Gender perspective in Kosovo foreign affairs: [presentation given December 15, 2010]

Violeta Kurti Islami
GENDER PERSPECTIVE IN KOSOVO FOREIGN AFFAIRS

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GENDER EQUALITY (GE) IN PUBLIC POLICIES

20 century - calls for women rights & integrating GE in public policy:
- Women worldwide have had and continue to have fewer economic and political opportunities than men have (Rourke and Boyer, 2008)
- ‘Productive interaction and communication of women and men in working processes, based on full gender equality’

21st century achieving GE – slow process

Inter-Parliamentary Union (2010): a world average of women in both upper and lower national parliaments is only 19.1 per cent

Two of International Mechanisms…

1. The Beijing Platform for Action (Fourth World Conference on Women, (September 1995) non binding – adopted by countries;
2. The Convention on the Elimination of Discrimination against Women (CEDAW) (18 December 1979) - binding to state parties

article 8: States Parties shall take all appropriate measures to ensure to women, on equal terms with men and without any discrimination, the opportunity to represent their Governments at the international level and to participate in the work of international organizations
‘Domestic political culture reflects to Foreign affairs’

- Worlds & EU diplomacy old boy club’s
- History of Europe signifies first women pioneers in diplomacy in sixteenth century.
- 1933 Europe: Women to diplomatic and consular services in appreciable numbers
- Europe (Romania) - Elena Vararesco, in 1924, was the only woman Permanent Delegate in the whole history of the League of Nations
- US 1922/1933 first women in Foreign Service –
- US 1946: Eleanor Roosevelt - first woman to serve in United Nations General Assembly
- Women in diplomacy: in necessity capacity, secretarial job, house hold or wives of the diplomats
- Single women!
II. GENDER EQUALITY AND FOREIGN AFFAIRS

- EU expresses commitments to CEDAW
- US: 3 of the last 4 of State Secretaries of State were women. Albright-Rice-Clinton sequence - worldwide effect;
- ‘Hillary effect’ encouraging and motivating: women envoys to the US

Kosovo?:
Back in his –story:

The appointment of a woman to office is an innovation for which the public is not prepared, nor I

( Thomas Jefferson, third President, 1801 -1809)

Kosovo! – 2 women out 18 men: Ministers; Ambassadors…
Kosovo country profile and Foreign Affairs
2008 – 2010

1999 Kosovo under UN R 12 44:
- Kosovo object of most powerful inter-governmental organizations (IGO) and states foreign policies.
- UNMIK/International and Local staff: Double desk structure /JIAS
- External relations and Cooperation with International Organization:
  - powers and responsibilities reserved to the SRSG and
  - limited and representational to the(n) President of Kosovo
- EU grants Potential Candidate country status for Kosovo,..
- Envoy Ahtissari Plan, ....
- 17 February 2008 Kosovo Independent
- International court of Justice advisory opinion
- MFA 2008 a latecomer in the Kosovo government
- USAID support
- FA mission; Recognition, Lobbying...
KOSOVO FA ESTABLISHMENT & GE

FA 5 domestic stakeholders
- President of Republic of Kosovo
- Parliament of Kosovo (PoK), Committee of Foreign Affairs (CFA),
- Prime Minister of Republic of Kosovo
- Ministry on Foreign affairs (MFA)
- Diplomatic and Consular Service
- 2011 Academy of Diplomacy. Law on MFA and MTEF 2011

- President - Man
- Parliament of Kosovo, Presidium - 9 Men
- Committee of Foreign Affairs (CFA) - 9 Men
- Prime Minister - Man
- MFA Deputy Minister - woman
- MFA 4 directors women (40 per cent quota fulfilled)
- DS - 2 ambassadors - Women
- MFA did not recruit GEO (according to the LGE)
WOMEN REPRESENTATION IN KOSOVO FOREIGN AFFAIRS

Two waves of diplomat appointments

1st Emergent Tasked Diplomacy/Gender non Responsive

- Under the Authority of the President and Prime
- Regardless of the Constitution, Law and recruitment procedures
- High visional and honorable men: 10 Charge de affair
WOMEN REPRESENTATION IN KOSOVO FOREIGN AFFAIRS

