

RESEARCH

STATUS OF FEMALE – MEMBER OF KOSOVO SECURITY FORCE

Integrated Gender perspective and soaring inclusion of woman in KSF structures.

HRU

MKSF, October 2015

I. INTRODUCTION :

This research is conducted by human right and gender equality unit in MKSF, is one of the activities underway implementing Action Plan of Resolution 1325 “woman, peace and security” of United Nation Security Council.

In this research were scrutinised statistics and soaring participation of females in KSF structures, status of female members in KSF, as well as difficulties KSF female members grapple with in carrying out their tasks..

It also talks about the importance and competences of human rights and gender equality unit in MKSF.

PURPOSE:

The aim of this research is the analyses of gender perspective in KSF, soaring participation of females in KSF structures, as well as identifying causality of female downswing in terms of numbers in KSF.

II. RESEARCH METHODS

This research was done within one-month period in compliance with timetable presaged in Action Plan for 2015. Highly efficient methodology of data collection was utilised for this research.

SURVEY

151 surveys are done with uniformed females in different working positions in KSF, among them including different communities, some of them even filling up the questionnaire in their language.

Questioners were filled up in these units:

BAT.-I- RRB, Gjilan; BAT –II-të in Istog; BAT-III- in Mitrovica; civil protection regiment (CPR) Prizren; civil protection regiment in Pomozetin; Training and Doctrine Command (TRADOK), Ferizaj; Land Force Command (LFC), in barracks “Adem Jashari” in Pristine; Operation Support Brigade (OSB), Engineering Battalion , University Study Canter (USC), Medical Company (MC) ; Crises Reaction Liaison Unit (CRLU); Force Police (FP).

Going through all materials available in Kosovo Security Force(reports and statistics), as well filling up with information and findings from these questionnaires compiled by Human Right Unit, over preserving the anonymity, served as a cogent methodology for this research. Target group of this research were females serving in all KSF structures. It is of high importance in terms of containing genuine and reliable data, implying that results are not based on assumptions rather on objective and real data. Preserving anonymity and work ethic was main priority in this research, thus seeking avoid any possible issues the interviewed must have.

III. LEGAL FRAMEWORK INSURING HUMAN RIGHTS AND GENDER EQUALITY IN REPUBLIC OF KOSOVO

- Constitution of Republic of Kosovo
- Law on Gender equality
- Law against discrimination
- law on civil servants in Republic of Kosovo

IV. CURRENT LAWS AND AFFIRMATIVE POLICIES ON GENDER EQUALITY IN MKSF/KSF

MKSF/KSF legal infrastructure provides genuine assurance for gender equality and gender-based non-discrimination. Furthermore, the approval of human rights and gender equality policies(MKSF 2011) propelled the focus in human right and gender equality, integration of Human rights, improving gender balance, strengthening female' s role, expanding and deepening inter institutional cooperation(network founding 2011)`

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HUMAN RIGHT AND GENDER EQUALITY UNIT

Since November 2009, within MKSF sits human right units, ensuring that all MKSF/KSF executive functions and activities are aimed towards increasing inner accountability and compliance with wide-accepted international standards of Human rights.

Human right unit is under direct supervision by Secretary General. Consists of two members, who are civil servants. HRU operates as advising, monitoring and recommending mechanism within MKSF/KSF for human's rights. To meet this objective, HRU Works hard to protect, advance and affirm human rights.

HRU' activity extends also in gender equality realm and equal possibilities as essential condition for sustainable development that cannot be achieved without strengthening female's role, since their positive impact has been proved in all kinds of fields. HRU also protects communities' rights, heavily engaging itself in creating an appropriate environment for equal access and opportunities, for all in all fields, so duties and responsibilities at ministry level are done regardless of gender, language, nationality or religion.

CURRENT STATUS OF GENDER PERCENTAGE IN MKSF/KSF

Percentage of females in MKSF is 32% while percentage of females in uniform in MKSF/KSF is 8.52%, or 203 females in uniform, as officers, NCO and soldiers.

There is one (1) female colonel, as deputy commander of Training and Doctrine Command.

