fora and organisations, and at the formal levels of power). For continuity and in the interests of follow-up projects, the Gender Audit assesses "gaps" in policy making, service provision, data collection and in coordination and monitoring of projects designed to increase the participation of women and girls. Proposals for further investigation and collaboration will be developed. It is hoped this audit will suggest and inspire additional monitoring, investigation and collaborative efforts to bring about the full integration of women and girls in the rebuilding of South Eastern Europe.

GENDER ANALYSIS

The word "gender" is used to refer to the culturally, socially, economically and historically defined roles of women and men and to understand how the unequal power relations between them are shaped and built into social institutions such as the family, legal systems, religious systems and beliefs. Gender roles are learnt socially from a variety of sources within a culture from the time of birth. As they are not biologically determined, they can and have been changed. Gender analysis forms the base upon which mainstreaming the training and development required to ensure equitable progression for women and men in any reconstruction and reintegration processes depend. Working with gender issues means looking at the roles, needs, involvement and decision-making of both women and men in a community.

The United Nations is committed to gender equality in all its policies and programmes. The 1997 report of the Economic and Social Council defines gender mainstreaming as:

The process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.¹

With the international community's commitment to gender mainstreaming in mind, gender analysis of the reconstruction and rehabilitation projects and programmes that are ongoing within UNMIK structures in Kosova means giving consideration to the impact that the work has had on women and men separately. This requires considering the reproductive, productive and social or community roles women are playing, as well as understanding the roles played economically and socially by men. By understanding how a community or group works and ensuring that the views of women, as well as those of men, are heard within that community or

¹Report of the United Nations Economic and Social Council, 1997.

society, efforts can be made to include them actively in projects and decision-making. Given the unusual situation in Kosova -- with the UNMIK officials forming an administration, in coalition with local party politicians and independents -- these processes must be two-way and transparent. Key to the processes are: (a) the need for sex and age disaggregated statistics so that ratios of women/girls and men/boys in various arenas can be studied; (b) engendering policy-making implications for different groups and; (c) gender mainstreaming throughout administrative and political decision-making.

UN INTERIM ADMINISTRATION MISSION IN KOSOVA (UNMIK)

Under resolution 1244 (see Appendix), the UN Security Council decided on 10 June 1999 to establish in Kosova an interim international civilian administration. The 12 July 1999 report of the Secretary-General² set out a comprehensive framework for the UN-led international civil operation. The same resolution vested in the Mission authority over the territory and people of Kosova, including all legislative and executive powers and administration of the judiciary and directed UNMIK to “provide an interim administration for Kosovo ... which will provide transitional administration while establishing and overseeing the development of provisional democratic self-governing institutions to ensure the conditions for a peaceful and normal life for all inhabitants of Kosovo.”³ The key tasks of the Mission are to

- promote the establishment of substantial autonomy and self-government in Kosova,
- perform basic civilian administrative functions,
- facilitate a political process to determine Kosova’s future status,
- support the reconstruction of key infrastructure and humanitarian and disaster relief,
- maintaining civil law and order,
- promote human rights, and
- assure the safe and unimpeded return of all refugees and displaced persons to their homes in Kosova.

To implement this mandate and to increase the participation of Kosovar communities in the governance of Kosova, UNMIK established a Joint Interim Administrative Structure for Kosova (JIAS). Through this structure 20 Administrative Departments were developed as central administrative bodies, each with an UNMIK and a Kosovar co-head. The co-heads report to the Interim Administrative Council (IAC) through one of the Deputy Special Representatives of the Secretary General (DSRSG) who, with Kosovar leaders, serve on the IAC. The tasks of UNMIK are divided into four sectors, known as “four pillars”, that are being undertaken in five integrated phases. As of 31 March 2000, the four pillars were: (a) humanitarian assistance, (b) civil administration, (c) democratisation and institution building, and (d) economic restructuring. As of 1 April 2000, Pillar I was no longer operating; the work started under this pillar, however, is ongoing.

PILLAR I: HUMANITARIAN ASSISTANCE, led by the Office of the UN High Commissioner for Refugees (for this Audit, details of health and education are covered as key aspects)

²Report of the Secretary-General, S/1999/779.

³Security Council resolution 1244, op. 10.

The main focus of UNHCR work that has concentrated on women's needs and rehabilitation has been the Kosovo Women's Initiative (KWI) which was funded through the United States Department of State's Bureau for Population, Refugees and Migration (BPRM). The U.S. government has provided \$10 million for KWI with the intention that it be spent very quickly, in less than one year (it was considered humanitarian—or emergency—assistance). Start-up of KWI projects took longer than anticipated, due to the lack of organisational, legal, financial and other structures, and the time frame has been extended by one year.

Healthcare work to April 2000

Rather than devote resources simply to restoring the healthcare system to its previous level, UNMIK has adopted an approach designed to leave behind a better system. In July 1999, draft health guidelines were prepared and by September the Interim Health Policy Guidelines were produced in three languages (Albanian, English and Serbian). An Administration for Health was established in all 20 JIAS departments. Over time, all municipalities will receive a health administration. The Administration functions as a Ministry of Health by developing an infrastructure, workforce and issuing guidelines. In the development stage, the work had a clear humanitarian aspect and was carried out mainly by INGOs. The areas of focus included immunisation of children, heating maternity hospitals, training for reproductive health care providers, supplying reproductive health care materials and providing mental health services. In the longer term, the international organizations began to prepare programmes to upgrade the nursing profession, which is mostly female in Kosova. (In all of the former Yugoslavia there were very few fully trained nurses.) Cooperative efforts with, for example, the UN Fund for Population Activities (UNFPA), have been planned in such areas as maternity training and the training of doctors, nurses and midwives.

At the same time, and with the preparation of the Kosova consolidated budget, the Administrations were able to become more involved in the everyday running of hospitals and ordering drugs and consumables. The emphasis was on the development of primary health care and changing from an institutional healthcare system to more community-based services.