Two waves of diplomat appointments

2nd Regular Inclusive and Complex /Gender Light Responsive

- Based on Recruitment procedures (LMFA and DS & Cons. S & Law CS)
- Selection actors: 5 FA + 1 civil society representative
- High number of women applicants

Results: 2 women ambassadors out of 18 men

- The recognition of the women diplomat underwent through the eyes of a men;
- Constitution, CEDAW, equal opportunity?
- LGE : 40 per cent of quota in each level of institutions?*
- Women with outstanding credentials were nominated from the Government!
NUMBER OF MEN AND WOMEN REPRESENTATION IN DIPLOMATIC AND CONSULAR SERVICE

AMBSS - Ambassador/MCsn - Minister Counselor / 1st Sec - First secretary / ChdA - Charge de Affair
Source: MFA, 2010

- 18 Ambassador positions: applied 275 men & 78 women
- Consular staff: applied 415 men & 96 women
- The diplomatic staff after recruitment procedures counted 52 staff, out of which 9 women.
WOMEN REPRESENTATION IN PARLIAMENT OF KOSOVO PRESIDIUM AND FOREIGN AFFAIRS COMMITTEE

TABLE 1&2: THIRD LEGISLATION

FIGURE BELOW NAMES OF THE PM IN PARLIAMENT PRESIDIUM (1ST AND 2ND TERM OF LEGISLATION, ONLY ONE WOMAN)

FIGURE LEFT: CONSTITUTION PROTECTS YOU

<table>
<thead>
<tr>
<th>Gender</th>
<th>President</th>
<th>Members</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>W</td>
<td>0</td>
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<td>M</td>
<td>1</td>
<td>8</td>
<td>9</td>
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<thead>
<tr>
<th>Gender</th>
<th>President</th>
<th>1st/2nd Vice President</th>
<th>Member</th>
<th>Total</th>
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<tr>
<td>W</td>
<td>0</td>
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<tr>
<td>M</td>
<td>1</td>
<td>2</td>
<td>6</td>
<td>9</td>
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</tbody>
</table>
## Kosovo Gender Equality Mechanisms 2000 – 2010

### Pre - Independence 2000 – 2008
- 2000 Quota /Law on Election
- (2001)/ Constitutional framework : CEDAW
- 2003 Municipal GEO
- 2004 Law on Gender Equality
- Central Gov. and Municipality Offices
- 2007 Prime Minister Declares Year of affirmative action.

### Independence 2008
- 2008 Kosovo Constitution endorses all international instruments
- CEDAW and MDG

### Laws

<table>
<thead>
<tr>
<th>Laws</th>
<th>Institutions</th>
<th>Strategies</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>○ Committee on Human Rights, Gender Equality, Missing Persons and Petitions</td>
<td>Government of Kosovo</td>
</tr>
<tr>
<td></td>
<td>○ Informal Group of Women</td>
<td>2. The Strategy for Increasing the Number and Improving the Position of</td>
</tr>
<tr>
<td></td>
<td>○ Parliamentaryarians; /Women Caucus</td>
<td>Women 2006 - 2015/UNMIK / PISG Government of Kosovo</td>
</tr>
<tr>
<td></td>
<td>○ Agency of Gender Equality / OPM</td>
<td>Government of Kosovo</td>
</tr>
<tr>
<td></td>
<td>Government of the Republic of Kosovo</td>
<td></td>
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<tr>
<td></td>
<td>○ Office for Good Governance OPM Gender Issues Technical Group</td>
<td></td>
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<tr>
<td></td>
<td>○ Gender Equality Officers</td>
<td></td>
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<tr>
<td></td>
<td>○ Inter-ministerial council of Gender Equality</td>
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<td></td>
<td>Municipality :</td>
<td></td>
</tr>
<tr>
<td></td>
<td>○ Gender Equality Officers</td>
<td></td>
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<tr>
<td></td>
<td>○ Municipal committee for Gender Equality</td>
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</table>
## Women Participation in Public Administration 2009