- In rank of Lt colonel two(2) females
- In rank of Major five(5) females
- In rank of captain four(4) females
- In rank of lieutenant nine(9) females
- In rank of second lieutenant 0
- In rank of first sergeant major 0
- In rank of sergeant major two (2)
- In a rank of staff sergeant ten (10)
- In rank of sergeant eight (8)
- In rank of corporal fifteen (15)
- privates one hundred forty seven (147)

Name of the ranks	Females	Males	Total
OF-8 Lieutenant generals	0	1	1
OF-7 major general	0	0	0
OF-6 brigade general	0	5	5
OF-5 colonel	1	14	15
OF-4 lt colonel	2	33	35
OF-3 Major	5	83	88
OF-2 captain	4	91	95
OF-1 lieutenant	9	60	69
OF-1 second lieutenant	0	33	33
OR-9 first sergeant major	0	14	14
OR-8 sergeant major	2	52	54
OR-5 staff sergeant	10	160	170
OR-5 sergeant	8	325	333
OR-3 corporal	15	543	558
OR-1 private	147	767	914

Cadets who graduated and those to graduate in KSF University Study Center.

communities	Graduation years of USC students																						total
	2009		2010		2011		2012		2013		2014		2015		2016		2017		2018		2019		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Albanian	10	1	8	2	16		9	2	10		6		12		10	1	7		11	3	10	2	120
Ashkali															1								1
Bosnians			1																				1
total	10	1	9	2	16	0	9	2	10	0	6	0	12	0	11	1	7	0	11	3	10	2	122
	11		11		16		11		10		6		12		12		7		14		12		

Years of graduation of members who study at Academy of Macedonia

	YEARS OF GRADUATION												TOTAL
	2016		2017		2018		2019		2020		2021		
	M	F	M	F	M	F	M	F	M	F	M	F	
Albanian					1		1						2
Bosnian	2		1		2		1						6
Serbian	2		1										3
	4	0	2	0	3	0	2	0	0	0	0	0	11
	4		2		3		2		0		0		

Out of this group of members who studies at Academy of Macedonia 5 are cadets who comes from civilian life and 6 are privates from the KSF.

Also, in the year 2015, cadets have started studies even at Military Academy of Croatia and Military Academy in Germany.

Military Academy of Croatia:

Year of graduation		
	2019	
	M	F
Albanian	1	
Turkish	1	
Total	2	

Military Academy in Germany

Year of graduation		
	2019	
	M	F
Albanian	2	
Total	2	

Data from admission of cadets throughout the years are data which proves efforts made to maintain inclusion of female gender throughout the years. This small representation of female cadets in the Kosovo Security Force can be noticed even in statistical data in the following table with percentage of 8 % out of female gender whereas 92 % out of male gender.

FEMALE`S PROFILE IN THE KSF

Results shown out of questionnaire come out that average age of females who serves in the KSF is 27 years old. Whereas education of them shows to be with 36 % to have completed secondary school whereas with completion of University are 49 % and 15 % completed master degree. Studying of data shows those 45 females or 31 % out of overall number of interviewed KSF females, they are married and 32 of them have children. Average percentage (of interviewed females) of years serving in the KSF is five (5) whereas out of 113 are OR1- private, OR3- Corporal 12 ; OR5- Sergeant 6; OR7- Staff Sergeant 5; OR8 – Srg Major (two) 2 ; OF1 – Lieutenant 4 (four); OF 2 –Captain (1); OFO1- Second Lieutenant – five (5).

Table No 1.

Average Age	27 years old	
Secondary school education	50	36 %
University	69	49 %
Master	23	15%
Married	45	31%
With children	32	

Female`s Position in Kosovo Security Force

Regarding to the question: What do you think if female in the Kosovo Security Force has equal opportunity in service?

Comparing results of questionnaire seems that 107 or 71% out of them have answered to have equal opportunity in serving to the KSF whereas female group who declared not to have equal treatment is smaller, altogether 24 of them or 16 %. Whereas 20 (females) or 13% of interviewed ones did not answer to this question.