An assessment of the progress made in the provision of healthcare and rebuilding of the healthcare system indicates that, in general, both INGOs and UN agencies have introduced issues related to sexual- and gender-based violence to health care professionals through training. Also, greater attention has been given to maternity care and accessible medical practices. Critics of the reconstruction administration processes, however, point to: (a) the fact that, despite assurances to the contrary, primary health care has not been treated as a funding priority, and instead the focus is on hospitals; (b) the need to develop more ways of reaching women in rural areas and providing them with access to health care; (c) the fact that the doctors and nurses in Mother Theresa hospitals in rural areas have migrated to city hospitals and other better paid jobs, which has serious consequences for women's access to health care. (The Mother Theresa Society (MTS) was the largest humanitarian assistance organization providing health care and food throughout the war and internal displacement of hundreds of thousands of Kosovars.) Critics have also noted that there is little attention paid to community-based programs, such as elderly services, meals-on-wheels, and services for the disabled.

Education reconstruction work to April 2000

An assessment of schools carried out by the UN Children's Fund (UNICEF) showed that, as of November 1999, only 784 out of 1,050 school buildings were still standing. Of these, 45 percent had suffered substantial damage. By the spring of 2000, more than 400 schools that had been repaired were in operation and other schools that needed no substantial repair were operational.

When UNMIK authorities took over the completion of further tasks, however, the process of renovation ended. Critics of the UNMIK effort also note: (a) there was a break of several months while new guidelines were completed; (b) qualitative standards incorporate massive guidelines that are cumbersome to read and understand;

(c) the UNMIK mapping of schools took almost four months which is seen vital time lost in getting young people back into the educational system; (d) the process of INGOs bidding for tenders that are then put out to local contractors exacerbates this slow process; (e) despite the fact that basic textbooks were ready for printing in August 1999 they were not produced until April 2000; (f) there are few resources for travel to school, which is expensive; (g) little priority has been given to girls' attendance at school; (h) there do not seem to be adult education concepts, an aspect that is especially important for women who have had little education; (i) while local non-governmental organisations (NGOs) have given attention to adult literacy there has been little or no action by the state in this area.

Information also indicates that university reform -- including such areas as teaching methods and standards of learning throughout the higher educational sector -- remains a serious challenge. In the absence of reform, fears have been expressed that the educated middle-classes in Kosova could be destroyed.

With regard to girls, it is likely that post-war trauma, poverty and insecurity will prevent a number of them from completing a grade eight education. (In 1997 the drop-out rate for girls was 34 percent. Although there is little data on current rates, education specialists working in the region note that the drop-out rate for girls appears to be very high.) Increased transportation costs and economic limitations are posing barriers to families educating their daughters. While girls in certain regions are receiving additional education through local groups, four reasons have been cited for the relatively high drop-out rate for girls. (a) Security: fear of being physically attacked or raped; (b) Poverty: boys are chosen above girls who are useful to work at home or on land; (c) Unwillingness: often girls did not want to go because of a lack of encouragement at home and school; (d) Age: reflecting the fear that girls in their latter teens will be too old to find marriage partners. As in the area of healthcare, children with learning difficulties are not fully included in the current system and many children with disabilities are not attending school.

Civil and judicial rehabilitation

Through its civil documents section, UNMIK is issuing birth, death and marriage certificates in all 29 municipalities and preparations for civil registration were begun. The Mission will issue ID cards to up to two million Kosovars in a process that is linked to voter registration and elections. There are not assurances, however, that all statistics will be sex- and age- disaggregated.

In terms of judicial rehabilitation, UNMIK established an Emergency Judicial System consisting of four district courts, one ad hoc court of final appeal and an Office of Public Prosecutor. In March 2000 a new Criminal Code was under review, with OSCE working on key priorities for legal working groups on sexual violence, domestic violence and juvenile justice. The lack of a fully functioning legal system, however, has gender implications in that traditional laws work very much to the disadvantage of women. With the poor functioning of the courts, women seldom receive a favourable court decision in support of their right to custody of children. Similarly, women's right to property is not generally recognized and, in cases of violence against women or children (including incest), the courts tend to free the husband and/or father on grounds of "lack of evidence" despite the presentation of photos and witness statements in evidence.

PILLAR II: CIVIL ADMINISTRATION, under the UN and assistance to Communities at Risk

Domestic violence is pervasive in Kosova and there are few services that directly address the psychological and material needs of survivors. The means of support for women experiencing abuse differs across regions and cultures; long-term refuges or shelters are not the most appropriate option given the need for familial and community support.

With the arrival of a large international presence in Kosova, issues related to prostitution and trafficking have taken a more central significance. Rather than a route for traffickers, Kosova has become a destination. In light of this development, a number of needs have been identified, including for: (a) clear codes of conduct for all international staff in Kosova; (b) the application of real sanctions against the exploitation of women; (c) further enforcement by UNMIK of the trafficking laws that do exist; avoiding the criminalization of the victims of trafficking by having such women charged and prosecuted for prostitution.

The continuum of violence against women raises a multitude of concerns; clearly the INGOs, UNMIK and local groups need to improve their responses. Women are most likely to go to Centres for Social Work (QPS-Qendra per pune sociale) than anywhere else. Established in 1974, these Centres offered employment help and housing rental assistance to women fleeing violence. The Centres, 22 before the war, employed between 200-400 people. Unfortunately, despite many teams getting together after the war and working to reconstruct the centres (only in Gjakova was the building suitable for immediate use), no salaries were being paid. By the time salaries were paid in April 2000, many of the staff members were forced to seek alternative work.

Kosovar support groups

There are 50 or more indigenous Kosovar organisations of which 15 are working on women's issues. Among these are:

- **Aureola**, founded in January 1996 based on volunteer humanitarian activities that began in 1989, aims to assist the Kosovar Albanian population on issues of human rights, peace, health and education.
- **Albanian Women's League** has worked since 1992 on Kosova-wide basis to provide access to educational opportunities and economic employment. Main objective is now to provide support for women and children affected by war. Established a women's centre in Prishtina in 2000.
- **Centre for Protection of Women and Children** began its work in healthcare, reproductive rights and the rights of women and children in 1993. During the war, the Centre documented human rights abuses and has focussed much of its attention on women who were raped by collecting testimonies, providing witness protection, seminars and other events;
- **Flaka (Fire)**, established 1998 and has 20 members from Lipja municipality (70 villages). Aims to establish 5 centres to provide sewing and hairdressing courses and emotional support to displaced persons.
- **Jehona** has worked since 1999, six women activists in Fushe Kosove have worked with Oxfam to form an independent Women's Association. Provides sewing and knitting classes.
- **Legjenda**, since 1996 has worked in 20 villages in Viti municipality to improve women's position in society. Focus now on emotional support of war-affected women and children.
- **Liria**, in Gjilan, works on health education and general education in private houses.
- **Motrat Qiriazhi** (Sisters Qiriazhi or MQ) works with rural women and girls to support them and enable them to take control over their lives and make positive changes for themselves and their communities.
- **NORMA** includes groups of judges and lawyers working to provide legal assistance and counselling for women. Works with UNHCR to research and translate legal procedures, laws and in the dissemination of information of gender issues – property rights for women, prosecution of domestic abuse, divorce and

inheritance laws.

