ECMI Kosovo Annual Report 2019

PREFACE

(Srećko Bogajćević, Chairperson of the Senior Oversight Board ECMI Kosovo)

I have had the privilege over many years to observe the hard work and commitment that ECMI Kosovo has transmitted towards all marginalized groups in Kosovo. ECMI Kosovo has continued its work in 2019 towards the establishment and development of a democratic and stable multi-ethnic society in Kosovo.

During 2019, ECMI Kosovo strengthened its role as the principal non-governmental organization (NGO) in the field of minority and community rights by continuing to advocate its vision for a stable, multi-ethnic Kosovo in which the fundamental human and minority rights of members of all communities are implemented and respected in accordance with the domestic and international standards. Throughout the year, ECMI Kosovo engagement in organizing a wide range of activities that would enhance and complement the effective implementation of legal and institutional framework of minority and other marginalized groups' rights. By continuing to operate its work in the field of education, language issues, economic empowerment and fundamental rights and freedoms regardless of ethnic origin, religion, language or any other status, ECMI Kosovo succeeded in continuing to fulfill its vision, contributing to developing an inclusive, democratic and stable multi-ethnic society in Kosovo, by coordinating various activities and publishing policy recommendations that bring light to the situation of minority communities and marginalized groups in Kosovo.

ECMI Kosovo, has successfully continued to effectively provide support to the minority and other marginalized groups through strengthening the capacities while advocating and protecting the fundamental rights of these groups in Kosovo. I'm proud that ECMI Kosovo manages, through consistent approach, to achieve its goals in providing support for vulnerable and marginalized groups and work together with me in order to continue our efforts towards an inclusive, democratic and stable multi-ethnic society in Kosovo.

DIRECTOR'S MESSAGE

(Adrian Zeqiri, Executive Director ECMI Kosovo)

ECMI Kosovo continued its commitment towards developing an inclusive, democratic and stable multi-ethnic society in Kosovo by creating numerous activities cooperating with vital donors and partners that contributed to the implementation of activities. The sustainability of the protection and promotion of human rights of minority communities and other marginalized groups transmitted through the activities coordinated through the establishment of the Equal Rights for All Coalition (ERAC) that is co-financed from the European Union and USAID, throughout 2019.

ECMI Kosovo, as the lead non-governmental organization (NGO), together with the other coalition members, contributed to the legal and institutional human rights and minority rights, as well as vulnerable and marginalized groups, by publishing policy analyses that resulted in recommendations regarding issues that affect our target groups. Moreover, ECMI Kosovo, through ERAC, coordinated various workshops and trainings that strengthened and produced capacity building mechanisms that the Civil Society in Kosovo will be able to use in order to raise awareness and strengthen the network between numerous non-governmental organizations (NGOs) that constantly work with us.

In 2019, the continuance of the implementation of the project "Support to Education in Serbian Language in Kosovo", funded as well from the European Union, resulted in ECMI Kosovo contributing to a greater representation of minority communities in public institutions of Kosovo, as well as an updated date qualitative assessment of the Serbian language education, directly producing improving effects to the quality of education in the Serbian language. ECMI Kosovo continued to provide technical support to the Kosovo Government Institutions verification mechanisms in order to allow degrees from the University of Mitrovica North to be validated, resulting in the applications of the mechanism to be able to partake in professional exams, leading to the increase of representation of minority communities in Kosovo institutions.

ECMI Kosovo, addressed issues that were enshrined in the international negotiations in the Brussels Agreement in 2013 which affect the minority communities living in Kosovo such as freedom of movement in documentation and secondly, acquisition and establishment of Association/community of Serb-majority Municipalities through the project "Support to Implementation of Agreements Reached in the Brussels Dialogue" funded by the Royal Norwegian Ministry of Foreign Affairs and the Norwegian Embassy in Kosovo. By increasing the freedom of movement and enhancing the access to official documents for citizens of minority communities in Kosovo, ECMI Kosovo, in 2019, ensured the preservation of rights of

minority communities in Kosovo, continuing the commitment to work towards developing an inclusive, democratic and stable multi-ethnic society in Kosovo.

Furthermore, ECMI Kosovo advocated and developed a youth network and by providing capacity building trainings and coordinating a network mechanism that will result in the integration of the youth in the field of digital entrepreneurship while simultaneously increasing their chances of employment and success through the project "Fostering Youth development and employment through a cross-border digital entrepreneurship academy (Y.D.E.A.) in Lezha and Prizren, funded by the Delegation of European Union in Albania.

In march 2019 ECMI Kosovo started the implementation of a new project "Cross-border Actions in the REproductive Health Sector - CARES" in partnership with Foundation for the Development of Northern Montenegro - FORS Montenegro. This project is funded by the European Union through Cross-border Programme Montenegro-Kosovo 2014-2020, and for which the grant was awarded by the Ministry of Finance of Montenegro, Directorate for Finance and Contracting of the EU Assistance Funds. The overall objective of the project is to contribute to the improved health of women in the programme area that includes Andrijevica, Berane, Bijelo Polje, Gusinje, Petnjica, Plav, Kolašin, Mojkovac and Rožaje in Montenegro and Pejë/Peć, Istog/Istok, Klinë/Klina, Deçan/Dečani, Gjakovë/Đakovica in Kosovo, with the secial emphase on socially vulnerable groups. This project is improving the medical infrastructure of the Primary and Secondary Health Institutions in the upmentioned municipalities for the fight against malignant breast diseases and cervical diseases, while at the same time raising the awareness of women about the importance of preventive examiantions in the sector of reproductive health. The initiatives involving ECMI Kosovo in 2019 reflect a good idea of the different fields in which we are involved regarding the protection and promotion of the rights and interests of all minority communities in Kosovo. We are confident that these initiatives have a significant effect ON the institutional level to increase the knowledge and capacity in providing support and protection of minority rights in order to have an impact in the daily lives of members of minority communities in Kosovo.

As our commitment to expand our work in 2020 continues, we would like to thank our long-standing trusted partners who have supported our work throughout many years, as well as other associates and partners who have made our success possible.

ECMI KOSOVO STAFF AND INTERNS

Note: *Below is only the list of employees that have been engaged with ECMI Kosovo on a regular basis. ECMI Kosovo uses an extensive network of short term researches, experts and consultants which are not included in this list.*

Mr. ADRIAN ZEQIRI - Executive Director

Mr. ALEKSANDAR ARSIĆ - Coordinator of ECMI Kosovo office in Mitrovica North

Mr. ARBEN OSMANI - Project Manager

Ms. ARTA HAMITI - Project Manager

Ms. RENATA NIKOLLA - Project Manager

Ms. JETA BAKIJA - Project Manager

Ms. BLERTA VISOKA – Project Coordinator

Ms. BARDHA REXHEPI- Finance Manager

Mr. NAZMI ZUKA - Finance Officer

Ms. LORELA MEHMETI - Project Development Officer

Ms. ZIHNIE GURMANI - Project Coordinator

Mr. ARBEN SEJDAJ - Communication Officer

Ms. BLERINË HAJDINI- Project Assistant

Mr. GAZMEN SALIJEVIĆ – Project Officer

Mr. MAX DOWBENKO – Researcher

Mr. TAULANT XHELILI – Researcher

Ms. EGZONA BOSHNJAKU SEJDIU – External Expert

Ms. SHQIPE BRUQI- Contractor, Local Coordinator

Ms. MERITA JANUZI- Contractor, Local Coordinator

Ms. MIROSLAVKA SIMONOVIĆ - Paralegal

Mr. REFIK KASI - Paralegal

Mr. MILOS ARSIĆ - Paralegal

Mr. JOVAN SIMIĆ - Paralegal

Mr. RIDVAN GASHI - Paralegal

Mr. OSMAN EMINI - Paralegal

Mr. ALEKSANDAR TRAJKOVIĆ - Paralegal

Ms. VESNA ORDIĆ - Paralegal

Mr. MUHAMET ELSHANI - Paralegal

Mr. ZORAN DJOKIĆ - Paralegal

Mr. ALBERT JASHARI - Paralegal

Ms. FATJONA AJVAZI – Paralegal

Ms. ARIJANITA RUGOVA – Paralegal

Mr. ARTAN OSMANI- IT

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I. MISSION AND HISTORY OF ECMI KOSOVO

The European Centre for Minority Issues Kosovo (ECMI Kosovo) is the principal non-government organisation (NGO) engaged with the protection and promotion of the rights and interests of all minority communities in Kosovo. Our overarching goal is to contribute to developing an inclusive, democratic and stable multi-ethnic society in Kosovo.

Our vision and mission

ECMI Kosovo's vision is a stable multi-ethnic Kosovo in which the human and minority rights are realised in line with domestic and international standards. With a view to contributing to this vision, ECMI Kosovo engages in a wide range of activities aimed at stabilising inter-ethnic relations and ensuring the effective implementation and functioning of the legal, policy and institutional framework for the protection and promotion of minority rights.

Our Approach

ECMI Kosovo adopts a unique approach in its work for the protection and promotion of human and minority rights in Kosovo. One of its key aspects is our two-pronged focus, which combines top-down implementation and bottom-up feedback: we provide capacity-building and policy recommendations to government institutions for them to function in a community-sensitive, accountable and transparent manner, while also empowering civil society within communities to effectively participate in decision-making and advocate for their rights. This approach seeks to contribute to enhancing dialogue between these actors and developing an inclusive, participatory and accountable democracy. We also strive to ensure the inclusion of gender perspectives and the representation of particularly vulnerable groups in our work.