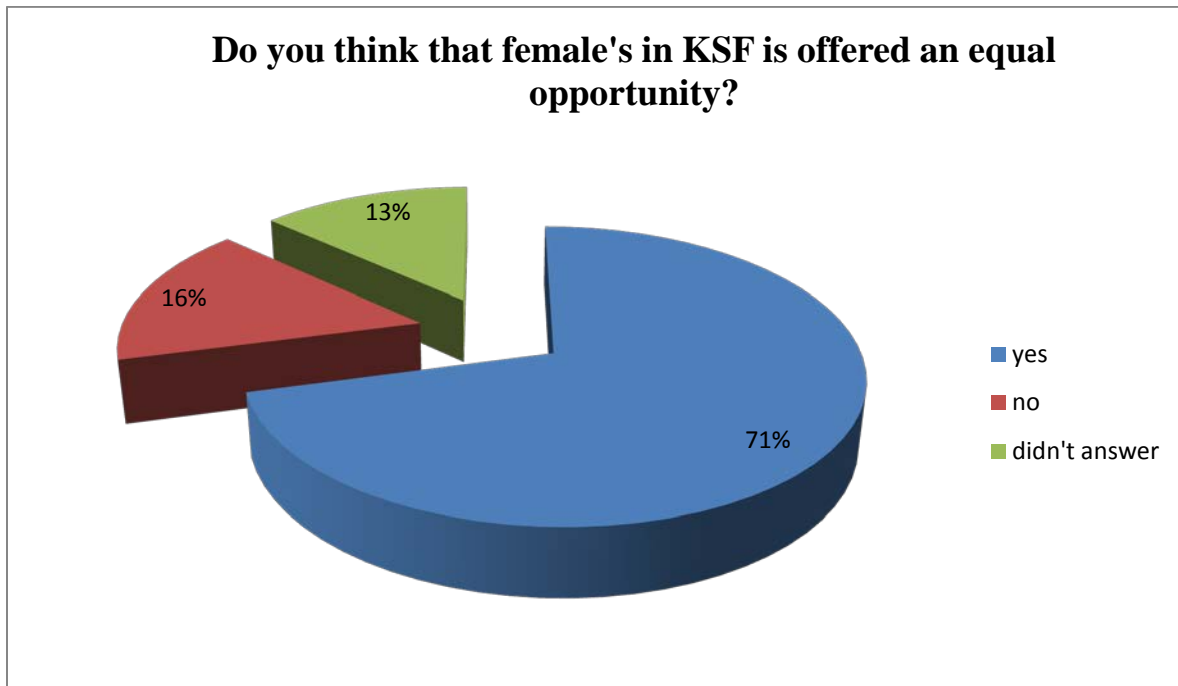


Table No.2

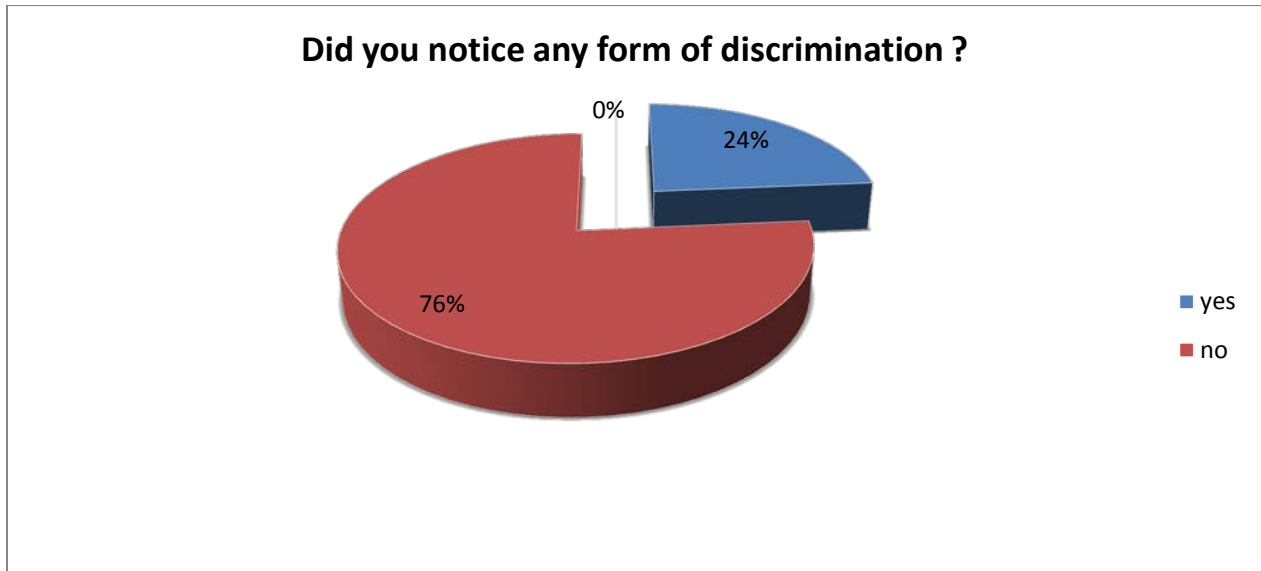
Reasons:

- Infrastructure which does not fulfill needs of females (Having common toilets while being duty roster)
- Lack of staff awareness (males) on gender
- We are assessed that us as female are not sufficiently prepared to be a military.
- Not real assessment for females in uniform

To question: Have you faced any kind of discrimination and rose up this issue at your highest level?

Based on Law on Gender Equality No. 05/L-020, article 4 paragraph 1. It is forbidden direct or indirect gender discrimination including less favorable treatment of females due to pregnancy and motherhood, marital status, nation, race, limited skills, sex orientation, social status, religion, age or any other base determined by law or agreement and international instruments into effect.

Whereas, search shows that out of 144 questioned females 34 of them or 24 % are answered to have faced discrimination whereas 110 or 76 % are answered to not have faced any kind of discrimination on their work.



The frequent reasons mentioned by females who felt discrimination are:

- Underestimation that – we, females are more physically weak and not prepared for army
- Military values of female are not assessed and this occurs, also during promotion.
- To us, have not been provided opportunities for career development like males do have.

Regarding these concerns 13 of them have declared to have increased issue to a higher level but are not satisfied with treatment of their complains. Whereas 34, females answered to have not risen up the issue because their complains have not been taken into consideration and fairly treated by their superiors.

DIFFICULTIES OF FEMALES IN CONDUCTING OF DUTY IN KOSOVO SECURITY FORCE

Mentality of Society is a problem itself when we talked about decision making of females to become part of the KSF. Military occupation is still considered to be only for males even females face difficulties in conducting duty especially during night shift when they require to be accompanied by female colleague. This is what has been assessed **as difficulty by 30 % of questioned females.**

Non-implementation of Law is assessed as difficulty by 6% of questioned females mentioning that this is a serious problem because this creates vacuum for problems which we do face, non-addressing and sorting out of them in proper way as determined by Law, regulations and other acts which are in effect and which shall be implemented by all.

7% of questioned females consider that the other listed difficulty is conducting of **Sentry** task . The difficulties which they face while being on duty roster are various and we will mention only a few of them such as: frequent duty roster without interruption, lack of lightening at duty roster points, lack of infrastructure and necessary one, etc. **Maternity leave** has been considered as difficulty and insufficient from 9% of questioned females, also, 18% of females have considered pregnancy as difficulty even that majority of females openly declare that during this time they are released from many activities by their superiors and do not have any problem regarding of wearing of uniform because they find understanding by all and can wear civilian clothes.

Lack of health insurance has been considered as difficulty with a greater percentage out of 22 % of questioned females this is due to the fact of occupation exercising which results with high level of risk taking into consideration that not a small number of females have suffered during field exercises. Importance of health insurance system is closely linked to fundamental human rights.

The health insurance presents one of the fundamental human right, consequently, and a precondition that a human being may enjoy many other rights, therefore this right has been included in article 22 of Universal Statement on Human Rights which promotes right for social insurance and it is included in many other important international documents.