- **Radio 21**, established 1995 a training centre for young women in conflict resolution, radio and television journalism. Produced 11 issues of 'Eritrea' (Latin term for Albanian Women) before 1999. Supports Kosova Young Women's Network.
- **Sfinga** was founded 1997; the Sfinga Women's Centre encourages women scholars to develop artistic, scientific, professional creativity. Produces Sfinga journal and gives Gender Studies support and Lecture series.

International organisations and initiatives

Among the many international organisations working in Kosova are:

- **Kvinna till Kvinna Prishtina** has been supporting local women's groups in Kosova in capacity building since 1994, with a field presence since 1998, on such issues as trafficking in women and prostitution, women's health.
- **Medica Mondiale** in Jakova, specialises in treating trauma in women.
- **Oxfam** established work in Kosova in the mid-1990s with a commitment towards grass-roots activism.
- **International Rescue Committee** supports **The Well Women's Centre** in Peja where teams of educators provide community health workers and others with training and information on domestic violence and sexual assault.
- **"STAR"** network has been funding, training and supporting networking in the Former Yugoslavia since 1993 with an emphasis on capacity building, training and networking.
- **Coordination of Women's Advocacy** supports women in Kosova.

UN organisational work on community assistance and women's issues

In cooperation with various INGOs and local organisations, a number of UN agencies continue to work in Kosova. For example:

- **UN High Commissioner for Refugees (UNHCR)** manages the Kosova Women's Initiative (KWI) which was developed during the emergency phase to target the reintegration of women into the reconstruction processes. There are six areas of focus: immediate survival needs, psycho-social and community support, special health care services, empowerment, livelihood, legal rights and legal protection.
- **UNHCR with UNICEF** established in some areas centres for children of all ethnicities to address psycho-social needs and encourage reintegration. Provide support to help repair local facilities in order to facilitate community development and grass roots networking.
- **Humanitarian Community Information Centre (HCIC)** was established to promote and facilitate coordination among all of the organisations engaged in emergency relief and rehabilitation. Works to collect and disseminate information and to build links between humanitarian efforts and the other pillars of the UNMIK.
- **UN Development Fund for Women (UNIFEM)** initiated the Gender Taskforce as a multi-agency group/forum to bring gender issues to the forefront of public dialogue and debate and to bring together key agencies. UNIFEM also carries out its mainstreaming mandate through various fora, which bring together UNMIK pillars and heads of agencies, as well as through the programmes that have been or will

be implemented in 2000. The focus for 2000 is economic empowerment; workshops are also being developed governance and leadership.

Criticisms of the international effort in Kosova and the funding provided for, and interest in, women's issues have addressed, *inter alia*: (a) the lack of transparency and information on funding; (b) the need for a person to work with groups on issues of funding needs and applications so that criteria, processes and guidelines are clear and transparent; (c) the need to ensure translation of documents, guidelines and reports into Albanian and Serbian and the need to have meetings with internationals at which translation is freely available, rather than meetings in English with only certain women able to participate; and (c) the need for much more collaboration between UNHCR, UNIFEM, Organisation for Security and Cooperation in Europe (OSCE), and the Office for Gender Affairs.

The Office for Gender Affairs

The Gender Advisory Unit within the Office of the Special Representative of the Secretary-General in UNMIK was established to advise UNMIK structures on gender issues. In its initial stages, the Unit identified three key areas in Kosovar society that required attention: (a) the inadequate representation of women in decision-making; (b) violence against women (including rape, sexual trafficking and domestic violence); (c) economic recovery.

In March 2000, the Unit became the Office for Gender Affairs. The hope was that the Office would, in time:

- begin pilot projects focussing on women's rights in voting and standing for office, with the OSCE involvement in the electoral process,
- create institutional space for gender focal points in the three remaining pillars (and perhaps the 20 new JIAS Department), and
- persuade military and other planners that gender issues are not just another point but another framework.

PILLAR III: DEMOCRATISATION AND INSTITUTION BUILDING led by the Organisation for the Security and cooperation in Europe (OSCE)

In implementing Security Council resolution 1244, UNMIK is mandated to provide for substantial autonomy and self-administration for Kosova while respecting the sovereignty and territorial integrity of the Federal Republic of Yugoslavia (FRY). The municipal elections in September 2000 will mark a watershed in Kosova's political transition, as they will confer international legitimacy on the local administrations. It is essential they are conducted freely and fairly, that citizens are well informed about key issues (which requires an effective and objective media) and that there is a level of participation by all ethnic groups. In April 2000 it was apparent that some of the emerging political parties are relatively weak, and do not have realistic policies for the future. As a consequence, and in response to the need to facilitate the development of political parties, the Organisation of Security and Cooperation in Europe (OSCE) assumed, on 21 March 1999, responsibility for the registration and operation of political parties in Kosova.

Registration and elections

A Joint Registration Taskforce (JRT) has been established by merging efforts under Pillar II (civil administration) with those under Pillar III (institution building). The JRT has the potential to be an important body in terms of gender data collection and mainstreaming as it is responsible for: (a) registration processes; (b) organisation of archives lost or confiscated; (c) consolidation of data bases of electronic information into search-supported formats; (d) recruitment and training of international and local staff to conduct registration activities; (e) conducting public information programmes on procedures and requirements of registration; (f) conducting civil

and voter registration for Kosovars living in Kosova and voter registration for those outside; (g) completing the first phase of civil and voter registration database.⁴

In preparation for the elections, registering with the UN civil administration will be a pre-requisite for political parties as legal entities and enable their participation in electoral processes with benefits. Political parties must submit their statutes and party programmes. According to OSCE guidelines, the latter must include ‘a commitment to democratic principles, the protection of human rights and tolerance for all people, regardless of their ethnicity’.