<table>
<thead>
<tr>
<th>Post</th>
<th>M (Number)</th>
<th>W (Number)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prime Minister</td>
<td>1</td>
<td>0</td>
</tr>
<tr>
<td>Minister</td>
<td>16</td>
<td>2</td>
</tr>
<tr>
<td>Deputy Minister</td>
<td>17</td>
<td>3</td>
</tr>
</tbody>
</table>

![Bar chart showing gender distribution in Prime Minister and Minister roles.](image1)

![Graph depicting participation in various roles.](image2)
AFFIRMATIVE ACTIONS - QUOTA

- Kosovo Constitution 2008, ensures gender equality as a fundamental value for the democratic development of the society, providing equal opportunities for both men and women participation in the political, economic, social, cultural and other areas of societal life

- Law on GE: Ministries recruit GEO

Quota : Legislative

- Law on GE 40% equal participation is achieved if the participation of the particular gender in the institutions, bodies including the political parties is 40 per cent.
WOMEN AND DECISION MAKING – BARRIERS AND STEREOTYPES

Barriers - preventing women in career:
- Lack of Laws and family friendly policies (Reconciling family and professional life)
- Un-recognized work in household and absence of a financial allowance package for child care,
- Lack of indicators to monitor implementation of the actual mechanisms; gender disaggregated data

Stereotypes:
- Traditional Customs affecting women.
- Assigning women in household; private sphere or soft administration positions.

Improve women situation: Media
- Media coverage: 2 women ambassadors and Beauty competition award Kosovo young women in 2009
The EU legislation (Acquis Communautaire) and its policies promulgate gender equality in all field of society: 13 EU Gender Equality Directives

- Lisbon treaty
- Treaty establishing the European Economic Community only one provision covered the GE.
- 1950s the EU is key player in relations with the rest of the world.
- Middle east, Enlargement, Turkey, gaining seat in UN

- Lisbon treaty: EU High Representative for Foreign and Security Policy (EU HRFSP)/EEAS
- Catherine Ashton ‘unknown women’ Chief of the EU High Representative for Foreign and Security Policy (EU HRFSP) -
- 2010: Chief EU FA appointed only six women diplomats out of the 28 men.
- Brightest people for diplomacy chosen (Ashton) ...
- EU Parliament Greens/EFA 2010: Few women in diplomacy insult to the 250 M EU women

Following EU?
Gender distribution in European Commission

<table>
<thead>
<tr>
<th>W - N</th>
<th>M - N</th>
<th>W %</th>
<th>M - %</th>
</tr>
</thead>
<tbody>
<tr>
<td>9</td>
<td>18</td>
<td>33</td>
<td>67</td>
</tr>
</tbody>
</table>

EU – 27 Gender distribution in European Parliament

<table>
<thead>
<tr>
<th>W - N</th>
<th>M - N</th>
<th>W %</th>
<th>M - %</th>
</tr>
</thead>
<tbody>
<tr>
<td>257</td>
<td>479</td>
<td>35</td>
<td>65</td>
</tr>
</tbody>
</table>

National Parliaments in EU 27 MS

- Women account for about 24% of EU of national parliaments member states (MS) both houses.
  - Above 40 per cent of women: Finland and Sweden.
  - Below 25 per cent UK, Slovenia, Italy, Greece, Malta, Ireland

National governments (all ministers) EU 27 MS

- Women 33 per cent
- Finland 52 per cent
- Sweden 47 per cent
- Lowest level: Czech Republic and Hungary 0 per cent.
- Below 15 per cent UK (14 per cent), Ireland, Estonia,
EU PRESENCE IN KOSOVO—GENDER DISTRIBUTION

- Heads of the EU representative Institutions in Kosovo: men! (figure below. 2010)

- Gender representations / Diplomats from EU countries in Kosovo

- Ambassador/Charge de affairs/Head of Office:
  - 3 Women (UK, Sweden, Czech) /16 Men!