In order to achieve our vision, ECMI Kosovo conducts a wide range of activities, including capacity-building, monitoring, policy-oriented research, legal analysis and support, and awareness-raising. Our unique approach allows us to combine the best qualities of NGOs, think-tanks and consultancy companies. ECMI Kosovo maintains close relations and is positively perceived by communities and a large number of stakeholders in Kosovo, both at the local and central level.

ECMI Kosovo has been active in Kosovo since 2001 and became a locally registered NGO in 2008. Today, our organisation is recognised as the leader in the field due to our vast experience in and in-depth expertise on a multitude of human and minority rights related issues, including, but not limited to, decentralisation, language and education rights, the economic and legal empowerment of minorities and vulnerable groups, and the integration of Roma, Ashkali and Egyptian communities.

Our team currently comprises around twenty-five (25) highly motivated staff members and interns from various Kosovo communities and abroad, based at our offices in Prishtinë/Priština and Mitrovica/Mitrovicë North. In addition, ECMI Kosovo has a team of local correspondents and paralegals working in the field who are located in municipalities throughout Kosovo.

Our Main Areas of Work

Since its establishment in 2001, we have conducted activities and developed in-depth expertise on a wide range of minority rights related issues. Currently, our work is focused on five main thematic areas:

1. **Governance & accountability** – Kosovo has developed a comprehensive legislative and institutional framework for the promotion and protection of the rights of minority communities. However, much remains to be done to ensure and enhance the effectiveness of this framework. Presently, government institutions lack adequate capacities and knowledge to fully implement the legislative framework, while civil society remains weak, often lacking the ability to effectively advocate for their rights. To address these deficiencies, we work closely with both institutions and civil society to establish an accountable and transparent system of governance, responsive to the needs of all minority communities in Kosovo. We have provided capacity building support to central and local level institutions, regular training opportunities to civil society and actively support minority communities in advocating for their rights.
2. **Education** – We strongly believes that an inclusive education system, respectful of diversity and human rights is a key requirement for the establishment of stable inter-ethnic relations in Kosovo. Therefore, we have developed a diverse portfolio of activities, in cooperation with Ministry of Education, Science and Technology, aimed at promoting the education rights of minority communities and has been particularly active in supporting the inclusion of Roma, Ashkali and Egyptian children in Kosovo's education system. Furthermore, through the

3. **Language Issues** – Language forms an important part of human identity and is a central feature of Kosovo's community rights protection framework. ECMI Kosovo has a long history in working on language issues in Kosovo. We have supported the development of a comprehensive legislative framework on language rights through the development of the Law on the Use of Languages (2006), co-operate closely with the Office of the Language Commissioner and have, since 2010, offered Serbian and Albanian language courses to municipal officials in Kosovo. Furthermore, the development of the new textbooks tailored for the needs of municipal administration officials' work will enable them to increase their language skills and provide services in both official languages.
4. **Economic empowerment** – The creation of economic opportunities for minority communities is essential to ensuring their sustainable future in Kosovo. Unfortunately, many members of minority communities continue to face economic marginalization. In response to this problem, ECMI Kosovo has developed a programme to support the economic empowerment of minority communities in Kosovo. Our work in this field has included: support to municipal administrations in improving the business environment for minority communities; the provision of training, sub-granting and in-kind support to women of minority communities to improve their socio-economic opportunities; and, the delivery of technical assistance in the creation and operation of business associations in Serb-majority municipalities.
5. **Advocacy of Fundamental Rights and Freedoms** – ECMI Kosovo believes that working towards the advancement and protection of fundamental human rights and freedoms is crucial for sustaining peace and ensuring democratic participation in the multi-ethnic state. ECMI Kosovo is committed to raise awareness for vulnerable and marginalised groups, including minority communities, women, youth and LGBT who are particularly restricted when exercising their fundamental rights. With our work we aim at strengthening the capacities of Human Rights CSOs and to seek a structural dialogue addressing short-comings in the implementation of the regarding legislation in Kosovo in order to contribute to an inclusive policy and decision-making in Kosovo.

II. ECMI KOSOVO SENIOR OVERSIGHT BOARD

Mr. Srećko Bogajčević – Chairperson of the Senior Oversight Board

Mr. Srećko Bogajčević is currently working as Associate Civil Affairs Officer within United Nations Mission in Kosovo. Prior to that Mr. Bogajčević worked as Chief of Cabinet in the Ministry for Communities and Return and he is also a member of the Board for Language Policies. Mr. Bogajčević worked as an officer in the OSCE Mission in Kosovo. He held a position of Head of Administration in Štrpce/Shtërpcë, Kosovo for several years, and prior to that, he was serving as a Program Assistant in the same municipality.

Mr. Bogajčević worked for several years as a teacher in a primary school in Gotovuša. Mr. Bogajčević graduated at the Faculty of Economics, Kosovo.

He is married with four children (Tihomir, Milan, Jelena and Ana).

Mr. Bogajčević is the Chairperson of the ECMI Kosovo Senior Oversight Board.

Mr. Gjergj Filipaj - Member of the Senior Oversight Board

Mr. Gjergj Filipaj from Montenegro is as Editor in Radio Television of Kosovo. Prior to that Mr. Filipaj worked as a Web Editor at the Innovation Centre Kosovo where he edits and manages two web pages. Mr. Filipaj has an experience of 7 years as an active reporter and editor in the Kosovan and Albanian press. In Albania he has worked with newspaper Shekulli, magazines SPEKTER & XXL, Albanian Telegraphic Agency (ATA) and with TV station Vizion+ (1999-2001). While in Kosovo he worked with newspaper KOHA Ditore covering mainly the education beat (2001-2004).

He is one of the co-founders of Prishtina based daily newspaper EXPRESS (2004-2006) where he worked as editor of the NATIONAL news section. Filipaj also worked as Arts Editor at daily newspaper Zëri.

From 2006 to 2008 he worked as media and communications expert with the United Nations Kosovo Team (UNKT) and the division of Publicly Owned Enterprises POEs of the Kosovo Trust Agency (KTA)

He finished his Master Studies with the dissertation thesis «Representation of Masculinity in Kosovan Television media — male presenters in entertainment show in RTK, KTV and RTV21». Kosovo Center for Gender Studies partially published in Albanian his MA thesis. He graduated at the University of Tirana – Faculty of Philology and History – Journalism Department.

Ms. Florina Berisha – Member of the Senior Oversight Board

Ms. Florina Berisha currently is the CEO of the Kosovo Pharmaceutical Society NGO. As the CEO of the Kosovo Pharmaceutical Society Ms. Berisha is responsible for all Society activities. Ms. Berisha Represents the Society in International Pharmaceutical Federation. Currently Ms. Berisha manages 200 pharmacists and pharmaceutical companies working in Kosovo, members of the Society.

Ms. Berisha is also a member of the Senior Oversight Board of the Chamber of Pharmacists of Kosovo. Ms. Berisha is responsible for supervision of staff members and ensures that staff are in gender, minority and disadvantages groups.

Ms. Berisha holds a Master Degree on Faculty of Pharmacy, Prishtina University, Prishtina, Kosova

III. ECMI KOSOVO DONORS

(According to alphabetic order)

- Embassy of the Federal Republic of Germany in Kosovo;
- European Union Delegation in Albania
- European Union in Mentenegro;
- European Union Office in Kosovo
- Kosovo Specialist Chambers;
- OSCE High Commissioner on National Minorities;
- Royal Norwegian Embassy in Kosovo;



IV. ECMI KOSOVO ACTIVITIES

Equal Rights for All Coalition

Annually, at the beginning of a new year ERAC team meets several times to discuss the implementation of activities foreseen for that year. In 2019, during these meetings the Team brainstormed about the Action Plan and the possibilities of implementation of activities and the timeline of the project. In addition, the Coalition managed to strengthen the network of seven (7) medium-sized and nineteen (19) grass-root CSOs, which through eleven (11) team members who are Executive Director; Project Manager; Project Assistant; Finance Manager; Communication's Officer; Local Coordinator – CEL; Local Coordinator – CSGD; Local Coordinator – KCGS; Local Coordinator – CLARD; Local Coordinator – Kosovo 2.0; Local Coordinator – YIHR OKKS; seventeen (17) paralegals; five (5) interns; and legal experts provided efficient aid and support to members of minority communities, women, youth and LGBTI community with limited access to fundamental rights. Please note that Executive Directors of the Coalition Founders if are not Local Coordinators, they are fully involved in the implementation of the Action. They are also members of the Medication Committee and the Coordination Council. During 2019 ten (10) meetings took place at ECMI Kosovo premises.

Further, in a period of twelve (12) months, with the engagement of seventeen (17) paralegals, around 100 cases were identified and around 30 of them were totally solved. All the cases identified by paralegals were treated with a strict confidence, taking care of the clients' privacy. The fundamental rights that were tackled during the implementation phase were the following: Equality before the Law; Right to fair and impartial trial; Right to Legal Remedy; Right to Liberty and Security; Freedom of expression; Right to access of public documents; Freedom of media; Right to education; Right to work and exercise profession; Health and social protection. From the cooperation that was established in 2019 with the Agency for Free Legal Aid, we have managed to provide support to citizens for the cases identified and raised by paralegals, which registered an increase of cases and support by 18% in comparison with 2018. Therefore, in total, 1,666 citizens received free legal aid during 2019.