A number of points related to the September 2000 elections, and others planned for later, have been noted including that the manner in which registration and education for electoral participation are carried out is of the utmost importance in terms of defining democratic processes of collaboration and support from the international community towards Kosovar groups and communities. In terms of the position of women, some modernisation of ideas has occurred and the political process has become more open. Concern has been expressed, particularly by women, over several aspects related to democratisation generally and the elections specifically. These concerns relate to, for example: the fact that no education campaign on the electoral process has been planned or organized for women; the likelihood that the elections will result in “male political parties” using the votes of women to their own benefit; the lack of attention given to understanding and overcoming the obstacles to women’s participation (e.g. family obligations); the fast-track approach that is being taken, allowing little if any time for adequate education for women. Finally, in recent voter registration work of OSCE, information collected was not disaggregated by sex.

Human rights

The Secretary-General’s 12 July 1999 report to the Security Council noted that “In assuming its responsibilities, UNMIK will be guided by internationally recognised standards of human rights as the basis of the exercise of its authority in Kosovo. UNMIK will embed a culture of human rights in all areas of activity and will adopt human rights policies in respect of its administrative functions.”⁵ Respect for and promotion of human rights and principles of democratic governance should, therefore, be at the heart of all work of the interim administration.

On 6 December 1999, OSCE released two human rights reports that document extensive human rights violations in Kosova. The first report, *Kosovo/Kosova - As Seen, As Told*, covers the period from December 1998 to June 1999 and concludes that Yugoslav and Serbian forces committed extensive human rights abuses and violated the laws governing armed conflict. Their victims were overwhelmingly Kosovar Albanians. The second report, *As Seen, As Told, Part II*, covers the period between 14 June and 31 October 1999 and details human rights violations against minorities.

As of 28 March 2000, the post of Ombudsperson was established and given a mandate to investigate and report on complaints of human rights violations and maladministration. The Ombudsperson will review and redress actions constituting an abuse of authority by the interim civil administration or any emerging central or

⁴The International Organisation for Migration has responsibility for the conduct of voter registration outside of Kosova.

⁵Report of the Secretary-General, S/1999/779.

local institution. The Ombudsperson and international monitors, local NGOs, and remedies through judicial processes can thus be seen to continue to work in defence of human rights and fundamental freedoms “from the outside” while the Department of Democratic Governance and Civil Society Support (DGCSS) works from the inside.

At the same time, the Office for Human Rights in Belgrade, which was established by the Office of the UN High Commissioner for Human Rights (OHCHR),⁶ has asked the Justice Minister for the FRY for an accounting of all Kosovars detained in the territory before March 1999, those held in Serbia after that date and all who have been released from Serbian prisons. The Human Rights Office has also asked the Ministry of Justice to visit several Serb prisons to ascertain the condition of women, children, the elderly or sick detainees from Kosova.

It should be noted that general concern has been raised about the situation of minorities, especially women and girls, within the demographic profile in Kosova, and the human rights implications of this situation. Particular concern was expressed about, *inter alia*, the Roma minorities (who is assisting them and how they survive among Albanian and Serb majorities), and the situation of Serb and Bosniac minorities in areas of Albanian majority. Given that more minorities are emerging in Kosova and, more generally in South Eastern Europe, information has indicated that the situation of women and girls is worst. As such, it may be expected that the newly appointed Ombudsperson and the OHCHR human rights offices in Belgrade and other areas of the FRY will be called upon to monitor respect for the rights of persons belonging to minorities and intervene on their behalf when and where appropriate and/or possible.

Media

It is generally acknowledged that an independent and respected media is a cornerstone of democratic development. A number of significant programmes to promote human rights and support the development of independent media have, therefore, built on the work that was done with refugees while in exile in Macedonia and Albania. Continuing work in this area has included encouraging professional journalists to establish a voluntary ethical code and convening regular roundtables with Kosovar journalists and international donors to address media development policies. These policies include the eventual establishment of an independent agency or commission with responsibility for licensing and regulation of radio and television broadcasting. The Interim Media Commission (IMC), proposed by the Department of Democratic Governance & Civil Society Support (DGCSS), has been projected as the body that will be responsible for licensing and regulation of broadcasters. The DGCSS has also committed itself to ensuring that administration in Kosova respects the two basic principles governing the relationship between public authorities and the media, namely: (a) to act in the public interest to manage and safeguard a public trust; and (b) to have the right of accountability when public funds are directly involved.

Joint Interim Administrative Structures (JIAS)

⁶The human rights offices in the region of the former Yugoslavia were established starting in 1993, and were originally intended to support the mandate of the Special Rapporteur (SR) of the UN Commission on Human Rights (CHR). The legal authority for their presence has accordingly been based on annual resolutions of the CHR, extending the mandate of the SR and calling on the Secretary-General to support the SR by maintaining a field presence.

The Interim Administrative Council agreed on 4 January 2000 to begin drafting regulations to define the competencies of the 20 departments (the equivalent of ministries) that were to be created under the JIAS, in cooperation with the legal office of UNMIK. The 20 departments that were agreed are: agriculture; central and fiscal authority (budget and finance); civil security and emergency preparedness; culture; democratic governance and civil society support; education and science; environment; public services; health and social security; justice; labour and employment; local administration; non-resident affairs; post and telecommunications; reconstruction; sports; trade and industry; transport and infrastructure; utilities; and youth. The administrative departments were allocated to political parties -- Kosova Democratic League (LDK) and the Democratic Progress Party of Kosova (PPDK) -- to co-head them with officials of UNMIK. Only the Department of Democratisation and Civil Society was allocated to an independent. As of April 2000, four other departments were unfilled and were to be co-headed by national communities (agriculture and labour and employment – Serb; environment – Bosniac; transport and infrastructure – Turk).

