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# Gender equality in Kosovo's uniformed services : [presentation given August 24, 2012]

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**Gender Equality**  
**in Kosova's Uniformed Services**  
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August 29, 2012

# Presentation Overview

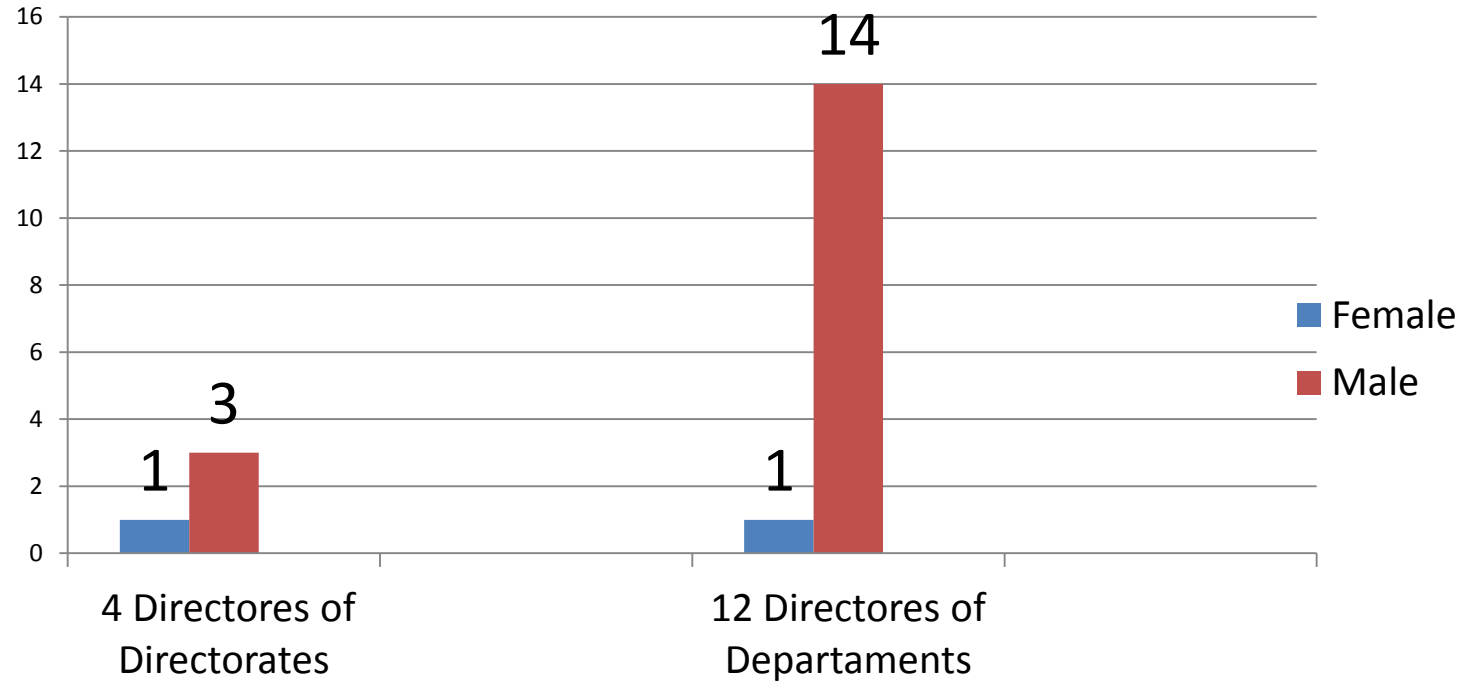
- Data about women participation in Kosovo Customs, Kosovo Police, and Kosovo Security Force.
- Women in Decision-making in KC, KP, and KSF
- Gender Equality in Kosovo Customs, Kosovo Police and Kosovo Security Force
- Big issues have been identified.
- The project methodology.
- International study cases: the United States of America and Slovenia
- Survey results about:
  - female participation by 40% quota,
  - promotion opportunities
  - gender equality in these three institutions,
  - adequacy of female participation,
  - Role and Effectiveness of existing gender offices, and
  - Recommendations.