In addition, nine (9) reports were published with recommendations and presented to respective Institutions. For the publication of these reports six (6) conferences were organized. Recommendations presented in nine (9) reports in six (6) conferences were well accepted by the relevant institutions and were considered as an asset and a substantial support for improving their contribution to the promotion and protection of human rights, specifically the rights of minority communities, women, youth and LGBTI

community. In December 2019, the Coalition published four (4) Handbooks targeting professionals working on human rights issues that brought together the expertise of the participating NGOs and the experiences gained during the implementation of the Action. The Handbooks were produced by experts, in close consultation with members of the Coalition and paralegals. The Handbooks were published in English, Albanian and Serbian language and are online on the Coalition website and Facebook page. These handbooks were presented to relevant institutions, CSOs and paralegals in a conference organized by ERAC. During 2019, the Coalition organised five (5) quarterly on-the-job workshops for the representatives of Coalition Founders and seventeen (17) paralegals. In the workshops, ECMI Kosovo Team, as the main organisers, based on the needs and cases identified by paralegals, the following topics were covered: Grant Opportunities for Civil Society Organizations; Draft Strategy and Action Plan for Human Rights of Kosovo (2019-2023); First Response Hubs; First Response Hubs, implementation – next steps. In addition, during October and November 2019 two workshops were organized with the working group for amending the Law on Civil Status and drafting the Administrative Instruction for change of sex makers.

Further, ERAC organised a study visit in Tirana, Albania from 27 until 30 October 2019. Representatives of the Coalition Founders met with the representatives of the following NGOs: National Center for Community Services, A woman in Power, Human Rights House Albania, Aleanca kunder Diskriminimit LGBT, PINK EMBASSY and Albanian Institute for International Study. Ideas and possibilities of future cooperation were discussed and contacts between all representatives of participating NGOs were established.

In addition, four (4) In depth journalistic pieces were published in Albanian serbian and English in all social media of ERAC. The topics covered by the in-depth journalistic pieces are as following: “LBGT Police” Screened at Prifest published on 02 September 2019; Loud and Proud published on 10 October 2019; Kosovo and Human Rights published on 10 December 2019; Activists Challenge EU and Moj on New Civil Code published on 24 December 2019.

Furthermore, on 09 December 2019, the Coalition organised the final event in Prishtinë/Priština where representatives of Government Institutions, national and international human rights NGOs, potential donors, media and other stakeholders were invited. This event aimed at marking International Human Rights and presentation of the four (4) year work of the Coalition on promoting and protecting the rights of vulnerable and marginalised groups focusing on minority communities, women, youth and LGBTI persons. In the event, the results of the project were presented to participants and the Coalition publication produced during a period of four (4) years were distributed. Moreover, on 10 December on International Human Rights Day ERAC organised annual public awareness raising events to highlight the



situation of VMGs in Kosovo and the role of CSOs to advance their circumstances. The events were organised in all municipalities covered by the Coalition through e network of seventeen (17) paralegals which are Prishtinë/Pristina, Prizren, Graçanicë/Graćanica, Mitrovicë/Mintrovica North, Ranillu/Ranilug, Peja/Peć, Gorazhdec/Goraždevac, Partesh/Parteš, Fushë Kosovë/Kosovo Polje, Shillovë/Šilovo, Gjilan/Gnjilane, Ferizaj/Uroševac, Novobërdë /Novo Brdo, Zhupa/Zupa, Viti/Vitina and Gjakovë/Đakovica. During these days, the Coalition distributed leaflets, brochures, flyers, pin buttons, stickers and tote bags which had printed different messages in English, Albanian, Serbian and Romani language.

Further, in 2019 the Coalition organised media campaigns (billboards) to raise public awareness about the principle of equal access to human rights for all and the role of CSOs in this domain. Billboards were placed for one month in the following municipalities Prishtinë/Priština, Pejë/Peć, Gjilan/Gnjilane, Gjakovë/Đakovica, Mitrovicë/Mitrovica, Ferizaj/Uroševac, Prizren, Graçanicë/Gračanica, Dragash/Dragaš and Leposaviq/Leposavić. The location of the billbords was chosen wisely, focusing on the most frequest areas of the municpaities, aiming the messages to be delivered to wider public and reach more people.

To find more detailed information on the activities of the project and to watch interviews of the team on different channels, you can visit the website www.equalrightsforallcoalition.com, the facebook page Equal Rights for All Coalition and the youtube channel Equal Rights for All Coalition.

Implementation Period:

Start date: 29 December 2015 | End date: 29 December 2019

Funding:

This project is funded by the European Union managed by the European Union Office in Kosovo.

Focal point for the project:

Jeta Bakija



Support to Education in Serbian Language in Kosovo: UMN Diploma Verification Process, Research on the Current Situation, Development of a MEST Roadmap, and Direct Training to UMN and Its Teaching Staff

The Diploma Verification process throughout the project has been a success. The Government of Kosovo, MEST and the UMN have been committed to the implementation of the verification mechanism. Over the course of the project, the project facilitated the establishment of the mechanism for the diploma

verification process, which included the establishment of the Government Independent Commission for Diploma Verification, the establishment of the Secretariat of the Government for Independent Commission for Diploma Verification, and authorization of three Municipalities to receive the applications for the verification of diplomas, namely the Municipalities of Mitrovica North, Gracanica, and Ranillug. Over the course of 2019, ECMI Kosovo provided technical assistance in the establishment and functioning of the Independent Commission, Secretariat of the Independent Commission, including establishment of the rules of procedures of its functioning, operational plans and digital database of all the applications. Similar support and assistance was provided to the officials that were receiving and processing the applications in the three authorized municipalities and to UMN. In 2019, the mandate of the Commission was not only extended for another year, but has been expanded to include all secondary schools, professional schools and three Colleges that operate in Serbian language in Kosovo. The project ensured that there is an understanding of the verification process among key Albanian political stakeholders, which is shown on the continuation of the process.

The verification process includes cooperation with the University of Mitrovica North. ECMI concluded an agreement with the University to be a "middleman" between the Government Independent Commission, and the University of Mitrovica North. It is a huge success that the University of Mitrovica North has agreed to cooperate with ECMI Kosovo over all these years, even as the university management structures changed two times over this period. The project has had a productive and constructive cooperation with the university. Similarly, the project ensured that there is an understanding and support from Serbian political establishment in Kosovo, which is seen in the unconditional support of all Serbian political stakeholders for the verification process. Up to now, 1630 total applications have been received and 1558 diplomas have been verified.

ECMI Kosovo, in order to assess the impact of the verification process and to monitor how the successful applicants have used their verified diplomas, has conducted four surveys in December 2016, in April 2017, October 2018 and June 2019. The following are the statistics: Out of (1159) applicants contacted, (380 applicants) applied for jobs and (138 applicants) or (36%) of individuals of those who have applied got the job. Many Serbians and the Serbian speaking minority who had their diplomas from UMN were working in various public institutions in Kosovo. However their status as permanent civil servants was unconfirmed, they usually worked with short term contracts. The number of the applicants who had this status in institutions in Kosovo and who have verified their diplomas to confirm their status as permanent civil servants at various institutions in Kosovo is (250) or (22%). In total (84) or (8%) applicants have verified diplomas in order to take further professional examinations in Kosovo (bar examination, professional

licenses –notary, mediators etc.) The total of (445) or (40%) have verified their diplomas in order to complete their personal documentation and have them ready should an opportunity arise for employment at any of Kosovo's institutions. A significant number of these applicants work in Serbian institutions in Kosovo (schools, hospitals, education, etc.) and are waiting for further discussions and agreements between Kosovo and Serbia for their future work status in Kosovo.



ECMI Kosovo has worked close with the Office of the Prime Minister, Office of the President of Kosovo and the Ministry of Education, to incentivize these decision making bodies to expand the mandate to include all Serbian institutions. ECMI Kosovo has provided technical support to the government-team and has facilitated its work. As a result, in March 2019, the Concept Document has been finalised and on 07 May 2019 it has been adopted by the Government of Kosovo. Furthermore, the draft regulation to expand the mandate has been finalized and submitted to public consultation by the Government of Kosovo.

The Concept Document/Roadmap has been finalized in the last workshop that was held in Durres/Albania on March 2019 and it is adopted by the Government Decision NO 08/102. The Concept Document obliges the Government to develop a full scale strategy and roadmap for Serbian education in Kosovo, including

financial implications for the budge of Kosovo, curricula development in Serbian language, management of Serbian schools and legal compatibility.

ECMI Kosovo has provided support for the development of a continuous learning centre within the university of Mitrovica North. This support has involved one workshop and three pilot courses concerning the processes for setting up the centre. In addition, continuous technical expertise has been provided to the UMN for the centre's establishment.

ECMI Kosovo has met regularly with the international relations officer at the UMN and continued to provide support in maintaining contacts with both University of Flensburg and University of Southern Denmark on institutional level and between professors.