In 1999, no women were appointed to the Kosovo Transitional Council, the equivalent of and few elsewhere. Kosovar women participated fully in the parallel system of politics; during the war and in reconstruction processes locally and regionally their involvement has been key. This has not been recognised within the rehabilitation processes and in the creation of new administrative structures. For example, of the 20 government departments only 2 are headed by Kosovar women, with only 1 as an independent (political party affiliation). In March 2000, the OSCE statistics showed that while 24% of the Kosovar police force was female, only 6% of the UN police force was female.

The Department for Democratic Governance and Civil Society Support (DGCSS)

This Department is being established as a watchdog, with a mandate to advise on, and encourage the observation of, human rights and democratic standards in Kosova's interim administration, police forces and any emerging governmental structures. It also aims to take a lead role within JIAS in promoting gender equality and ensuring that this equality is guaranteed by legislation and in the practices of the administration. The Department is to work closely with civil society groups active in the area of women's issues and to use their resources to promote such issues. As part of the JIAS structure, the Department will be forming and implementing human rights policy and principles of democratic governance to (a) protect independent bodies and autonomous institutions from improper governmental influence, (b) facilitate interaction of independent bodies and NGOs with the administration and (c) assist other Administrative Departments in meeting applicable standards of human rights and democratic governance.

In April 2000, the Department was planning to implement its work through five functional units. The units, as currently designed, include the Human Rights Policy Bureau, the Bureau for Democratic Governance, the Equal Opportunities Board (EOB), an NGO Office and an Independent Media Support Office. The bureaux are expected to develop independent advisory boards to provide independent advice in their areas of competence.

For women, the Equal Opportunities Board will be key in that attention will focus on ensuring that the policies, legislation and other regulations that are developed by the JIAS are gender sensitive and work in such a way as to mainstream gender. The EOB strives to ensure equal opportunities and freedom from discrimination on all grounds as enunciated in relevant international instruments, including but not limited to sex, age, sexual orientation, religion and race. It will also focus on the rights of persons with disabilities and encourage and facilitate their integration into the workplace, political processes, and other facets of society; efforts will also be made to ensure access to processes and premises for persons with disabilities.

PILLAR IV: ECONOMIC RECONSTRUCTION, managed by the European Union.

Four of the priorities of Pillar IV were and still are:

- emergency actions to restart basic economic activities and utility services and prepare for the winter,
- establishing a policy dialogue with local business and economic experts,
- putting in place the basic tools for economic policy management, and
- mobilizing technical advice and financial assistance from external donors.

This work is being conducted in five integrated phases with Phase I more or less complete and Phase II currently under way.

Phase I: Set up administrative structures, deploy international civilian police, provide emergency assistance for returning refugees and displaced persons, restore public services, train local police and judiciary, develop a phased economic recovery plan and seek to establish a self-sustaining economy

Kosova is one of the poorest regions in Europe and was one of the less developed parts of Yugoslavia. In the 10 years prior to the NATO action in Kosova, the parallel economy developed by Kosovar Albanians promoted entrepreneurship and networks to support small business. Since the cease-fire and return of the refugees in 1999, various sectors of this alternative economy are healthy. International efforts to rebuild the economy have included a project designed by the World Bank Community Development Fund. The aim of the project is to help small community projects improve the living conditions of people. The Fund has a completely local board with at least 50 per cent representation by women. What is needed, however, is long-term funding for development of various areas and locations in Kosova. Also, while acknowledging that there are now more job opportunities for women in Kosova, most of these jobs are only appropriate for unmarried, young educated women. There continues to be a need for training and retraining of women to enhance their capacity to participate in, and benefit from, economic reconstruction. As in many places around the world, women in Kosova would benefit from workplace training and part-time or flexible working hours, plus some emphasis in farming skills – such as tractor driving and general agricultural and horticultural training.

Phase II: Administration of social services and utilities; consolidation of the rule of law; preparation for elections

Since 1989, the social systems and social structure in Kosova were divided along ethnic lines with Serbian control through the formal structures of the FR Yugoslavia. In the post-conflict situation it has become clear that Serbia is able to extend its influence over the provision of basic services to Kosovar Serbs who remain in Serb “enclaves” such as that in part of Mitrovica, northern Kosova. Traditional Kosovar Albanian family structures, which linked rural and urban communities, were undermined by the conflict and it was unclear how the parallel networks were able to respond to community needs given the dislocation of refugees and returnees. Some fragmentation of these networks was seen to be associated with the relative strengths in different regions of Kosova of the very localised networks of the Democratic League of Kosova (LDK) and the former Kosova Liberation Army (KLA/UCK).

The final three phases under Pillar IV do not yet appear scheduled for completion within a planned time frame. These phases involve:

- Preparing for, and conducting elections for a Kosova Transitional Authority.
- Assisting Kosova’s elected representatives to organise and set up provisional institutions for democratic and autonomous self-government. As these are established, UNMIK will transfer its remaining administrative responsibilities while supporting the consolidation of Kosova’s provisional institutions.
- Defining the concluding phase once there is a final settlement of the status of Kosova. UNMIK will oversee the transfer of authority from Kosova’s provisional institutions to institutions established under a political settlement.

CONCLUSIONS

Since the end of the NATO action in 1999, the willingness of Kosovars to assist UNMIK authorities in various fields, as well as their capacity for self-organisation, have been undermined or blocked in key areas. The causes for this are various and include, for example:

- The slow nature of the international bureaucratic processes and significant duplication of efforts.
- The rapid turnover, or rotational process, among international staff. This has led to resentment among some local people who have had to spend long hours in meetings to brief officials who have little knowledge of their area of authority only to find that within months of gaining some expertise the officials have moved on from Kosova.
- Failure in the planning of the reconstruction effort to address adequately such basic infrastructural needs such as communications.
- The very protracted processes of contract tendering and bringing in international experts, which has contributed to further local mistrust towards the ‘business’ of reconstruction.
- The failure of UNMIK authorities to take into account the need for democratic structures not only to be *in place* but to be *clearly visible* within the UNMIK structures themselves, as a good example of democratic governance.