## Data about women participation in Kosovo Customs, Kosovo Police, and Kosovo Security Force

<b>Institutions</b>	<b>Current Situation of Female %</b>	<b>Legal Requirements</b>
Kosovo Customs	23.48 %	40 %
Kosovo Police	14.5 %	40 %
Kosovo Security Force	8.00 %	40 %

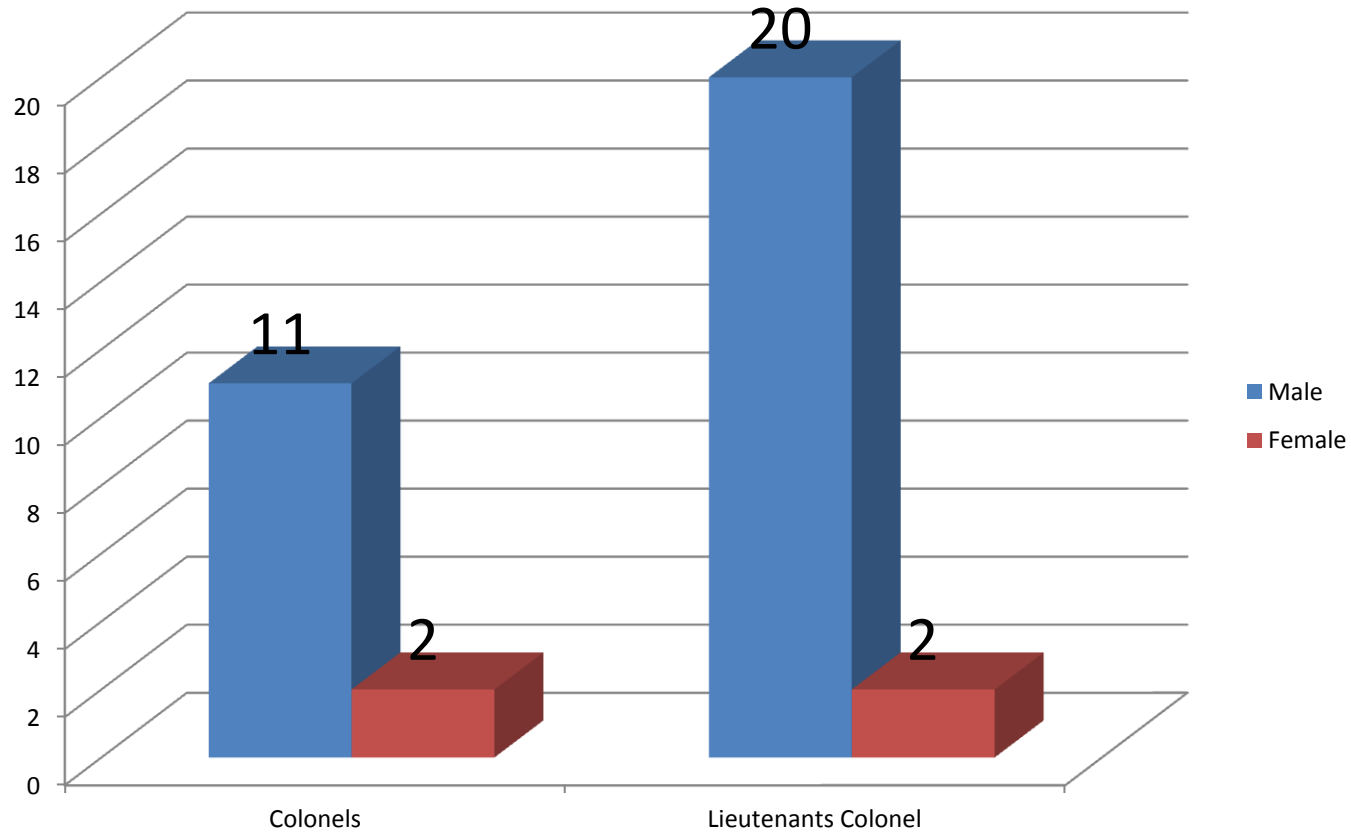
*Source: Human Resource from KC, KP, and KSF)*