Taking into account the fact that the process of diploma recognition has been unresolved for the past 17 years, these developments represent a success story in Kosovo.

Implementation Period:

Start date: 01 July 2016 | End date: 30 June 2019

Funding:

This project is funded by the European Union implemented by the European Union Office in Kosovo and co-financed by the Royal Norwegian Embassy in Kosovo.

Focal point for the project:

Renata Nikolla



Fostering youth development and employment through a cross-border digital entrepreneurship academy (Y.D.E.A.) in Lezha and Prizren

The Youth Digital Entrepreneurship Academy is a cross-border initiative funded by the Delegation of European Union in Albania and aimes to foster digital networking and entrepreneurship and for socio-economic integration of youth in Kosovo and Albania. The project is implemented by ECMI Kosovo and our partner AIIS. This project is led by ECMI Kosovo and all activities implemented under this project are ultimately aimed at strengthening educational capacities of vocation training institutions fostering youth (self-) employment in the field of digital entrepreneurship. This project aims to enable youth networking and capacity building in the field of digital entrepreneurship and to encourage the exchange of best

practice between municipalities, vocational education institutions and the local business sector in Kosovo and Albania. In particular the project will:1) Increase the youth (self-) employment opportunities in Lezha and Prizren through the establishment of a cross-border youth digital entrepreneurship academy (YDEA), i.e. provisions of one year training program on digital skills and entrepreneurship followed with further tailored capacity building support and supervision; 2) Strengthen the networking of young entrepreneurs and the private business sector on the local and national level in Kosovo and Albania on organized job fairs tailoring the academy's activities with the demands of the local business sector; and 3) Enhance the capacity building and exchange of best practice of educational and vocational public and/or private institutions on both sides of the border through their active involvement in the setup and implementation of the academy programme and subsequent adaption of the training concept of the academy. All project objectives will be achieved through the implementation of main activities of the project which are Establishment and Implementation of Youth Digital Entrepreneurship Academy, Organization of cross-border job fairs, Organization of a closing conference of YDEA to present YDEA publications, manuals on digital entrepreneurship opportunities, training schemes and public presentation of the successful projects developed by participants during the project. All activities implemented under this project are ultimately aimed at strengthening educational capacities of vocation training institutions fostering youth (self-) employment in the field of digital entrepreneurship

A very good relationship with youth, local businesses and vocational educational institutions in Prizren and Lezha is established. In addition the Albanian and Kosovar teaching staff from the vocational educational institutions in Prizren and Lezha are introduced to new trends and topics in IT and web design, the new teaching materials of the Y.D.E.A. curriculum and new learning techniques such as virtual classrooms. The capacity of vocational educational institutions on digital entrepreneurship and to bring students in contact with the job market is improved through best practice exchange, contacts with local businesses and the dissemination of training schemes and curricula.

55 Selected participants of the Youth Digital Entrepreneurship Academy are currently being trained based on latest tech trends, and also get hands-on practice professional code documentation, work ethics and related development processes, that will make them ready to work with world-class clients and companies and these trainings will continue to be held until all modules are completed. The program of the Academy comprises four modules. Three modules focus on the latest techniques and updates in the field of Information Technology especially in Website Design and Development as well as Mobile Application

Development, while one module focuses on career development and increasing employment and self-employment opportunities.

Module 1: Front-End Development

Module 2: Back- End Development

Module 3: Mobile App Development (Android Apps)

Module 4: Start-up Design and Business Management

The YDEA Training program prepares students and other enthusiasts for market needs with professional courses and on the job training.

In 2019 in Prizren 25 training sessions were held and in Lezha 20 training sessions were held. In addition, introductory workshops with teachers from both sides of the border are held respectively in Prizren and in Lezha. On July 2019 a joint class was organized with the aim of bringing together participants from Prizren and Lezha. Participants had the chance to know each other and to exchange best practices and lessons learned. The students are learning to work on high-end technical equipment provided by the project funding, and each have a user on the necessary soft-ware packages. This enables the students to continuously learn and work on their projects also outside of the class room and to motivate them to pursue entrepreneurial activities for sustainable commitment to the project activities

Participants of the YDEA are currently being trained based on latest technology trends, and also get hands-on practice professional code documentation, work ethics and related development processes, that will make them ready to work with world-class clients and companies and these trainings will continue to be held until all modules are completed. Students from Prizren and Lezha are improving their knowledge of digital entrepreneurship and develop skills, increasing their networking and employability opportunities during the course of the project.

To find more detailed information on the activities of the project, you can visit the website ydeaacademy.com and the Facebook page Akademia Rinore e Sipërmarrjes Digjitale.

Implementation Period:

Start date: 15 March 2019 | End date: 14 July 2020

Funding:

This project is funded by the European Union Delegation in Albania.

Focal point for the project:

Arta Hamiti



Support to Implementation of Agreements Reached in the Brussels Dialogue

The implementation process of the signed Brussels Agreement in 2013 on the normalization of relations between Kosovo and Serbia has seen significant stagnation over the last five years. Even though many points of the dialogue have been successfully completed, full implementation is far from being achieved since some of the key-deals still represent unsettled challenges for the Kosovo government. The non-accomplishment of the priorities set out by the Brussels Agreement generates tensions and uncertainties for the future development of the country and hampers Kosovo's EU accession. Considering these circumstances, ECMI has chosen to address two pending issues regarding the uncompleted priorities, which are (1) Freedom of movement in documentation and citizenship acquisition and (2) Establishment

of Association/Community of Serb-majority Municipalities. Hence, this project aims to support the secure implementation of the bilateral agreements at both a central and a local level. The project tackles the existing critical points on the Kosovar side through grass root local CSOs support and extensive field presence and trainings.

The implementation of the project will be carried through a two-pronged approach, which consists of targeting both a wide range of central institutions and civil society stakeholders. Starting from baseline studies and assessments, the action will be supported by the involvement of contracted experts that will assist in activities of drafting and technical/legal counselling.



The implementation phase started in September 2018, and since, has provided significant and successful results. By providing technical assistance to the Civil Registration Agency, a limb of the Ministry of Internal Affairs, and to the civil registry officials that are employed in municipalities that consists of a Serb majority population, ECMI Kosovo has played an unreplaceable role in the fulfillment of the Brussels Dialogue negotiations regarding freedom of movement.

ECMI Kosovo has continuously provided technical assistance and acted as a mediator between the Civil Registration Agency and the Serb majority municipalities of Kosovo, while conducting several needs

assessment to evaluate the situation and tackle the problems which are occurring in the process of the implementation of the decisions. Up to date, ECMI Kosovo has obtained statistics regarding the acquired birth, marriage, death certificates, as well as the statistics regarding the acquired driving licenses through the decision of the Minister of Ministry of Internal Affairs. The statistics regarding the freedom of movement are as following:

- Number of citizens equipped with birth certificates/extract from the central register: 818
- Number of citizens equipped with marriage certificates: 946
- Number of citizens equipped with death certificates: 422
- Number of citizens equipped with a Kosovo driving license through the Minister's decision: 3572

The results presented above prove that ECMI Kosovo's role in the implementation of the Brussels Dialogue has been significantly successful and is continuing to prove essential to the implementation of the rest of the agreements between Kosovo and Serbia.

Implementation Period

Start date: 1 September 2018 | End date: 31 August 2020

Funding

This project is funded by the Royal Norwegian Ministry of Foreign Affairs and the Norwegian Embassy in Kosovo.

Focal point for the project:

Adrian Zeqiri



Development of a Legal Information Service, (Law-Data System) for the Kosovo Assembly and the Language Consistency of the Laws

ECMI Kosovo project in partnership with IMG - International management Group - "Development of a Legal Information Service, (Law-Data System) for the Kosovo Assembly and the Language Consistency of the Laws" - in support of the Assembly of the Republic of Kosovo has started in September 2019.
Some of the activities of Component 2 coordinated by ECMI Kosovo, during 2019 have been:

Act 1: Composition of two ad-hoc linguistic working groups to monitor expert vetting of laws and by-laws process

ECMI Kosovo has had several meetings with linguistic experts and prominent jurists and select members of the two ad-hoc linguistic working groups, which will be responsible for vetting of laws and by-laws to identify all linguistic inconsistencies and suggest appropriate versions of these linguistic inaccuracies. In

order to achieve this objective, ECMI Kosovo project team has held numerous meetings with directly involved stakeholders, such as: representatives of the Assembly of Kosovo, the Legal Office of the Office of the Prime Minister, Language Commissioner, etc. to whom the details of the process were discussed and continued support was sought for the implementation of the proposed actions.

Act 2: Laws and Bylaws are vetted to identify language inconsistencies

At the end of 2019, professional court translators were hired and work began on the comparison and identification of language inconsistencies in more than 400 laws and 1000 bylaws of the Republic of Kosovo. ECMI Kosovo has closely monitored the work of translators to ensure that the quality and volume of work is at the level of the defined criteria. The reviewed versions of these laws will qualify in the relevant committees, which - through a catalogue - can recommend to the Kosovo Institutions language corrections to ensure equal quality of laws in the official languages of the Republic of Kosovo. The work done suggests that it is possible to establish a dynamic that will enable the achievement of all objectives for identifying language inconsistencies that exist in the laws and bylaws of the Republic of Kosovo.