- Women in:
  - EULEX - 27 per cent
  - ICO - 33 per cent
  - ECLO - 43 per cent
US WOMEN IN PUBLIC OFFICES AND FOREIGN AFFAIRS

- Since the first Congress, only 260 women out of 11,699 men have served in the Congress.
- In total, there have been 222 women Representatives and 38 Senators.
- 111th Congress counts ninety-three women members: 76 in the House and 17 in the Senate.
- Nancy Pelosi is the first women to serve as speaker of the House.
- Obama administration Pro- CEDAW Women Bill?
- 2009 White House Council on Women and Girls/ Key Members: The Secretary of State; The Secretary of the Treasury; The Secretary of Defense; The Attorney General; The Secretary of Interior and more ….
- 1961 Commission on the Status of Women, mandated to protects women’s basic rights, opportunity for women, the national interest in security and defense…
- The Nineteenth Amendment (1920). It became part of the U.S. Constitution.
- Lilly Ledbetter Fair Pay Act became the major act of Congress signed into law by signed President Obama in 2009.
US Women in FA

- Hillary Clinton, State secretary
- Albright-Rice-Clinton
- Half of new recruits for the U.S. Foreign Service and 30 percent of the chiefs of mission are women.
- 1922 First women in FS
- 1933 First women holding diplomatic rank Ruth Bryan Owen
- First women ambassador Helen Eugenie Moore Anderson.
- Eleanor Roosevelt first woman to serve in UN, Appointed by President Harry S. Truman in 1946
**ASSESSMENT OF THE GENDER EQUALITY IN KOSOVO**

<table>
<thead>
<tr>
<th>Sample/Institution</th>
<th>Positions</th>
<th>No. Questionnaire</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kosovo Parliament:</td>
<td>Parliament Members</td>
<td>20 (Delivered by hand)</td>
</tr>
<tr>
<td>Committee for GE</td>
<td></td>
<td></td>
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<tr>
<td>Committee for FA</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women Caucus</td>
<td></td>
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</tr>
<tr>
<td>Kosovo Government:</td>
<td>Permanent secretaries</td>
<td>65</td>
</tr>
<tr>
<td>OPM</td>
<td>Gender Equality officers</td>
<td>(Delivered by Survey Monkey. Figure below)</td>
</tr>
<tr>
<td>AGE</td>
<td>European Integration</td>
<td></td>
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<tr>
<td>MFA</td>
<td>Officers</td>
<td></td>
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<tr>
<td>MEI</td>
<td>Diplomatic/consular officials</td>
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<td>MLSW</td>
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<td>MPA</td>
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<tr>
<td>MCYS</td>
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<tr>
<td>Municipalities</td>
<td>Gender Equality officers</td>
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<tr>
<td>GEO</td>
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</table>

![SurveyMonkey screenshot](image)
1. Do you know Kosovo institutions and legal mechanisms that promotes gender equality?
2. Law on Gender Equality sets 40% quota for equal participation of women and men in the institutions, bodies or levels of government. Do you think this quota should be applied?
3. Do you perceive quota discriminatory for men?
4. Few women are appointed to the Kosovo diplomatic and consular service. Do you agree with current composition?
5. **No women representatives within the Kosovo Parliament Presidency and Commission for Foreign Affairs, beside few Committees are headed by women. What is your opinion about?**

![Graph showing responses to the question about women's representation in Kosovo politics.](image)

- **A.** No women PM interested for leading position
- **B.** There is no will from the (political) Parliamentary groups to delegate women
- **C.** No capable women for those positions
- **D.** Leading positions and foreign affairs are for men

![Graph showing responses to a similar question for men.](image)

- **A.** No women PM interested for leading position in PC
- **B.** There is no will from the (political) Parliamentary groups to delegate women
- **C.** No capable women for those positions
- **D.** Leading positions and foreign affairs are for men
Is Kosovo society prepared to accept women in decision making position?

![Pie charts showing responses to the question](image-url)
RECOMMENDATION

1. Compliance with Law and other affirmative actions / Increase the number of the women appointees in MFA Diplomatic Service;
2. Acceptance of the international conventions / Notify UN SG;
3. CEDAW and Kosovo/CFA PoK oversees & MFA engage on implementation of the international treaties;
4. MFA recruit the Gender Equality Officer;
5. Introduce the gender dimension to the forthcoming Diplomatic Academy;
6. Creation of the Kosovo women diplomats’ council;
7. MFA announce and conduct recruitment procedures in transparent manner;
8. Strengthen the Parliamentary Diplomacy
THANK YOU & QUESTION

- Questions:
  - Gentlemen First please!