It can also be said throughout the administration of social, economic and political change in Kosova there has been discrimination against women. As a result women’s potential contributions have been ignored and at times undermined. This has been particularly apparent in, for example:

- The international community’s lack of regard for mainstreaming issues of gender *within* their political and policy-making processes.
- The failure to appoint numbers of women to key decision-making positions.
- The failure to acknowledge Kosovar women’s roles within the emergent politics: their work within the parallel system since 1990, their participation in the war and their key involvement in reconstruction processes locally and regionally in Kosova since 1999.
- The marginalisation of the needs of women who lost male family members and, as a consequence, became the heads of households.
- Perpetuation of the belief that women in Kosova are not “culturally attuned” to becoming partners in community or regional politics.
- Perpetuation of the perception that women are victims and, therefore, recipients of aid and assistance rather than active partners in the reconstruction process.
- The serious lack of suitable feminist trainers in all areas on the staffs of INGOs, UN agencies and local non-governmental organizations.
- The significant rise in the sexual exploitation of women, trafficking, forced prostitution and sexual harassment.
- The lack of gender balance in the jobs available with INGOs, the UN and the OSCE operations.
- The lack of gender awareness among most international and local staff.
- Failure to provide women working in/for local NGOs with training related to management skills.

- The tendency of some UNMIK decision-makers to work in a top-down manner and to consult only with those they consider to be the male power-brokers. This approach has effectively denied community leaders, local NGOs and wider sections of the community their voice in the created systems. The resulting lack of ownership has created a lack of trust.

It is clear that greater consultation between international organisations working on gender issues at much earlier stages of reconstruction would have facilitated a more inclusive and coherent process. For example:

- The establishment of several women’s centres funded by different international agencies in one area (or even in some cases on the same street) could have been avoided.
- Account could have been taken of the fact that the idea of women’s centres is not part of local women’s cultural expectations.
- Rather than funding INGOs to set up such local centres, further in-depth and inclusive dialogue with community groups could have aided issue-based initiatives on a wide variety of campaigns which radically affect women’s everyday lives.
- Consultation and collaboration between gender experts in UNHCR, OSCE, UNIFEM, and the UNMIK Gender Unit would have enabled all of these individuals and their organisational structures to combine their strengths and support gender mainstreaming across the board, rather than in piecemeal fashion, or in some instances, not at all.
- Transparency in decision-making on funding processes with clear guidelines could have avoided some of the confusion and resentment arising from the fact that, for example, several local groups who did not receive funding were not given adequate reasons and/or were not informed of the outcomes of the processes.
- The feeling by local groups that their expertise is taken into account only to fund projects through INGOs that do not then feed back into their local group work could have been avoided.
- The lack of attention paid to the tendency of the international media to portray “Balkan women” as older, wearing headscarves and doing physical work in fields (that is “backward” within European cultures) led to resentment among many highly professional women. Resentment over the international media’s association of ‘headscarves’ with fundamentalist attitudes and belief systems could also have been avoided.
- A more open and inclusive process could have avoided the frustration felt by local NGOs, which have worked with rural women for a long time, over the tendency to offer rural communities limited short-term “choices” such as hairdressing, English lessons and sewing, without consideration of further developmental options.
- The failure to place an appropriate emphasis on translation, publishing and dissemination of materials has meant that women have not had adequate access to information on issues affecting them: women’s rights, women and politics, good/best practices, gender and development, feminism generally and other subjects.

RECOMMENDATIONS

It is recommended that:

- **Targets and guidelines be set in accordance with the Beijing Platform for Action** to encourage the involvement of women in post-conflict reconstruction and rehabilitation efforts. Such targets would (a) ensure at least one-third representation of both sexes in key positions and councils, (b) ensure wide participation by the whole population involved in all areas, and (c) reduce male-dominated or feminised sectors.

- **Age- and sex-disaggregated statistics be generated** within UNMIK structures and throughout the data collection and citizen identification process that is currently underway in Kosova. Such statistical work is a vital ingredient to further work on the economic, social and political integration of women and girls.
- **More liaison be put in place between and among international groups working on gender issues for long-term development** to ensure adequate information sharing and enable more streamlined collaboration with UNMIK bureaucracies and with local women and groups.
- **Adequate gender awareness training be provided to all male and female personnel on international missions** before they begin work in any regional mission; a gender balance of at least 30/70 (women/men or men/women) be established in all such missions.
- **All important reports be translated and deposited** in either the National Library or the appropriate university departments. Such reports would include the UNIFEM reports on violence against women and on women's economic situation and inclusion (June 2000) and the report on needs and resources prepared for the KWI (May 2000).
- **Education be provided through media, and consultative groups within local communities**, especially local groups involving numbers of women, (e.g. design and distribution of leaflets) to enable all persons to be aware of their rights, opportunities and responsibilities in the developing democratic system and to enable local people to join and participate in the debate on future democratic plans.
- **Within UNMIK structures, local pay anomalies be removed.** Such anomalies have led to the situation where experts providing advice on education or social services are paid less than the drivers of UNMIK staff cars.
- **Translation** of documents, guidelines and reports into Albanian and Serbian be assured and **steps taken to ensure that translation is freely available** at meetings with internationals, rather than conducting all meetings in English and thereby limiting the participation of women.
- **More transparency in the funding and allocation processes be introduced**, including through the provision of clear statements as to why decisions are taken and whether or not the funding processes are ongoing. The **translation of funding guidelines** should also be assured.
- **Collaboration of gender experts, intellectuals and activists, in the region to support ongoing processes within Kosova as part of South East Europe** be established and maintained, bearing in mind that such gender sensitive regional initiatives will have a positive integrative effect for many countries in SEE.

STABILITY PACT FOR SOUTH EASTERN EUROPE

The Stability Pact (the Pact) for South Eastern Europe was agreed in Cologne on 10 June 1999.⁷ The Pact aims at strengthening countries in South Eastern Europe in their efforts to foster peace, democracy, respect for human rights and economic prosperity, in order to achieve stability in the whole region. Those countries in the region who seek integration into Euro-Atlantic structures, together with a number of other participants in the Pact, believe that the implementation of this process will facilitate their objective.

