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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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

<table>
<thead>
<tr>
<th>Institutions</th>
<th>Current Situation of Female %</th>
<th>Legal Requirements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kosovo Customs</td>
<td>23.48 %</td>
<td>40 %</td>
</tr>
<tr>
<td>Kosovo Police</td>
<td>14.5 %</td>
<td>40 %</td>
</tr>
<tr>
<td>Kosovo Security Force</td>
<td>8.00 %</td>
<td>40 %</td>
</tr>
</tbody>
</table>

*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

<table>
<thead>
<tr>
<th>Institutions</th>
<th>Positions</th>
<th>Number of Questionnaire Delivered</th>
<th>Number of Questionnaire Received</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Kosovo Customs</td>
<td>Customs Officials</td>
<td>18</td>
<td>18</td>
</tr>
<tr>
<td>• Kosovo Police</td>
<td>Police Officials</td>
<td>18</td>
<td>18</td>
</tr>
<tr>
<td>• Kosovo Security Force</td>
<td>Military Officials</td>
<td>18</td>
<td>18</td>
</tr>
<tr>
<td>• Total number of respondents/officials</td>
<td>KC, KP, and KSF</td>
<td>54</td>
<td>54</td>
</tr>
</tbody>
</table>
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

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Less</td>
<td>Enough</td>
</tr>
<tr>
<td>Kosovo Customs</td>
<td>12.5%</td>
<td>75.6%</td>
</tr>
<tr>
<td>Kosovo Police</td>
<td>0%</td>
<td>87.5%</td>
</tr>
<tr>
<td>Kosovo Security Force</td>
<td>37.5%</td>
<td>50%</td>
</tr>
</tbody>
</table>

(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?

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Discriminative</td>
<td>Non-discriminative</td>
<td>Discriminative</td>
</tr>
<tr>
<td>Kosovo Customs</td>
<td>50%</td>
<td>50%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>80%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>20%</td>
</tr>
<tr>
<td>Kosovo Police</td>
<td>12.5%</td>
<td>87.5%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>80%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>20%</td>
</tr>
<tr>
<td>Kosovo Security Force</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>20%</td>
</tr>
<tr>
<td></td>
<td></td>
<td>80%</td>
</tr>
</tbody>
</table>

(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?

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>No</td>
<td>Yes</td>
</tr>
<tr>
<td>Kosovo Customs</td>
<td>13%</td>
<td>88%</td>
</tr>
<tr>
<td>Kosovo Police</td>
<td>0%</td>
<td>100%</td>
</tr>
<tr>
<td>Kosovo Security Force</td>
<td>0%</td>
<td>100%</td>
</tr>
</tbody>
</table>

Data from project analysis as shown in figures: 3.5, 4.4, and 5.4.)
Adequacy of female participation in KC, KP, and KSF?

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Enough</td>
<td>Not enough</td>
</tr>
<tr>
<td>Kosovo Customs</td>
<td>25%</td>
<td>75%</td>
</tr>
<tr>
<td>Kosovo Police</td>
<td>37.5%</td>
<td>62.5%</td>
</tr>
<tr>
<td>Kosovo Security</td>
<td>37.5%</td>
<td>62.5%</td>
</tr>
<tr>
<td>Force</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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%**
- 87.5%: Customs should have a gender person
- 12.5%: Shouldn't have

**Female%**
- 100%: Customs should have a gender person
- 0%: Shouldn't have
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.