Implementation Period

Start date: 1 September 2019 | End date: 30 April 2022

Funding

This project is funded by the Royal Norwegian Ministry of Foreign Affairs and the Norwegian Embassy in Kosovo.

Focal point for the project:

Arben Osmani


PROJECT GOALS
Development of Legal Information Service

Cross-border Actions in the REproductive Health Sector - CARES

During 2019 ECMI Kosovo started the implementation of the Action "Cross-border Actions in the REproductive Health Sector - CARES" in partnership with Foundation for the Development of Northern Montenegro - FORS Montenegro. Specific objective of the project is to improve the quality of reproductive health services and raise awareness of population on protecting reproductive health in the programme area that includes: Andrijevica, Berane, Bijelo Polje, Gusinje, Petnjica, Plav, Kolašin, Mojkovac and Rožaje in Montenegro and Pejë/Peć, Istog/Istok, Klinë/Klina, Deçan/Dečani, Gjakovë/Đakovica in Kosovo with the focus on socially vulnerable groups. The project aims to improve the quality of reproductive health services and inform the population about the importance of preventive examinations in maintaining reproductive health. Main activities of the project are organization of preventive gynecological examinations of the breast and cervix; awareness campaigns for raising awareness; publications such as Articles and Press Releases on Reproductive Health; Cross-border Cooperation and distribution of equipment for Health Centers such as:

- Colposcope;
- Ultrasound;
- CTG;
- Autoclave;
- Urine-test sticks;
- 5 Glucometer;
- Extra lancets and strips;
- Hemoglobinometer;
- Extra strips for hemoglobinometer;
- Pregnancy test;
- Condoms;
- Specula-set.

At the beginning of the project ECMI Kosovo focused on establishing good cooperation with Ministry of Health in Kosovo and Primary and Secondary Health Institutions from the programme area. We had two (2) meetings with the Ministry of health and ten (10) meetings with Health Centres from the programme area. Through these meetings we successfully established very good cooperation with Health Centers and analyzed the situation in each Institution, based on these analyses we have prepared the distribution list of equipment. In addition, we have worked on the procurement of the equipment's which was prepared

in accordance with the criteria's set by the Ministry of Health, needs of the Health Centers and the budget approved.

Further, ECMI Kosovo conducted a survey "Study on Reproductive Health in the municipality of Peja/Peč, Deçan/Dečane, Istog/Istok, Klinë/Klina and Gjakovë/Djakovica" in which participated 2050 women. As regards the results of the survey in Kosovo, out of all respondents, 32% have a closer relative who already had a breast or cervical cancer, which at the same time means an increased risk of these illnesses for them. Moreover, 48% of the respondents have never had a preventive examination. Furthermore, 43% have never done a self-examination, 61% have never had a mammography examination and most concerning is that 58% of the respondents have never had a PAP test.

Furthermore, we have marked October as Awareness month against Breast Cancer with various activities. We have participated in the organization of the "Ecja tradicionale kunder kancerit te gjirit" by providing support to the organization JetaVita that is the host of the event. We were responsible to organize the design of the event. In the event, ECMI Kosovo staff distributed to the participants promotional items such as notebooks, pen, folders, umbrellas and provided information on the breast cancer and provided information to women on the preventive examinations.

In addition, we have organized two (2) lectures with women and four (4) lectures with high school students from the programme area. Approximately 250 participants of these lectures were informed about the Breast and Cervical Cancer about symptoms, treatment, risk factor and the importance of preventive examinations.

Additionally, a TV Spot was developed and published on ECMI Kosovo website, Facebook page and YouTube. The TV Spot was also broadcasted in the National Television of Kosovo (RTK) and shared to online media.

During November the Project Coordinator participated in one (1) radio show and in two (2) TV shows. During these interviews it was discussed about the idea of the project, its implementation, activities and most importantly these interviews were used as an opportunity to invite all women for preventive examinations.

Further, ECMI Kosovo wrote an article on „How to reduce the risk of breast cancer". This article was shared in ECMI Kosovo website and Facebook page as well with online media in Kosovo.

During 2019 we have also develop print and distribute promotional materials. Printed materials were distributed to the participants during activities organized within CARES project.

Moreover, ECMI Kosovo has developed and published a Brochure on Reproductive Health that was shared in ECMI Kosovo website and Facebook page as well with online media in Kosovo.





Implementation Period:

Start date: 01 March 2019 | End date: 31 August 2020

Funding:

This project is funded by European Union through Cross-border Programme Montenegro-Kosovo 2014-2020, and for which the grant was awarded by the Ministry of Finance of Montenegro, Directorate for Finance and Contracting of the EU Assistance Funds.

Focal point for the project:

Blerta Visoka

Support to the Integration of the Serbian Language Education System within Kosovo's Legal and Institutional Framework.

ECMI Kosovo project "Support to the integration of the Serbian Language Education System within Kosovo's Legal and Institutional Framework" was approved by the Federal Republic of Germany Ministry of Foreign Affairs and Embassy of the Federal Republic of Germany in Prishtina and the agreement was signed on 13 March 2019. The implementation period is from March 2019 until December 2019. ECMI Kosovo objectives were the approval of the strategy for the long term inclusion of education of Serbian language within the institutional framework of Kosovo and to expand the commission mandate for the verification of Diplomas to secondary schools and professional colleges in Serbian language education as well as increasing educational standards

Over the course of the project, the Concept document has been finalized and approved by the Government, Government Decisions: 08/102. The Concept Document provides for legal basis for a full blown strategy for inclusion of the Serbian education within the legal framework of Kosovo. Additionally, provides for the legal basis for the expansion of the mandate.

Issuing certificates and using them as a substitute for diplomas issued by parallel education institutions providing instruction in Serbian language provides a temporary affirmative measure for the protection and promotion of the rights of citizens of the Republic of Kosovo to enable equal access to employment for all citizens of the Republic of Kosovo in order to achieve equal representation of all population groups in employment and social integration. Whereas with the strategy there would be a constitutional and legal solution to including Serbian language education in the legal framework of the Republic of Kosovo, always taking into account best European standards and practices for protection and promotion of communities rights

The Government working Group established for the purpose of producing a general analysis of the state of play of Serbian Language Education in Kosovo, and Experts engaged, with the work done until July 2019, have completed the first steps that were necessary to draft and finalize the strategy which will form a clear basis for Serbian education in Kosovo moving forward, a much needed step for Kosovo's Serbian-speaking communities and the country as a whole, and illustrate the overall success of the first group activity within the project

The Government of Kosovo, MEST and ECMI Kosovo remained committed to the implementation of the mechanism and to support the Commission for Verification. All actor involved in the Action were committed to move the process forward. The establishment of an institutional mechanism that addresses

diploma recognition in Kosovo is a first step towards institutionalization of Serbian-language education within the Kosovo system. The Government of Kosovo has committed itself to providing the required budget for the functioning of the Verification Commission from its budget.

The project assures equal treatment for all citizens of Kosovo, without any form of discrimination based on gender, ethnicity, sexual orientation, religion or any other form. The Verification Process provides equal access to all citizens of Kosovo without any form of discrimination based on gender.

The applications for diploma verification submitted to the Independent Commissions are evaluated based on the criteria set. After the Adaptation of the Concept Document by the Government Decision 08/102, there was legal basis for the expansion of the made of the Verification Commission. A new regulation was therefore was drafted and approved by the Government Team established for this purpose. The regulation has been sent out for public consultation. After the period of public consultation, the regulation was finalized. Due to political developments in Kosovo, the fall of the Government, the Regulation has not been sent for approval to the Government. This regulation provides legal basis for the expansion of the mandate of the verification commission to include, in addition to University of Mitrovica North, three professional colleges Technical Professional College in Zveçan/Zvečan, Technical and Traffic College in Leposaviq/Leposavić, Business Professional College Leposaviq/Leposavić, and 34 secondary schools throughout Kosovo. According to research conducted by ECMI Kosovo in 2018-2019, the number of students attending Serbian-language education is approximately 17,000 stundents.

The amended regulation finalized will have the effect of increasing employment throughout Kosovo in both the public and private sectors. The expansion of the Commission's validation mechanism strengths the representation of non-majority communities in public institutions; moreover, this therefore increases the trust of civilians from such communities in these institutions, as their greater representation.

UMN, secondary schools (34), professional colleges (3) will directly benefit after the adaption of the regulation. Secondary schools and professional colleges are typically located in the Serb-majority municipalities. There is limited quality assurance and their graduates' prospects of employment is limited as a result of the non-recognition of the degrees by Kosovo.

Further, ECMI Kosovo continued its support to the verification mechanism and verification of authencity of diplomas by the UMN. As determined in the current Regulation, verification of the authenticity of the diplomas issued by the UMN is one of the criteria for granting certification (cf. Regulation 21/15, art. 18 (1.1.3)). ECMI Kosovo within this activity supported the Independent Commission and its Secretariat on the Verification of Diploma procedure by collecting the applications and by sending them to the UMN for

verification of authenticity of the diplomas and afterwards bringing back to the Commission for the verification.