The states pledged to cooperate in order to:

- Prevent and put an end to tensions and crises as a prerequisite for lasting stability, including by concluding and implementing among themselves multilateral and bilateral agreements and taking domestic measures to overcome the existing potential for conflict.
- Bring about mature democratic political processes, based on free and fair elections, grounded in the rule of law and full respect for human rights and fundamental freedoms (including the rights of persons belonging to national minorities, the right to free and independent media, legislative branches accountable to their constituents and independent judiciaries) to combat corruption and deepen and strengthen civil society.
- Create peaceful and good-neighbourly relations in the region through strict observance of the principles of the Helsinki Final Act, confidence building and reconciliation; to encourage work in the OSCE and other fora on regional confidence building measures and mechanisms for security cooperation.
- Preserve the multinational and multiethnic diversity of countries in the region and protect minorities.
- Create vibrant market economies based on sound macro policies, open markets to greatly expanded foreign trade and private sector investment, establish effective and transparent customs and commercial/regulatory regimes, and develop strong capital markets and diversified ownership, including privatization.
- Foster economic cooperation in the region and between the region and the rest of Europe and the world, including free trade areas.
- Promote unimpeded contacts among citizens.
- Combat organised crime, corruption and terrorism and all criminal and illegal activities.
- Prevent forced population displacement caused by war, persecution and civil strife as well as migration generated by poverty.
- Ensure the safe and free return of all refugees and displaced persons to their homes while assisting the countries in the region by sharing the burden imposed upon them.
- Create the conditions, for countries of South Eastern Europe, for full integration into political, economic and security structures of their choice.

⁷The Cologne meeting was attended by: the Foreign Ministers of the Member States of the European Union, the European Commission, the Foreign Ministers of Albania, Bosnia and Hercegovina, Bulgaria, Croatia, Hungary, Romania, Russia, Slovenia, the Former Yugoslav Republic of Macedonia, Turkey, the United States, Canada and Japan. The OSCE's Chairman in Office and the Representative of the Council of Europe represented participants on South Eastern Europe. Also present were representatives of the United Nations, UNHCR, NATO, OECD, WEU, International Monetary Fund, the World Bank, the European Investment Bank and the European Bank for Reconstruction and Development representing the facilitating States, Organisations and Institutions of the Conference, as well as representatives of the Royaumont process, BSEC, CEI, SECI, and SEECP.

To reach the agreed objectives, a South Eastern Europe Regional Table will review progress under the Pact. The Regional Table will ensure coordination of activities of and among three Working Tables that will build on existing expertise, institutions and initiatives. These Working Tables are set up to address (a) democratisation and human rights; (b) economic reconstruction, development and cooperation; (c) security issues.

At the Sarajevo Summit on 30 July 1999, a Declaration was made of all principal parties to endorse the purposes and principles of the Pact that was subsequently placed under the auspices of the OSCE. For the purposes of this Audit, relevant points in the Sarajevo Declaration are, *inter alia*:

- **Democracy and human rights** Cooperation aimed at promoting human rights and attitudes and practices of democratic accountability, personal responsibility, freedom of expression and the rule of law. Restructuring of civil administration. Strengthening the freedom of political activity and independent media. Preserving multinational and multiethnic diversity of countries in the region and protecting minorities.
- **Economic development and cooperation** Removal of policy and administrative obstacles to the free flow of goods and capital. Improving the investment climate and developing appropriate vehicles to mobilise private finance and mitigate risk. Continuing and, where necessary, intensifying efforts to create a predictable and fair business environment, fight corruption and crime and continue market-oriented reforms, including privatization. Developing specific means to allow active participation of firms from South Eastern Europe in procurement for reconstruction and development in the region, noting that such procurement should be done through fair and transparent competition according to multilaterally agreed principles.

Among the most significant concrete initiatives launched by the Pact since the Sarajevo Summit are (a) conclusion of an investment compact that includes firm commitments by countries in the region to improve their investment environment; (b) an anti-corruption initiative as part of an overall effort to fight organised crime; (c) creation of a business advisory council that will be closely involved in, among other issues, the Investment Compact process and provide advice on private sector development; (d) a process to identify the main priorities related to infrastructure reconstruction and improvement, and private sector initiatives that will enable the Pact to advance concrete proposals at a regional funding conference; (e) development of concrete and integrated action plans by operationally oriented task forces, with the participation of key actors, on good governance, education, freedom of the media, gender, ethnic minorities and refugees. It may be noted that the European Commission has made contributions to the Working Tables, in particular: proposals for a regional network of civil society organizations, an environmental action plan for the region and an initiative in support of Roma minorities.

Within the context of the Pact, in November 1999 the Gender Task Force (under OSCE) outlined an action plan that focuses on concrete reforms in three areas of activity: political empowerment of women, electoral legislation, and national gender machinery. It was unclear in April 2000, however, what follow-up developments had taken place in these three areas of activity.

In February 2000, the potential for conflict in the Balkans was recognized. It was suggested that, within the framework of the Pact, consideration be given to two initiatives: the establishment of a Balkan Parliament and the establishment of a Balkan Political Club. In terms of these and other proposals that may be made in future, the question remains as to whether the Pact has the backing and political influence to pursue its broader political aims, that is to devise a common international response to the region from Romania to Greece and to coordinate systematic reform.

Questions have also been raised regarding whether the small Pact office (in Brussels) has the necessary profile to referee the competitiveness between the international organisations, as well as those between donor

states, and among rival Balkan countries. The Pact assumes that a common European foreign and security policy already exists; this is not the case. For example, differences between member states on sanctions policy towards Serbia have presented early obstacles and it remains to be seen how the office will bring any authority to bear on its tasks. The US\$2.3 billion fund raised by the international community at a meeting on 28 and 29 March 2000, however, has convinced people that the Pact is now a working initiative and the international community has the possibility to make some constructive changes in the South East European region. Others have viewed the Pact, however, as a “clearing house” trying to link donors’ pledges with concrete projects.

Several key reasons for the disappointment in the pact, after one year, are apparent. Those reasons include (a) although the Pact was designed as a post-war reconstruction initiative, conflict was still occurring when the initiatives were applied; (b) since Milosevic is still in power in Belgrade, the major objective of regional integration remains at the level of speech-making; (c) the Pact is also something of a survivor of the wars inside the European Union and between the U.S. and the EU; (d) the Pact has become part of the problem rather than the solution because of the high expectations created in societies in the region that have not been fulfilled; (e) the Pact’s major failure is that it has not initiated constructive debate on the future of the region and advanced ideas that are substantively different than those already tried in Bosnia; (f) there has not been sufficient involvement of media professionals from the region; (g) there has been an apparent bias towards those emanating from Western-based organisations in the selection of projects, although many of these organizations do not have sufficient local-partner dimensions.