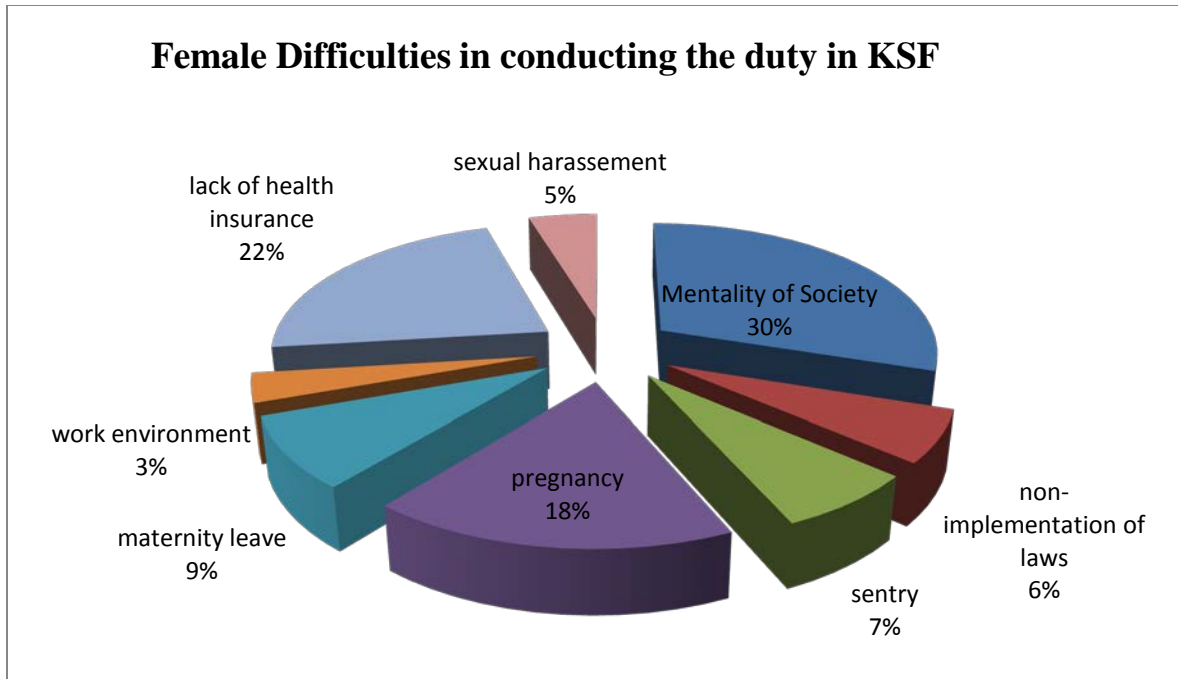
As fundamental right of human being, the right to have health insurance is regulated with legal national norms as well with international ones. The issue of health care is one of the most sensitive issues for the society to be faced with.

In frame of positive sources of right by which is regulated human right in health insurance in Kosovo and in generally took part:

- Kosovo`s Constitution (15th June 2008);
- Human Rights Universal Declaration (1948);
- International Pact on Economic, Social and Cultural Rights (1966);
- Convention on Elimination of all kinds of discrimination against women (1979);
- Convention on Child Rights (article 1989) and
- European Social Charter (1961 & 1966).

Ministry for Kosovo Security Force (MKSF) has made a significant steps in this direction by signing of agreement like with Public Health National Institute of Kosovo as well agreement in the field of military medicine between MKSF and Turkey`s Armed Forces. This agreement provides opportunity for treatment of 50 patients –members of MKSF and KSF at Turkey`s Military Hospital and thus facilitates lack of Law on Health Insurance.

Regardless that for sexual harassment a small number of females about 5% of questioned females who have declared that there are cases of sexual harassment at working place but these cases were left within Unit and there is no case being punished for such actions.



Human Rights Unit used a specific questionnaire in order to make analysis and seeking causes of female resignation from the KSF since the year 2009-2015. Data are supported with files of the KSF female members who in the case of their resignation filled out forms with reasoning for their resignation. Number of females who resigned during this period of time is 29 females.