# Women in Decision-making process in Kosovo Customs



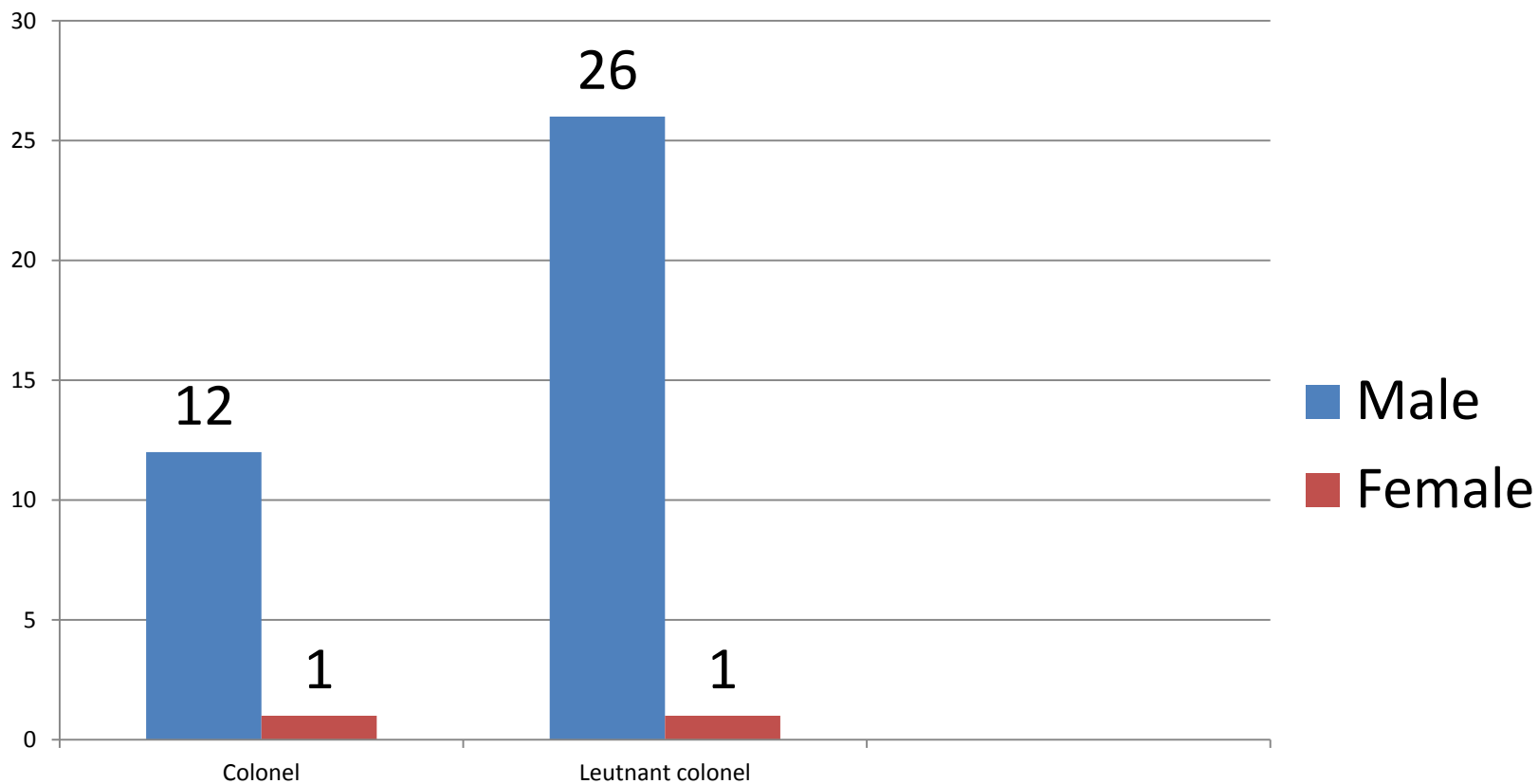
*(Source: Human Resource in KC)*

# Women in Decision-Making Process in Kosovo Police



*(Source: Human Resource in KP)*

# Women in Decision-making Process in Kosovo Security Force



*(Source: Human Resource in KSF)*

# Gender Equality in Kosovo Customs, Kosovo Police and Kosovo Security Force

- There are currently small numbers of women in three main uniformed services, and even less in decision-making positions: the Kosovo Customs (KC), Kosovo Police (KP), and the Kosovo Security Force (KSF).
- There is a problem because the LGE No.2004/2 considered women's participation below 40% low and unequal. Participation of women in KC, KP, and KSF is below 40 % and the number of women involved in decision making is very few.



## Big Issues Identified?

- The lack of law implementation No.2004/2 regarding gender equality has been found in this research. Since the 2004, this Law has been passed.
- It was also found that the UN Resolution UNSCR 1325 on Women, Peace, and Security is not implemented at all.
- **The problem statement:** A small number of women among these three institutions contribute to negative attitude and lack of efficiency. A small number of women may result in (a) presence of gender discrimination , (b) lack of democratic governance and pursuing human rights.

# The Project Methodology

## Quantitative Aspect

This project employed a qualitative, quantitative, and comparative methodology.

- The quantitative aspect include:
  - analyzing current data from KC, KP, and KSF;
  - International conventions such as UN CEDAW,
  - the Kosovo Constitution
  - The Law on Gender Equality
  - project reports, action plans were also analyzed.
  - questionnaires were designed and distributed to men and women in KC, KP, and KSF with diverse grades and professions in order to determine whether there are gender inequalities as a result of unequal access to opportunities.

# The Project Methodology

## the Qualitative and Comparative Aspect

- The qualitative method of research includes:
  - the conduction of interviews with the directors of Human Resources (HR) of KC, KP, and KSF to identify policies, the life cycle of the staff, and retention and promotion policies .
- The comparative method includes:
  - analyzing practice from other countries; to comprehend whether gender based differences occurred among customs, police and military officials of United States and Slovenia.

## Number of Questionnaire Delivered

Institutions	Positions	Number of Questionnaire Delivered	Number of Questionnaire Received
• Kosovo Customs	Customs Officials	18	18
• Kosovo Police	Police Officials	18	18
• Kosovo Security Force	Military Officials	18	18
• Total number of respondents/officials	KC, KP, and KSF	54	54

# International Study Cases: the United States of America and Slovenia

## Women's participation in Customs, Police, and Military

### Customs:

- Women in Customs and Border Protection in **US** represent **44 %** of the CBP. (Kosovo 23.48%)
- The percentage of female participation in Custom's Administration of the Republic of **Slovenia** is **34.5 %**. (Kosovo 23.48%)

### Police

- The police officers in the **US** are **17%** of female. (Kosovo 14.5%)
- Female police officers in **Slovenia** represent **22%**. (Kosovo 14.5%)

### Military

- Number of women serving in the **US military** in 2011 is **14.6%**. (Kosovo 8%)
- Female Participation in the **Slovenian Army Force** is **19%**. (Kosovo **8%**)

# Women in decision-making in Customs, Police, and Military in the US and Slovenia

## Customs in the US

- Women in decision-making in US Police: Of all supervisory and command positions, around 9% were women. (Kosovo out of 17 Directorates and Departments there are only 2 women)

## Customs in Slovenia

- Women in decision-making are 7 out of 21 male in Custom's Administration in the Republic of Slovenia.

# Women in Decision-making in the US and Slovenia

## The Police in the US

Of all supervisory and command positions, around 9% were women (Kosovo 2 women colonel and 2 lieutenants colonel)

## The Police in Slovenia

Slovenian Police is divided into 8 directorates. All heads of this directorates are male, there is not any female.

## Military in the US

was at the very highest rank of General-Admiral. In the rank of Admiral there are 7%. (Kosovo only 1 women is involved as a Colonel and 1 Lieutenant-Colonel)

## Military in the Slovenia

Women in the Slovenian Army Force in higher ranks such as general, brigadier, and colonel are not involved at all remains under represented.

## Female participation by more or less than 40% quota

	Male			Female		
	Less	Enough	More	Less	Enough	More
Kosovo Customs	12.5%	75.6%	12.5%	0%	80%	20%
Kosovo Police	0%	87.5%	12.5%	0%	70%	30%
Kosovo Security Force	37.5%	50%	12.5%	0%	80%	20%

*(Data from project analysis as shown figures 3.3, 4.7, and 5.7)*



# Recommendation # 1

- The implementation of appropriate legislations and UNSCR 1325 are important steps to combat inequality. Therefore, is recommended to implement existing legislations and adopt the respective resolution.
- Serious constraint to achieve gender equality is the lack of implementation of the law and resolution.
- The Slovenian Army Force has created the amendment to the Defense Act (Article 16) .

# Is there discrimination with Promotion?

	Male		Female	
	Discriminative	Non-discriminative	Discriminative	Non-discriminative
Kosovo Customs	50%	50%	80%	20%
Kosovo Police	12.5%	87.5%	80%	20%
Kosovo Security Force	0%	100%	20%	80%

*(Data from project analysis as shown figures: 3.9, 4.9, and 5.9)*

# Recommendation # 2 and 3

- Therefore, it is recommended that agencies of KC, KP should develop policy for enhancing women's representation and to combat existing gender inequality in decision-making process.
- The implementation of legalized quota of 40% are part of this policy.
- The KSF Agency must identify obstacles and barriers that affect the non-implementation the existing policy for "human rights and gender equality" since 2009.
- The purpose of this Policy is to promote, encourage and facilitate gender equality (such as attitude of women in KSF, who are not considered that there is not discrimination in promotion).

## Is there gender equality in KC, KP, and KSF?

	Male		Female	
	No	Yes	No	Yes
Kosovo Customs	13%	88%	80%	20%
Kosovo Police	0%	100%	70%	30%
Kosovo Security Force	0%	100%	90%	10%

*Data from project analysis as shown in figures: 3.5, 4.4, and 5.4.)*

# Adequacy of female participation in KC, KP, and KSF ?

	Male		Female	
	Enough	Not enough	Enough	Not enough
Kosovo Customs	25%	75%	10%	90%
Kosovo Police	37.5%	62.5%	10%	90%
Kosovo Security Force	37.5%	62.5%	10%	90%

# Recommendation # 3

- In order to improve gender equality, it is recommended that agencies of KC, KP, and KSF should have strategic plan for gender equality in order to combat gender inequality.

## Benefits of strategic plan:

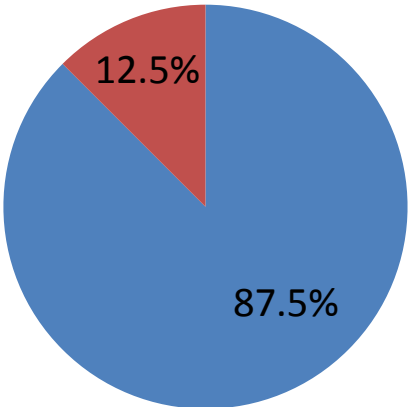
- Set overall goals for GE in long term,
- The organization can allocate its resources
- Set opportunities earlier.

# **Why Strategic plans are important to advance women's role?**

The comparison between US and Slovenia brings to a conclusion how important are strategic plans. For example, US Customs and Border Protection have the strategic plan “Diversity and Civil Rights Strategic Implementation Plan 2010-2015”.

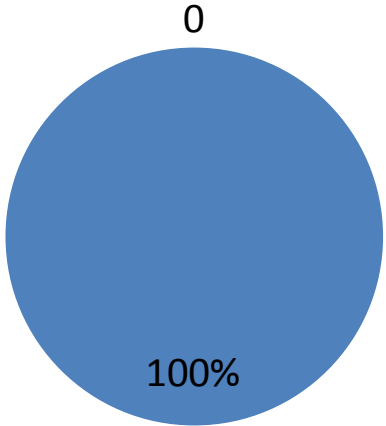
# Customs doesn't have any unit, sector, and even any person for gender issue, what's your opinion about that?

Male%



- Customs should have a gender person 7
- Shouldn't have 1

Female%



- Customs should have a gender person 10
- Shouldn't have 0



## Role and Effectiveness of Existing Gender Offices

- It can be assumed that role of office for gender equality within KP and KSF has not been associated with affirmative actions toward gender issues, as it is supposed to do, considering factors below:
- Women are underrepresented in the context of participation and in decision-making.
- The LGE is not implemented in practice, even though is in force.
- Even though the policy for human rights and gender equality in KSF exists, it is not implemented.

# Recommendations # 4 and 5

- Therefore, it is recommended for Customs to appoint a gender person.
- It is also recommended that excising office for GE within KP, and KSF should work more in creating other approaches for promoting gender equity towards incorporating gender concerns in their institutions.