The current Verification Process of diplomas issued by the UMN is being done through an affirmative measure. Furthermore, the Government of Kosovo and MEST are willing and interested to continue to provide the opportunity to non-majority communities to certify their diplomas issued by the Serbian education Institutions. However, in order to successfully implement and to have sustainable process, there must be a mediator between actors involved. ECMI Kosovo is playing this role since the beginning of the process and is assigned with the decision of the Government signed by the Prime Minister of the Republic of Kosovo in this role as the only NGO authorised. The situation of verification will continue in this way, until there is a mutual agreement between Kosovo and Serbia.

Both the Government of Kosovo and the UMN has remained committed to the implementation of the verification mechanism. This commitment, along with the correct assumption of the high interest of Serbian speaking community member's interest in having their diplomas verified to apply for jobs in Kosovo institutions and with the technical support of ECMI Kosovo, has resulted in 108 verified diplomas during the project period, which have been carried out by German funding to the process.

Implementation Period:

Start date: 13 March 2019 | End date: 31 December 2019

Funding:

This project is funded by Federal Republic of Germany Ministry of Foreign Affairs and Embassy of the Federal Republic of Germany in Prishtina.

Focal point for the project:

Aleksandar Arsic



Provision of support services for Kosovo Specialist Chambers outreach events

Provision of support services for Kosovo Specialist Chambers outreach events is a framework contract between Kosovo Specialist Chambers and ECMI Kosovo with the aim of provision support services for Kosovo Specialist Chambers outreach events. The contract was signed on 23 April 2019 with the implementation period until 29 February 2020. During 2019, ECMI Kosovo has facilitated 8 outreach events in Mitrovicë/Mitrovica, Kamenicë/Kamenica, Ferizaj/Uroševac, Graçanicë/Gračanica, Kllokt/Klokot, Prizren, Pejë/ Peć and Gjilan/Gnjilane.

The workshops provided an introduction of the role and mandate of the Kosovo Specialist Chambers, presented by current members of the institutions. During these events it has been clarified the mission, the structure and the responsibilities of the KSC and consequently to illustrate the distinction of roles with the Specialist Prosecutor's Office which is a different entity. The roundtables open discussions on the judicial function of the chambers and their jurisdiction over crimes against humanity, war crimes and other crimes under the Kosovo law.

Discussions on the roundtables organized have shown the interest of civil society activists to know more about KSC role and mandate.

Implementation Period:

Start date: 23 April 2019 | End date: 29 April 2020

Funding:

This project is funded by Kosovo Specialist Chambers

Focal point for the project:

Arben Osmani



Capacity Development for Scaling up the Results in Enhancing Access to and Retention in Education for Vulnerable and Disadvantaged Children

INTRODUCTION

The project “Capacity Development for Scaling up Results in Enhancing Access to and Retention in Education for Vulnerable and Disadvantaged Children” carried out since 2010, aimed to support MEST and MEDs in the fight against the social plague, towards an equal and full access to the Kosovar educational system. The main priorities of the project are the reduction of the number of out of school for vulnerable and disadvantaged children and the promotion of good practices towards the institutionalization of sustainable solutions. Pursuing inclusiveness, between 2010 and 2018 ECMI Kosovo in partnership with UNICEF and MEST engages in the implementation of the Administrative Instruction (AI 19/2012 later amended in 08/2018) for the prevention of dropouts and school abandonment and the functionalization of teams for the Prevention and Response towards Abandonment and Non-Registration (PRTANs).

To pursue a total inclusiveness in the educational system, it is essential to institutionalize an ad-hoc action within communities and families. This process is supported on the field by special taskforces issued with the Administrative Instruction 08/2018, called Empowering Teams for the Prevention and Response against Abandonment and Non-Enrolment in Compulsory Education (PRTANs). ECMI Kosovo, in partnership with UNICEF and under the supervision of MEST, worked for the implementation of the above-mentioned directive towards a full functionalization of PRTANs. The role of PRTANs operates within both an upward and downward strategy: monitoring and gathering of data and case management, development of action plans in response to non-enrollment and dropouts, issues reporting, immediate and long-term interventions, raising awareness and ensuring a special attention to children with special education needs.

3. IMPLEMENTATION ANALYSIS

Training sessions have been organized since 2013 by the Ministry of Education in close cooperation with ECMI Kosovo and UNICEF in order to establish a permeable municipality-based network of trainers, whose task was to prepare local PRTANs to deal with the phenomenon of out of school children by using the provided tools (manuals, indicator sheet, EWS, EMIS, re-integration process). EMIS is the main instrument for registering, monitoring and documenting all cases dealt with in schools. This module, inter-alia, generates information on cases at risk of dropping out, which are identified, reported and addresses by schools in daily basis. It seeks to contribute the connection of information between schools, MEDs and MEST, providing quantitative and qualitative information and indicators of the situation and provides an opportunities for policy orientation at all levels, school, MED, MEST.

ECMI Kosovo activities and trainings have managed to increase awareness in the mind-set of the municipal officials and to institutionalize schools' commitment and goodwill to focus on the dropout problem and inclusive education. Secondly, we focused on the systematic procedure to address the Out-of-school-children – OOSC using specific software developed by MEST such as the Early Warning System (EWS) and EMIS.

Trainings were realized in the technical teaching of employment of the tools for the identification of students at risk of dropout. During the informative session held in 2018 – 100 schools from 10 municipalities have been involved in the presentation of the EWS.

The role of ECMI Kosovo was to support the whole process, starting from the organization of training seminars and workshops, to the final monitoring phase of the functionalization of PRTANs, by an established cooperation with municipality stakeholders. ECMI role on the field was to link school with community stakeholders, in order to create a stable network enclosing any child at risk of dropout. During

2018 trainings have been organized in 10 municipalities Vushtrri/Vučitrn, Prizren, Mitrovicë/Mitrovica, Prishtinë/Priština, Gjilan/Gnjilane , Fushe Kosove/Fush Kosovo, Obiliq/Obilić, Podujeve/Podujevo, Peje/Peć, Ferizaj/ Uroševac. More than 200 members of School and Municipality PRTANs have been involved in training sessions.

In the last project cycle conducted from May 2018 to April 2019, 10 MEDS (municipal directorates) and 90 schools were involved. Four (4) teams comprised MEST and ECMI Kosovo officials have implemented the monitoring process using structured questionnaires for schools and municipal teams. In all 10 municipalities, detailed instructions to schools and MEDs have been provided on how to best address all the categories of students at risk of dropping out and how to best fulfill the mandate of respective PRTANs.

Achievements

The first positive outcome of the plan was the signed agreement with all targeted municipalities in Kosovo (so called Memoranda of Understanding). Initially trainings involved nine municipalities and then expanded in additional 21 municipalities, and had very satisfactory results in terms of knowledge transmission. ECMI Kosovo supported MEST in drafting and delivering PRTANs manuals in all Kosovo municipalities.

Of the 100 monitored schools in the last project cycle, most of them are implementing the AI 08/2018. In almost all monitored municipalities MEDs have appointed Municipal coordinators for inclusive education, suggesting an increase in care for children with disabilities, minority communities and involvement in pre-primary education. During 2018 and 2019– over 100 School PRTANs and 10 Municipal PRTANs in targeted municipalities have been directly trained;

Obstacles



The problems encountered in the implementation of the project, were resistance of municipal officials to accept the need of training in managing, up until the serious negligence of not establishing the PRTANs.

Municipal PRTANs have not been able to present any data resulting from any meeting held in the composition settled under the Administrative Instruction 08/2018. It can be assumed that if on one hand schools show a firm engagement in the application of sustainable solutions, on the other the dedication varies among municipalities.

The issue of students' transfer still represents an issue. The procedure of confirmation letter in case of student transfer needs to be institutionalized. In some cases, municipal officials suspect that parents use this procedure to withdraw unofficially children from school without submitting any transfer confirmation to the previous school. Considering the risks of the actual practice, the transfer system should be therefore conducted between schools and not entrusted to parents.

Focusing on the technical aspect of the implementation, the main problem was the proper use of the instruments provided for the case management (identification sheet and EWS) or even their non-application in the process. This particularly affected the identification of students at risk of dropout and the job documentation process of School PRTANs.

From the findings collected on the field by ECMI Kosovo and MEST teams, it can be concluded that the policies for the prevention, identification, treatment and referral of cases at risk of dropping out and those who have dropped out of school are quite consolidated and substantive. ECMI Kosovo through the

UNICEF-funded project has built a sustainable partnership with MEST in offering an adequate support to structure a sustainable and quality system for dealing with children at risk of dropping out, children that have been registered but fail to attend, children that have attended the school but fail to learn and children that are enrolled for several years but fail to progress.

In order to fully implement this prevention system as claimed by the Administrative Instruction 08/2019, it is still necessary to work on a school basis because it represents the source of actions and the identification of the problems.

Implementation Period:

Start date: 01 May 2018 | End date: 30 April 2019

Funding:

This project is funded by UNICEF.

Focal point for the project:

Arben Osmani

V. ECMI KOSOVO PUBLICATIONS

The full documents and reports are available at www.ecmikosovo.org, in English, Albanian, and Serbian. Please click one any title if you would like direct access to its location on our website. In addition there are publications published in the Equal Rights for All Coalition (ERAC) project.