These are the reasons which have come out from filled out questionnaire and signed by females themselves:

- Personal reasons
- Working conditions
- Status change (means marriage)

Year	Females who left throughout years
2009	7
2010	1
2011	1
2012	9
2013	7
2014	2
2015	2
Total	29

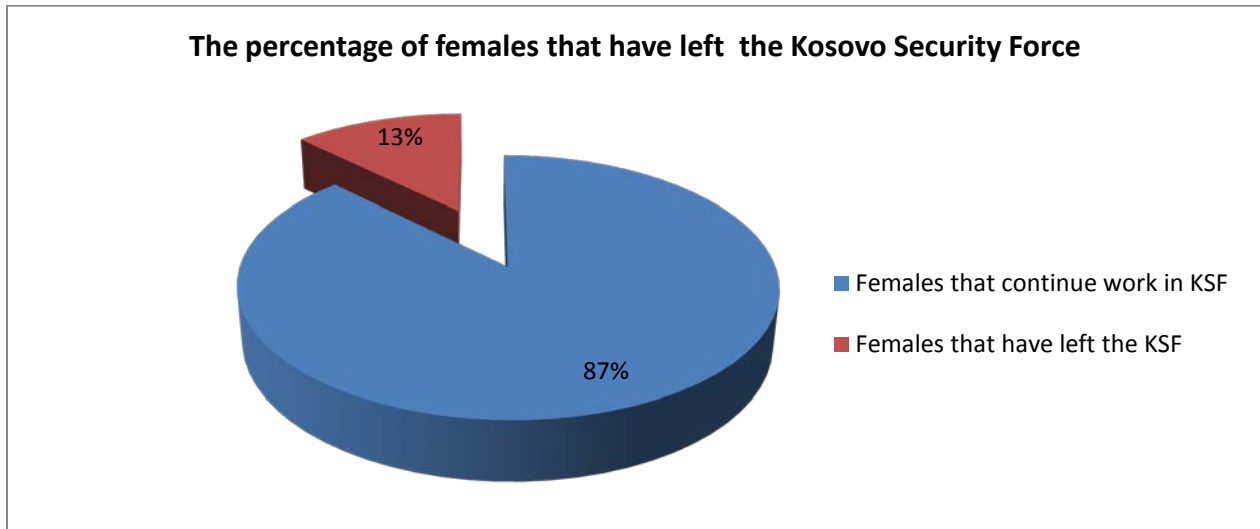
Table with numbers of female who left throughout years.

Year	Males who left throughout years
2009	97
2010	3
2011	25
2012	96
2013	59
2014	54
2015	37
Total	371

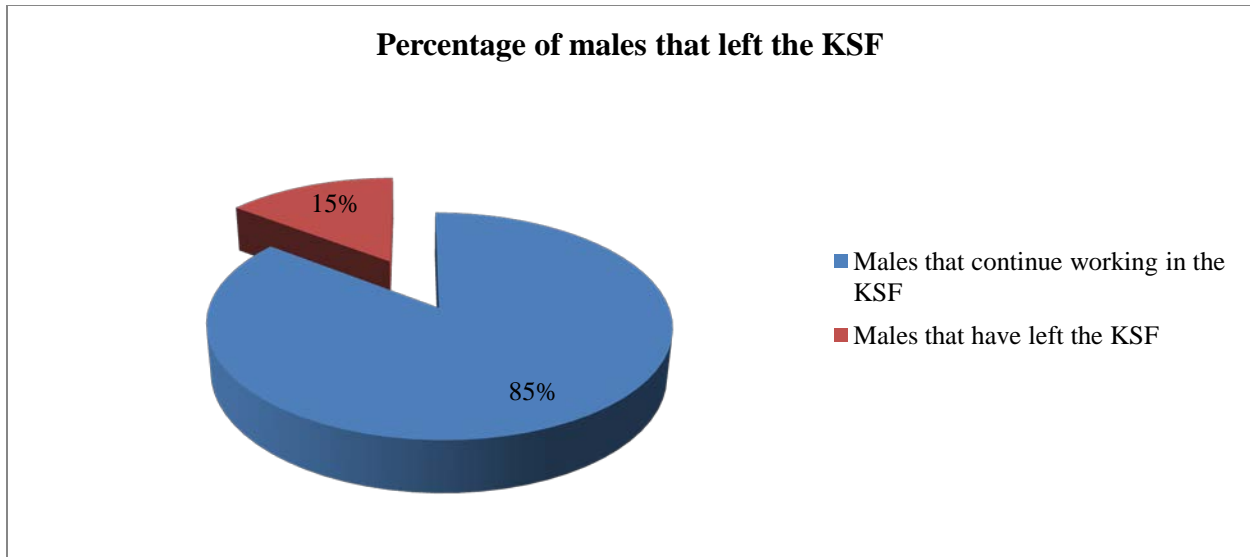
Table with number of males which left according to the years

General data for Kosovo Security Force members, which have resigned from the KSF are 400 members, (female and male). From this number 29 of them are female and 371 are male.

From this number it is obvious that the figure of resignations is higher at male gender, however if it is compared with the general number of female KSF members, against females that have left or have resigned then this percentage is way higher at female KSF members, than the male.

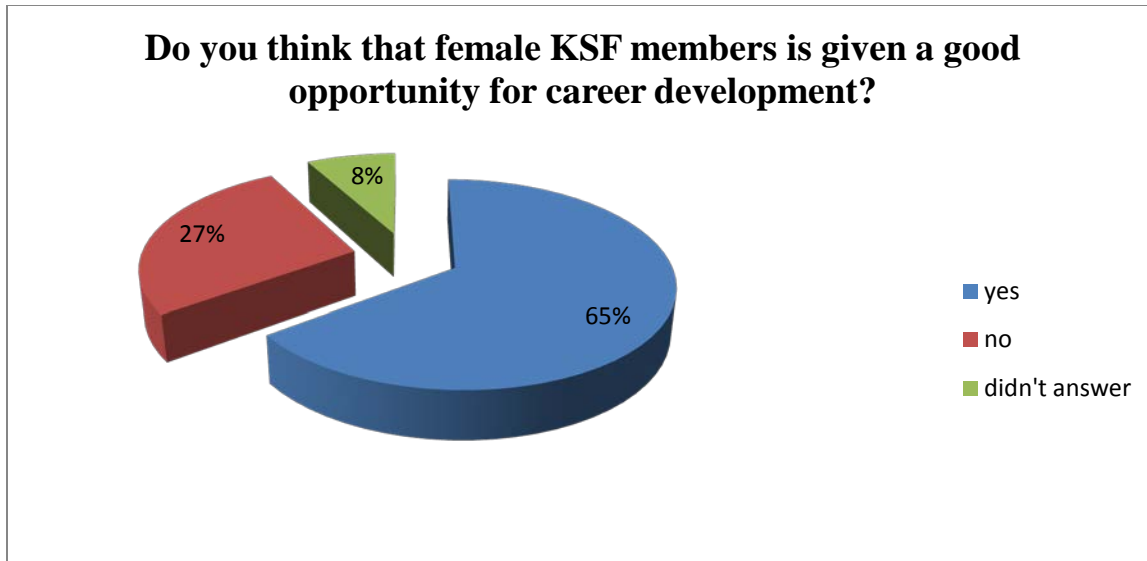


The Kosovo Security Force have left in total 29 females or 13% compared with the number of female KSF members 203.



Career development for female members of the Kosovo Security Force

According to the research results it shows that 65% of females consider that, it is offered equal opportunity (with males) for career development, 27% of them think that it isn't being offered an equal opportunity. The reasons of which they mention for non-equal opportunity with male colleagues are: it isn't given an equal opportunity to us for following career development trainings in relation to males, lack of support and the thought that men are more worthy for military, that men are better leaders etc. While this question haven't answered 8% of questioned females.

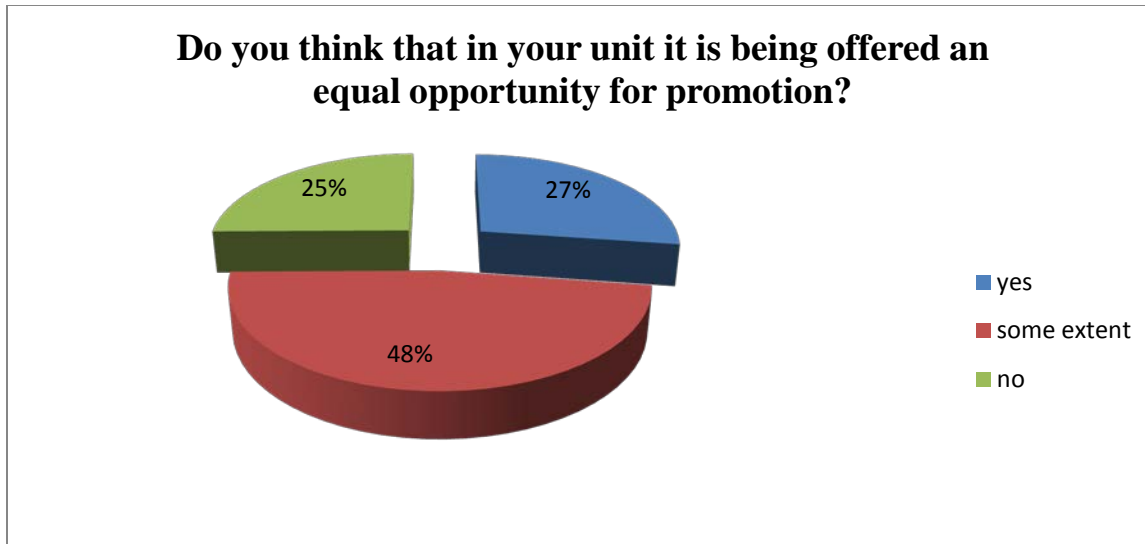


The table of questioned females according to ranks

OR1 Private	113
OR3 Corporal	12
OR5 Sergeant	6
OR7 Staff Sergeant	5
OR8 Sergeant Major	2
OF1 Lieutenant	4
OF2 Capitan	2

In the posed question: Do you think that in your unit it is offered the equal opportunity for promotion?

With the answer Yes, it is being offered an equal opportunity are 27% of females considering the criteria's that need to be filled. While, to some extent have answered 48 % of questioned females and with No it isn't being offered an equal opportunity for promotion 25%.



PROMOTION- In this research have are listed also the criteria's that need to be filled for promotion in the KSF according to the Regulation No. 06/2013 for Career Development of KSF Members as it follows:

- Proper level of education – 3%
- Age and duration in service - 22%
- Proper level of physical preparedness - 10 %
- Proper level of medical examination - 0 %
- Proper level of professional training – 12%
- Performance of fulfilling the duties in two evaluation reports and recommendation for promotion - 13%
- Disciplinary file for promotion halt - 0 %
- Other - 40 %

The output result from the research for equal opportunity for promotion, 40 % of them think that:

- Small opportunity of KSF capacities for Promotion (lack of free vacancies)
- There aren't being evaluated right and deservedly in annual evaluations which affects in non-fulfilment of promotion criteria.
- It isn't being offered equal opportunity of career development (bilateral trainings, courses for career development)

- Even if we fulfill all the criteria we're not getting promoted for a reason of lack of believing that one female doesn't know to lead in professional manner as their male colleagues.
- Females advance just because there is a need to fulfill the quota and not for their contribution that they give every day.
- Promotion is done in basis of nepotism and not in meritocracy

Conclusions:

- The number of females in KSF uniform, has risen in systematic way, but still remains small
- The number of females that resigned from KSF isn't considered small
- The number of females who applied in KSF has risen during the years
- The infrastructure in some barracks of the KSF doesn't fulfill the necessary conditions for females in duty
- Transfer in long distances, makes it impossible the care of KSF women for their children (especially for mothers with small children)
- Maternity leave has been considered short and it is emphasized as difficulty in conducting their profession
- The number of trained females is limited compared to the number of male KSF members
- There are indications that there are sexual harassments in working place
- According to the research results, the complaints aren't reviewed right and seriously in accordance with legal acts in MKSF and KSF
- Annual evaluations and promotions are done in accordance with applicable regulations.
- The lack of health insurance remains as concern for all KSF members, even though it has been softened by the Bilateral Agreements e.g. with Turkey by which 50 members per year have the right of recovery.

Recommendations:

- To aim the higher including of females in KSF, 12% (it has been foreseen in AP. Approved by the Government of Kosovo)
- To consider the difficulties of female members of KSF in conducting the duty.
- To apply affirmative policies for females in KSF (trainings, scholarships for education etc.)
- To hold preventive trainings related to discrimination and sexual harassment.
- To review seriously the complaints of KSF members in accordance with the Laws, Regulations and other applicable normative acts.
- The Maternity leave to be in accordance with the Labor Law and other normative Acts in MKSF/KSF
- To have in consideration mothers with small children for night shift guarding in long distances.

With respect!