Specifically with regard to women, it has been suggested that donors should, within the context of the Pact, give greater appreciation to and consideration of women’s initiatives. It has been noted by women in the region that women are a promising force for peace and peace-building. While women’s projects may seem very simple, they have the political goal of promoting peace and stability.

CONCLUSIONS

At the outset, the expectations of the people in South Eastern Europe were hopeful and supportive of the new Stability Pact, which became popular with civic groups and NGOs. It was imagined that the initiative was a departure from the “government first policies” of the European community in the past and would not be only about security but also about human security. However, almost one year after its launch, there is recognition that a major failure of the Pact has been an intellectual failure, namely, its failure to initiate a constructive debate on the future of the region and to spark ideas different from those already tried in Bosnia. Other observations and the past and future of the Pact include that:

- The Pact reflects the interests of Western and local actors.
- Donors cannot decide whether they should demand changes in standards and institutions by the concerned countries first or to give aid first in order to help the adjustment and reform processes.
- There is an agreement that the close interaction of donors, local politicians and civic activists and Western actors is needed to achieve mutually beneficial combinations.
- The Pact has not yet proposed a strategy for sustainable development and continues to rely on various infrastructural projects.
- The attempt to develop post-conflict stability in a region that remains in conflict must be addressed.
- The outcome of democratic developments in Serbia will be a determining feature in terms of the possibility of sustaining democracy in South Eastern Europe.

RECOMMENDATIONS

In terms of future work and demands to be addressed to donor governments and regional bodies, it is recommended that:

- The proposals in the Stability Pact on economic development and cooperation, of a regional character, be followed.
- Economic projects with additional financing for regional projects on Gender to be sought from donors.
- Work from the Gender Task Force in South Eastern Europe be integrated into the good governance agenda, for example on such issues as education, media, gender, ethnic minorities and refugees.
- The Gender Audit Consultative Forum explore European Commission proposals on civil society organisations, environmental actions, support of Roma minorities.

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Chris Corrin
Glasgow, May 2000

Centre for Women's Studies
Department of Politics,
University of Glasgow
GLASGOW G12 8RT
SCOTLAND, UK
Fax: +44 141 330 5071
E-mail: c.corrin@socsci.gla.ac.uk

CHRIS CORRIN'S MEETINGS IN PRISHTINA – MARCH 2000

UNMIK co-heads: Local Administration; Democratic Governance and Civil Society Support; Education and Science; Health and Social Security

Members of UNDP, UNMIK Office for Gender Affairs*, UNIFEM*, Kosova Women's Initiative (UNHCR)*, UNMIK Radio, OSCE Human Rights Officers*, DFID Prishtina, USAID (small-medium enterprises), Canadian Cooperation Support Office, World Bank Community Development Programme; University Professors

NGOs and Women's Organisations: Kosovar Civil Society Foundation; Women's Studies group; Motrat Qiriazhi; Rural Women's Network; Radio 21; International Medical Corps

* Denotes more than one meeting/discussion.

APPENDIX I

ACRONYMS

AI	Amnesty International
ANEM	Association of Independent Electronic Media
AOR	Area of Responsibility
BPRM	Bureau for Population, Refugees and Migration, United States Department of State
CDHRY	Council for the Defence of Human Rights
CEDAW	Convention on the Elimination of all forms of Discrimination against Women (UN)
CIVPOL	United Nations Police
CPWC	Centre for the Protection of Women and Children, Kosova
CSW	Centres for Social Work, Kosova
CSW	UN Commission the Status of Women
DESK	Developing Education in Kosova
DEVAW	Declaration on the Elimination of Violence against Women
DfID	Department for International Development (UK)
DGCSS	Department of Democratic Governance & Civil Society Support
DSRSG	Deputy Special Representative of Secretary General
EOB	Equal Opportunities Board (DGCSS)
EU	European Union
FRY	Federal Republic of Yugoslavia
GNP	Gross National Product
HCIC	Humanitarian Community Information Centre
HRW	Human Rights Watch, USA
IAC	Interim Administrative Council
ICIMPD	International Centre for Migration Policy Development, Austria
ICTY	International Criminal Tribunal on Yugoslavia
ICCRHD	International Centre for Human Rights and Democratic Development
IFRC	International Federation of the Red Cross
IMC	Interim Media Commission
IMC	International Medical Corps, USA
INGO	International Non-Governmental Organisation
IOM	International Organisation for Migration
IRC	International Rescue Committee
JIAS	Joint Interim Administrative Structure for Kosovo
JRT	Joint Registration Taskforce
K-FOR	Kosovo NATO forces
KLA	Kosova Liberation Army (UCK - Albanian initials)
KPC	Kosovo Protection Corps
KTC	Kosovo Transitional Council
KVM	Kosovo Verification Mission of the OSCE
KWECC	Kosovo War and Ethnic Crimes Court
KWI	Kosovo Women's Initiative (UNHCR)

LDK	Kosova Democratic League
LDK	League for a Democratic Kosova
MCI	Mercy Corps International
MQ	Motrat Qiriazi Rural Women's group, Kosova
MTS	Mother Theresa Society
NATO	North Atlantic Treaty Organisation
NGO	Non-governmental organisation
NUNS	Independent Union of Serbian Journalists
OSCE	Organisation for Security and Cooperation in Europe
PPDK	Democratic Progress Party of Kosova
QPS	Qendra per Pune Sociale (Centre for Social Work)
SRSG	Special Representative of Secretary General
UAF	Urgent Action Fund
UN	United Nations
UNFPA	United Nations Fund for Population Activities
UNICEF	United Nation Children's Fund
UNIFEM	United Nations Development Fund for Women
UNMIK	United Nations Mission in Kosova
USAID	United States Agency for International Development
VJ	Yugoslav army
WHO	World Health Organisation

APPENDIX II

SECURITY COUNCIL RESOLUTION 1244 (1999) ON SITUATION RELATING TO KOSOVO