Studies and Handbooks:

1. Brochure on Reproductive Health
2. Survey on Reproductive Health in Dukagjini Region
3. Education in Serbian Language in Kosovo

ERAC Publications:

1. Gender Quotas in Corporate Boards
2. Role and engagement of youth in Violence prevention: Youth as Agents of Change Approach to Domestic and Gender-Based Violence Prevention in Kosovo
3. Informal Waste Collection and Recycling
4. Kosovo's Consultative Council for Communities In 2019
5. Representation of Kosovo Serb Community in Free Legal Professions in Kosovo
6. Gender Based Violence In Kosovo: Critical Review On Police Response
7. Perception of civil Servants on discrimination in workplace or labour market in Kosovo
8. Perception of citizens on discrimination in workplace or labour market in Kosovo
9. Same-sex marriage and other civil unions such as civil partnerships in Kosovo

ERAC in-depth journalistic pieces:

1. Activists Challenge EU and Moj On New Civil Code
2. Kosovo and Human Rights
3. Loud and Proud
4. 'LGBT Police' Screened at Prifest

ERAC Hanbooks:

1. Handbook for Paralegals working with vulnerable and marginalized groups in Kosovo;
2. Handbook for Paralegals: Kosovo Institutions that work for the promotion and protection of VMGs;
3. Legal Handbook: Vulnerable and Marginalized Groups in Kosovo;

4. Handbook on Sexual Harassment in the Workplace.



VI. AUDIT REPORT SUMMARY

Audit for 2019 was conducted by Audit & Conto LLC. Audit Report provides detailed information on our financial statements and accounting records throughout the year. Below you may find Audit Opinion which outlines that the accompanying financial report presents fairly, in all material respects, the cash receipts and disbursements by European Centre for Minority Issues Kosovo - ECMI for the for the year ended 31 December 2019.

AUDIT & CONTO

INDEPENDENT AUDITOR'S REPORT

To the Board of European Centre for Minority Issues Kosovo

Opinion

We have audited the accompanying financial statements of the European Centre for Minority Issues Kosovo - ECMI (the "Organization"), which comprise the Statement of Sources and Uses of Funds for the year ended 31 December 2019, and notes to the financial statements, including a summary of significant accounting policies.
In our opinion, the accompanying financial statements presents fairly, in all material respects, the cash receipts and disbursements by European Centre for Minority Issues Kosovo - ECMI for the year ended 31 December 2019 in accordance with the basis of accounting as described in note 2 to the financial statements.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial statements section of our report. We are independent of the Organization in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) that are relevant to our audit of the financial statements in the Republic of Kosovo. We have fulfilled our other ethical responsibilities in accordance with the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the financial statements

Management is responsible for the preparation and fair presentation of the financial statement in accordance with the basis of accounting as described in note 2 to the financial statements and for such internal control as management determines is necessary to enable the preparation of financial statements that is free of material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

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AUDIT & CONTO

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial statements

Our Objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.
- Evaluate the appropriateness of accounting policies used.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence

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Independent audit

Audit & Conto L.L.C. expressed an unmodified opinion on ECMI Kosovo's 2019 financial statements in its report dated 9 October 2020.

Project audits

RSM Kosovo LLC audited Support to the Integration of the Serbian Language Education System within Kosovo's Legal and Institutional Framework, a project funded by the German Embassy.

obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization's to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Audit&Conto L.L.C ,

NDËRMARRJA SHËRBYESE "AUDIT & CONTO" sh.p.k. PRISHTINË

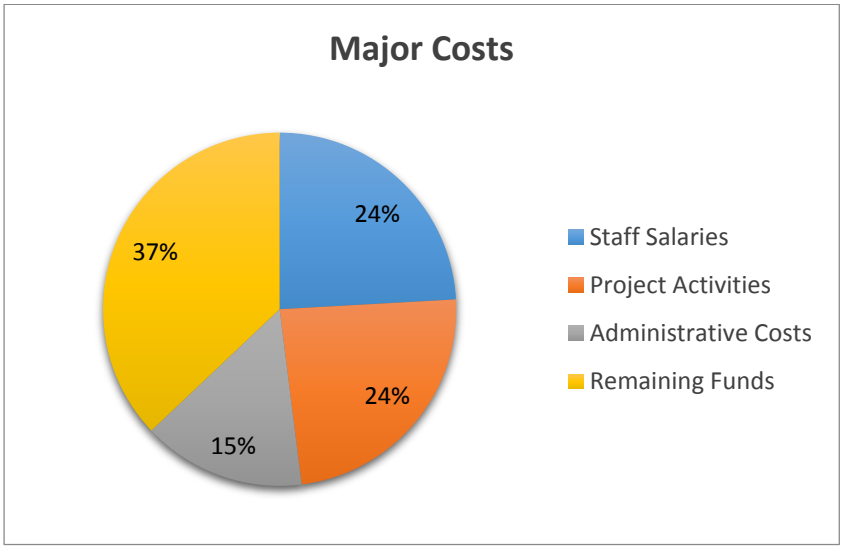
Ymer Shatri
Statutory Auditor
Tel: +377 44 506 702
9 of October, 2020

Major Costs for 2019

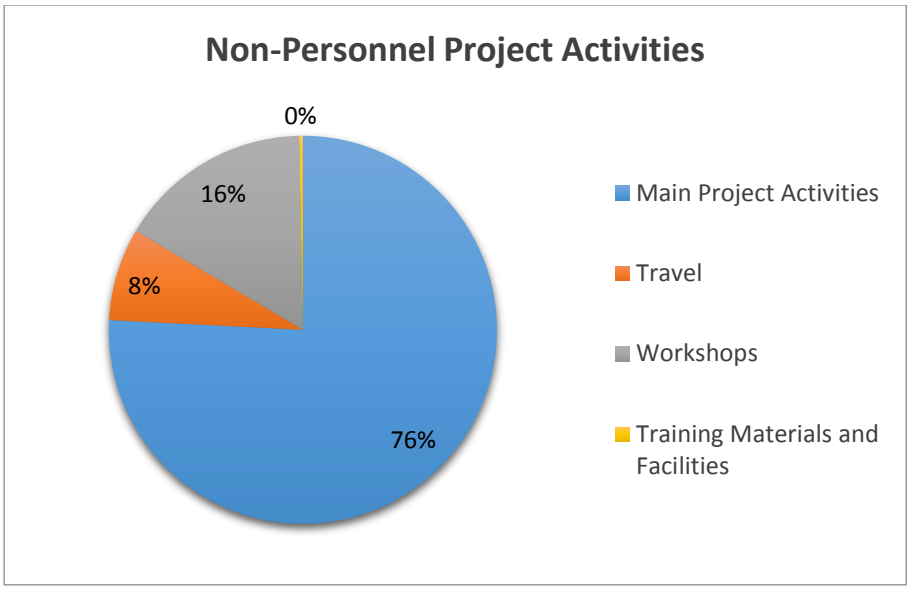
Over the past year, ECMI Kosovo has implemented a diverse project portfolio including smaller grassroots and large multi-annual projects, and has been a trusted implementing partner of numerous international, regional and national organizations and institutions. In 2019 ECMI Kosovo has received funds a total of €896,165

In 2019, ECMI Kosovo spent a total of €289,134 on salaries for staff and other personnel expenses. This amounts to 24 per cent of the total funds of the organisation, which totaled €1,199,143. Of this, €12,680 was paid as pension contributions.

Other non-personnel project activities, across all projects, amounted to 24 per cent of total funds, or €286,587. Administrative costs, €178,995 amounted to only 15 per cent of total funds for the year. These figures are shown below:

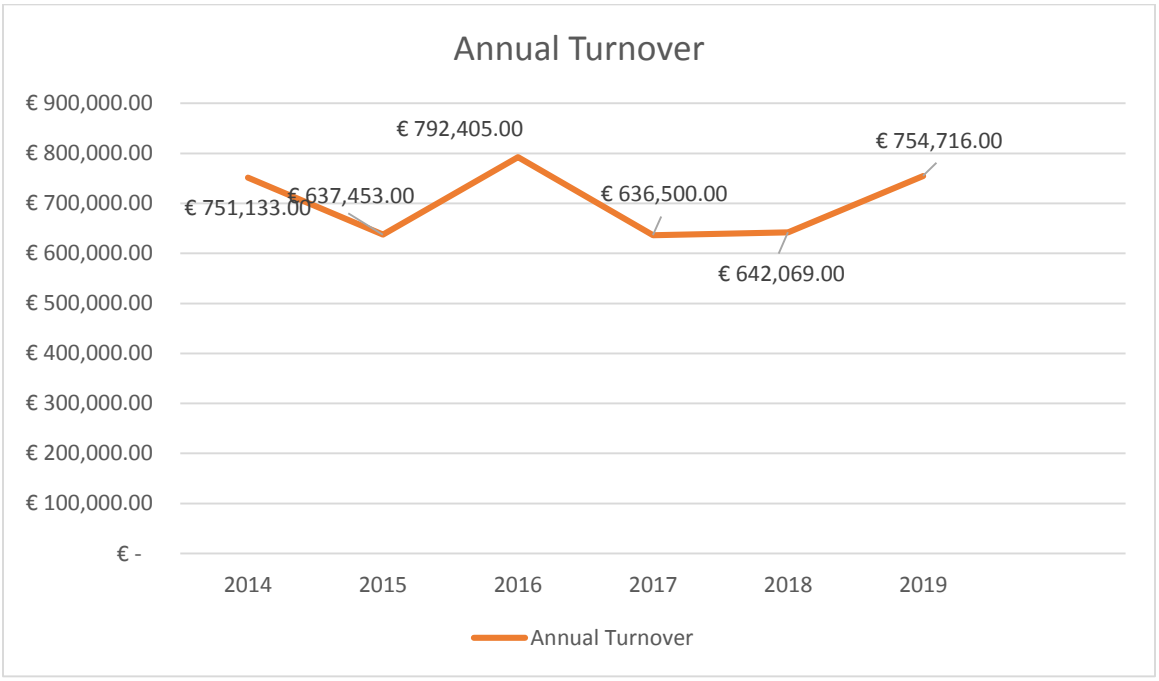


Non- personnel project activities included travel, workshops, training materials and facilities. Below is a breakdown of the use of funds for project activities across all projects within ECMI Kosovo:



Annual Turnover trend

Over the years, ECMI Kosovo has successfully implemented projects in cooperation with its donors and partners. Below you may find a breakdown of Annual Turnovers over the 6 past years:



Staff in 2019

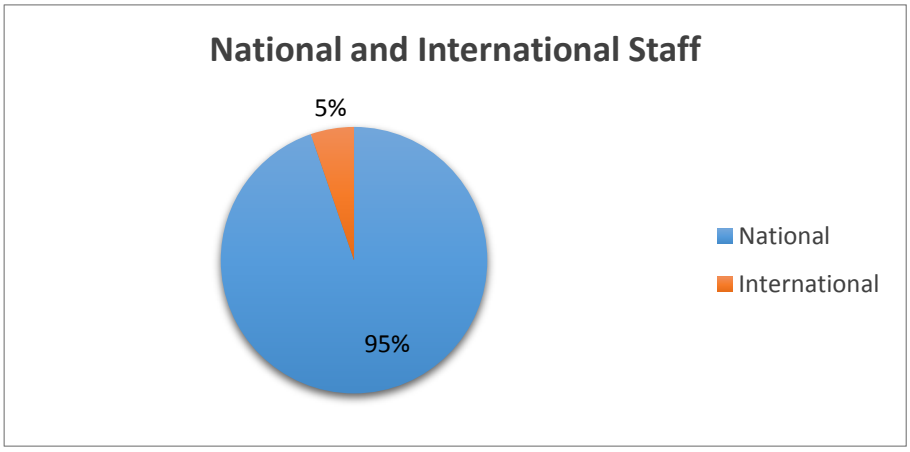
In 2019, ECMI Kosovo maintained a dynamic staff, including representatives from many communities in Kosovo, as well as internationals. It operated on principles of equitability when it came to employing staff members from the different communities across Kosovo.

Over the course of 2019, ECMI Kosovo paid 76 individuals, who included staff researchers, experts and different part time correspondents. ECMI Kosovo employed 17 full-time staff within its two offices in Prishtinë/Priština and Mitrovicë/Mitrovica North.

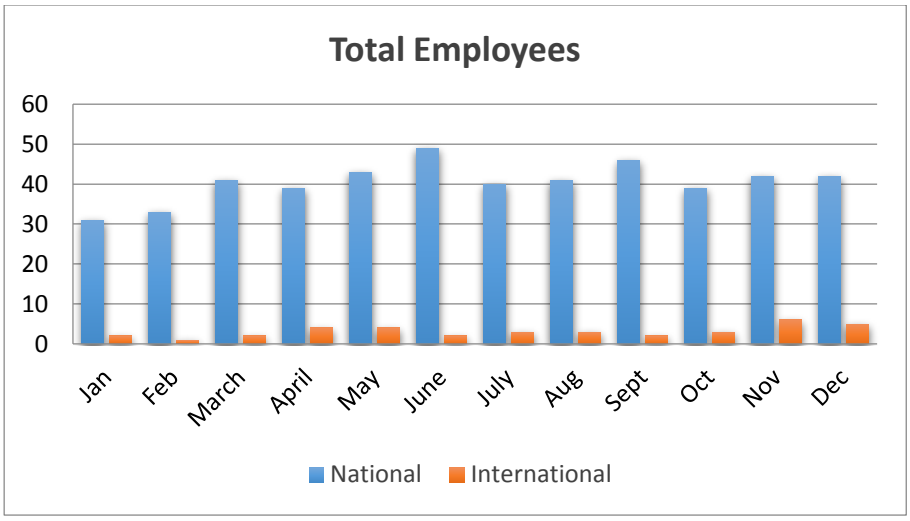
Some employees worked for specific projects, who were not always based in the office. They included experts, consultants, paralegals, local correspondents, and researchers. Over the course of the year, ECMI Kosovo paid 59 unique secondary staff members.

National and International Staff

ECMI Kosovo has always aimed for the highest quality of staff members, who can contribute effectively to the organisation's aim of furthering the multi-ethnic society in Kosovo. To this end, while ECMI Kosovo employs predominately local staff, there are also a number of qualified internationals who are engaged in projects. As shown below, overall in 2019, 95 per cent of ECMI Kosovo's employees (amounting to 72 employees) were national staff from different communities in Kosovo:



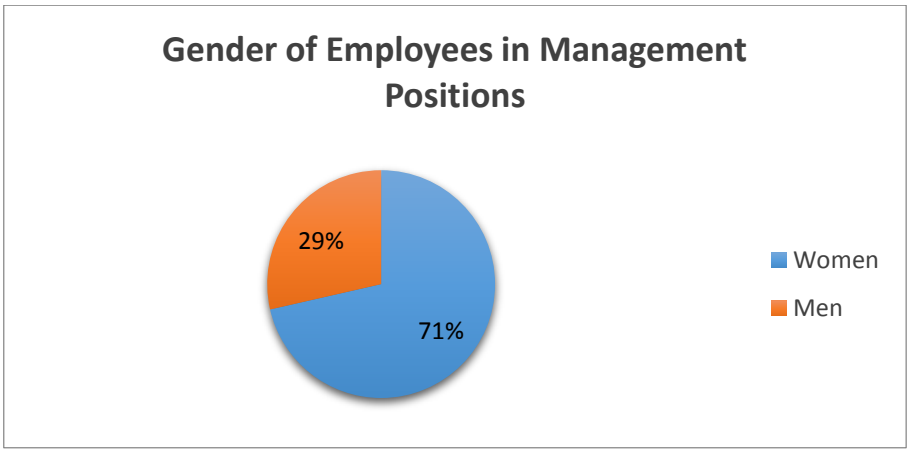
Below is a breakdown of the month-by-month employment of local and international staff members, including both primary and secondary staff:



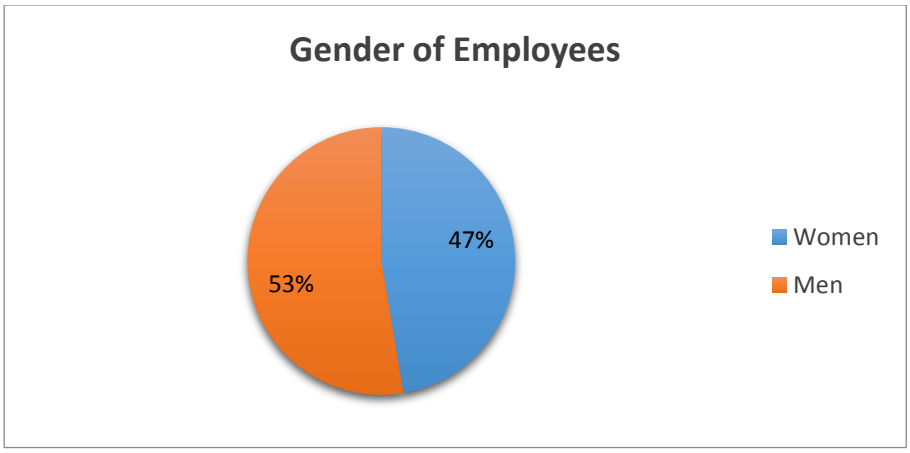
Gender Balance

ECMI Kosovo strives to have a strong gender balance within its teams across all projects. In 2019, there were four (4) women project managers who worked on the projects , *"Equal Rights for All Coalition", "Support to Education in Serbian language in Kosovo: UMN Diploma Verification Process, Research on the Current Situation, Development of a MEST roadmap and Direct Training to UMN and Its Teaching Staff", "Fostering youth development and employment through a cross-border digital entrepreneurship academy (Y.D.E.A.) in Lezha and Prizren",* and *"Cross-border Actions in the REproductive Health Sector - CARES".*

Below is a breakdown of the gender balance of staff employed in management positions in 2019 within ECMI Kosovo:



Across all paid primary and secondary members of staff in 2019, ECMI Kosovo employed 36 women and 40 men paid across the year:



Ethnicity of Employees

ECMI Kosovo has sought to employ members from different communities represented across Kosovo. There are six (6) local communities represented in the local staff members both in the office and in the field in 2019: Albanian, Serbian, Roma, Ashkali, Bosnian, and Turkish.

Overall in 2019, ECMI Kosovo employed staff and external contractors from many local and international communities. A breakdown of all people paid by ECMI Kosovo for 2019 is shown below:

