



**HUMAN RIGHTS AND GENDER EQUALITY POLICY
IN MKSF AND KSF**

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Approved by:
Minister of KSF

Introduction

This policy gives mKSF and KSF effective, coordinated and sustainable guidelines for respecting and promoting human rights and gender equality. Drafting of this policy facilitates a greater focus on human rights and gender equality, specifically in the security sector.

Drafting of this policy is a result of the support of many experts of local, regional and international institutions. Their involvement in a series of seminars organized in the process, contributed to raising the awareness of human rights and gender equality within the mKSF and KSF. Special support came from the discussions and sharing of experiences with representatives of regional countries as well as Sweden.

The policy is based on national and international legislation related to human rights and gender equality. As these are protected by the Constitution, the Republic of Kosovo has taken the obligation to implement them.

Focusing greater attention on Human Rights and Gender Equality in the security sector is an important element of meeting the standards for EU and NATO integration.

Participation of communities and women in the KSF is an additional value to its profile.

Respecting human rights and gender equality will support stability and overall development of Kosovo and will lead to a more democratic mKSF and KSF.

Definitions

- Gender – a social construction of femininity and masculinity, which varies over time and place, and is enacted through learned, rather than innate behavior.
- Gender equality – the equal employment by men and women of socially valued goods, opportunities, resources and rewards.
- Equality – the full and equal employment of all rights and freedoms.
- Sexual harassment – unwanted conduct of a sexual nature or other conduct based on sex, affecting the dignity of men and women at work.

Purpose

The purpose of this policy is to create necessary mechanisms and methods within mKSF and KSF to put the legal framework on integration of human rights and gender equality in place, regarding all aspects of mKSF and KSF operations.

The implementation of human rights and gender equality policy will be achieved through cooperation with other mechanisms on national level, while respecting UN Security Council Resolution 1325 and the applicable legislation.

Human Rights and Gender Equality in mKSF and KSF

Fundamental human rights and freedoms are indivisible, inalienable and inviolable; therefore, everyone is obliged to observe and defend them. Article 1 of the United Nations Universal Declaration of Human Rights expressly states, "All people are born free and equal in dignity and rights."

Article 2 of the Declaration also states, "Everyone is entitled to all rights and freedoms set forth in this Declaration, without distinction of any kind as to race, color, gender, language, religious belief, political or other opinion, national or social origin..." Chapter II of the Constitution of the Republic of Kosovo, "Fundamental human rights and freedoms" governs these rights with a total of 35 relevant articles, from Article 21 to 56.

Community rights are a legal framework designed to ensure that a specific group, which is in a vulnerable, disadvantaged or marginalized position in society, is able to achieve equality.

Gender equality implies equal participation of women and men in all areas of life, equal status, and equal opportunities to enjoy all their rights and to put their individual potentials at service to the development of KSF, and have equal benefits from the achievements of this development.

Community and gender equality rights fall in the context of human rights. mKSF has made great progress in enforcing Ministry policies on community issues in accordance with domestic and international human rights standards. However, the Security Force aims to be consisted of a much larger number of communities and women, and encourage the involvement of these two categories in the KSF.

KSF reflects a suitable environment and a system of values, where communities and women are treated with dignity and have equal opportunities. The KSF will continuously maintain proper representation of communities and women, by committing to the following:

- 1) Recruitment – Entry into mKSF and KSF:
 - a. Open, transparent and encouraging procedures during the recruitment.
- 2) Conditions – Staying within mKSF and KSF:
 - a. Equal working conditions;
 - b. Same pay for men and women for the same job and rank;
 - c. Safe and harassment-free working environment;
 - d. Gender awareness among all staff.
- 3) Advancing – Promotion in mKSF and KSF:
 - a. Equal opportunities to apply for different job positions;
 - b. Open, transparent and encouraging procedures during the promotion process;
 - c. Equal participation in decision-making and management processes.

Objectives (see annex 2)

- Improve gender and community balance;
- Strengthen the role of women and communities in mKSF and KSF;
- Build educational capabilities in the security sector on human rights and gender equality;
- Create/strengthen institutional gender equality mechanisms in accordance with the applicable legislation and current policies;
- Develop a reporting system within mKSF and KSF;
- Expand mKSF cooperation with relevant domestic and international organizations.

Policy implementation, monitoring and evaluation

With this policy and the existing program and organizational practice, we aim to achieve equal dignity and human rights for all men and women in mKSF and KSF.

mKSF and KSF legal mechanisms will be in active function to implement this policy by increasing the need for active participation and effective cooperation of all mKSF and KSF military and civilian staff.

The policy ensures that all members in mKSF and KSF reflect values of human rights and gender equality in their attitudes and actions.

The Action Plan will be drafted based on this policy, and institutional mechanisms shall be established to ensure the implementation of the policy in all mKSF and KSF units.

Continual review and monitoring of implementation activities is important and in accordance with the purpose of the policy.

The purpose of evaluations and assessments using different forms from the following up of activities is to improve the actual situation and provide lessons learned.

A working group will report annually on gender balance in mKSF and KSF and on the implementation of specific strategies of representative balance between men and women.

Conclusion

mKSF and KSF have a goal to observe human rights and gender equality, which has been proven permanently since the establishment of this force.

Respecting of human rights and gender equality will support the stability of Kosovo and the overall development of the country and it will lead to a more democratic mKSF and KSF.

This policy will expand the scope of human rights and gender equality by creating new bodies to lead and manage these two areas and to increase the work efficiency.

The policy will be implemented in all units through the Action Plan, which will be annexed.

The policy will be reviewed as needed, to ensure that it is important and that it reflects a progressive debate on gender belonging of women's and human rights.

Annexes:

Annex I - Legal basis and legal mechanisms for human rights, community rights and gender equality are set out in this Policy

Annex II - Action Plan on Policy Implementation