**Country: Kosovo[[1]](#footnote-2)**

**Project Title:** Youth Development, Gender Norms and Human Security in Kosovo:

Supporting youth as drivers of gender equality, development and positive peace

**FWs resources will support:**

**An ongoing output/existing project**

**A new output/existing project**

**A new project**

**Expected Strategic Plan Output:**

Outcome 1: Advance Poverty Eradication in All Its Forms and Dimensions

Output 1.6.1: *Country-led measures accelerated to advance gender equality and women’s empowerment.*

Outcome 3: Strengthen Resilience to Shocks and Crises

*Output 3.3.2: Gender-responsive and risk-informed mechanisms supported to build consensus, improve social dialogue and promote peaceful, just and inclusive societies.[[2]](#footnote-3)*

**Expected CPD Output(s):**

RRF Outcome #2: *By 2025, women and men in Kosovo, particularly youth and vulnerable groups, have increased access to decent work and benefit from sustainable and inclusive economic development that is more resilient to impacts of climate change, disasters and emergencies*.

**Start/End Dates:** 01 Nov 2021 – 30 Apr 2023

**Implementing Partner:** UNDP Kosovo

**Name of Regional Advisor Endorsing the proposal:** TBD

**Brief Description**

This project aims to empower youth as drivers of gender equality, development and positive peace through consolidating and supporting youth-led innovative and transformational development responses to the impact of gender norms and stereotypes, especially in the aftermath of the COVID-19 pandemic. To achieve this, UNDP will: a) research and raise awareness about the impact of gender norms on youth development and socio-economic opportunities; b) strengthen the capacity of youth to jointly address these issues through a sustainable network of formal and informal groups; and c) seek synergies with institutions and key stakeholder to ensure an enabling environment for youth activism, particularly in relation to reducing gender gaps in Kosovo, and d) accelerate skills-building platforms for advancing Kosovo’s Future of Jobs agenda, including through digital transformation.

The project is aligned to UNDP’s youth-focused and gender-sensitive response to the socio-economic impact of the pandemic, as well as the UN’s Socio-Economic Response Plan for Kosovo, and has an intersectional approach combining human security, gender equality, development, social cohesion, and youth empowerment programming. By supporting better platforms, capacity, and tools for youth to lead on addressing and breaking down negative gender norms, and voice their perspectives and solutions, the project will have a positive impact on the civic engagement and participation of young women and men in the economic and public life of Kosovo.

The project will target different regions of Kosovo and will empower and engage with youth groups and young people leaders between 18 and 29 years of age belonging to different communities, including vulnerable and marginalised groups. Moreover, the aim is to build bridges and networks between CSOs, media, academia, as well as institutions (The Ministry of Youth, Sports and Culture (MCYS), The Ministry of Education, Science, Technology and Innovation (MESTI) and The Ministry of Finance, Labor and Transfer (MFLT)). However, the project is keen to support youth participation at different stages of design, planning and implementation of programs to enhance their lasting empowerment as active citizens and agents of positive peace.

As a GEN3 project, its inclusive and intersectional programming and thematic focus addresses the socio-economic impact of negative gender norms/stereotypes and supports gender equality and empowerment of young women. Nonetheless, the project also targets young men and boys to engage them as allies and agents of change in eradicating gender gaps, inequality, and other obstacles to building social cohesion, human capital and positive peace.

Programme Period: 18 months

Atlas Project Number: 00138600

Atlas Output ID: 00128669

Gender Marker: 3

Total resources required: 320,947

Total allocated resources: \_\_\_\_\_\_\_\_\_

* Regular \_\_\_\_\_\_\_\_\_
* Other:
  + Funding Windows (GCPR) $ 320,947
  + Donor N/A \_
  + Government \_N/A\_\_\_\_\_\_\_\_

Unfunded budget: \_\_\_N/A\_\_\_\_\_\_

In-kind Contributions \_\_N/A\_\_\_\_\_\_\_

Endorsed by UNDP CO DRR: Niels Knudsen

# Development Challenge (1/3 page)

*Describe the development challenge that the project seeks to address and how it is relevant to national/regional/global development priorities, as relevant.*

Fostering social cohesion, economic development, gender equality, peace and trust-building in a transitional post-conflict society requires an inclusive and participatory process that enables and empowers young women and men as positive agents of change, while also moving beyond divisive conflict narratives. In the five years since the landmark adoption of UN Security Council Youth, Peace and Security Resolution 2250, there have been many local, regional and international initiatives and programmes aiming to empower young people across the world as active agents of change, peace and development. UNDP Kosovo has a successful track record of supporting initiatives to advance the positive role of young men and women in line with the 2030 Agenda and the Sustainable Development Goals (SDGs), including through the Regional Youth Cooperation Office (RYCO) Project, and, most recently, as the coordinating agency for the joint project *Empowering Youth for a Peaceful, Prosperous, and Sustainable Future in Kosovo* (EYPPSFK) (PBF-funded). However, young women and men in Kosovo continue to face disproportionate social, economic and political barriers which prevent them from unleashing their full potential. This is particularly important given the fact that Kosovo has the youngest population in Europe with 55.9% of its population under 25 years old[[3]](#footnote-4), and its future lies with its youth and their meaningful participation in political, socio-economic, and environmental processes.

At the same time, the volatile political climate, and the social, economic and educational **impact of the Covid-19 pandemic** have increased the risk of further marginalisation of youth and of young women, in particular.[[4]](#footnote-5) This is visible, for instance, in the alarmingly high ***unemployment*** rates among youth and the disruptions to education that can lead to serious long-term consequences for young people. Moreover, youth are susceptible to personal, social and economic risks, including low self-esteem, substance abuse, violence, crime and increased exposure to radicalisation.[[5]](#footnote-6) Women are also disproportionally affected by unemployment rates (61% of unemployed youth are women whereas 44.1% are men[[6]](#footnote-7)) and are overrepresented in the informal economy (mostly doing care work), which further hinders gender equality and the much-needed participation of women in Kosovo’s economy and public life. Disruption to ***education*** also has a particularly adverse effect on poorer students, and the situation is especially serious for girls and young women who are disproportionately excluded from education.[[7]](#footnote-8) Moreover, young women and girls from non-majority communities and those living in poverty already had low school attendance rates, which have been further exacerbated by the pandemic. The lack of digital literacy, limited access to IT equipment and overall quality of e-learning facilities have further exacerbated these challenges.

In addition, new economic challenges, the limited freedom of movement due to COVID-19 restrictions, and the intense social media exposure to polarising propaganda and hate speech have been added to the toll of known **social cohesion** and **human capital**[[8]](#footnote-9) inhibitors in Kosovo (conflict legacy, antagonist conflict narratives provided in two parallel education systems, extremely limited cross-community interactions). These issues have been highlighted by youth in Kosovo, and across the Western Balkans region, when expressing what their main concerns were. In relation to this, the Kosovo Youth Perception Study (2021) conducted for the EYPPSFK project identified that the top three challenges concerning Kosovo youth were: 1) the lack of job opportunities (81%), 2) poverty or poor economic situation (68%), and 3) nepotism/corruption (42%). At the same time, although the participants indicated that inter-ethnic relations are tense and referred to conflict memories as one of the major factors influencing inter-community relations, they share common concerns and desire to improve these. To tackle this, more than two in five of the respondents (42%) mentioned increasing tolerance and understanding for one another as the main solution, and 30% of the respondents cited providing equal opportunities for participation in the ongoing political, economic and social processes as key to this process.

Concerning ***gender equality and women’s rights***, Kosovo has made progress in the last two decades, particularly towards aligning legislation with international standards.[[9]](#footnote-10) This is important considering the inter-linkage between gender equality, development and human security.[[10]](#footnote-11) However, gender inequalities continue to be pervasive in Kosovo, as women and girls remain underrepresented, marginalised, and face additional challenges in numerous sectors.[[11]](#footnote-12) Major concerns remain with regards to prevalence of gender-based violence, discrimination in the labour market, and gaps in access to justice, finance and property ownership.[[12]](#footnote-13) In addition, one in three young people in Kosovo are not in employment, education, or training (NEET), a labour market concern even more prevalent among women (34.9 compared to 28.3 percent of men).[[13]](#footnote-14) Kosovo has the widest gender gap in labour force participation in the Western Balkans, given that[[14]](#footnote-15) are not active in the labour market, compared to 41.1% of men,[[15]](#footnote-16) [[16]](#footnote-17)while the gender wage gap has been estimated to be around 5.9 percent. Among the key reasons behind this, research on women’s economic inactivity in Kosovo has identified the overall lack of job opportunities in combination with the gendered character of available jobs (lack of jobs that are ‘fit’ for women), and societal expectations for women to work in unpaid care work.[[17]](#footnote-18) Under the impact of the pandemic on the labour market and the increasing demand for proficient technical and digital skills, more needs to be done to enhance equal access for women to developing ICT skills. This is particularly important because Kosovo employers have underlined the mismatch of skills with the labour market demands, whilst, at the same time, they have also assessed men to be much better qualified at demonstrating specific technical and computer skills.[[18]](#footnote-19)

Given that these ‘scarring effects’ from unemployment and periods of inactivity often translate into lower productivity and human capital accumulation later in life, women can find their upward economic mobility prospects substantially impaired, which in turn affects Kosovo’s economic growth potential.[[19]](#footnote-20) It has been approximated that this may “amount to potential economic losses in gross income per capita of approximately 28 percent.”[[20]](#footnote-21) Therefore, to reduce gender pay gap and occupational gender segregation, sustainable solutions not only need to improve the representation and productivity of women, but also address structural factors that trigger discrimination and gender stereotypes in the labour market and beyond.[[21]](#footnote-22) What is needed, for instance, is to equally include young women and men, together with different categories of men and women from minorities, vulnerable groups as part of relevant solutions to advance gender equality and development.

In relation to this, as shown by RYCO’s recently published Shared Futures report, “when asked about the ***impact of gender*** on their opportunities – whether economic, status, power and freedom of choice – young women and men did not have strong or differing views on the issue.”[[22]](#footnote-23) This highlights the necessity to continue researching the topic, open youth-led discussions and raise awareness about the gendered character of key challenges faced by youth in the region, including Kosovo. The benefits of supporting youth to participate in **development, gender equality and peacebuilding processes** have also been clearly shown by impact of the EYPPSFK project in relation to developing skills and leadership capacity. For example, young women from different communities in Kosovo were successfully trained and mentored by collaborating with institutions (vertical cohesion) and supported to develop practical project initiatives in line with the implementation of UNSCR 2250 and addition, UNSCR 1325 principles in their own communities.[[23]](#footnote-24) In addition, there were concrete individual benefits for youth, including access to employment opportunities. Almost all young women who participated, for instance, in the mentorship programme received long-term employment opportunities immediately afterwards.

Therefore, policy intervention and immediate action are needed in support of youth to voice their concerns, and find solutions alike to address the multiple socio-economic challenges and widening gender gaps, exacerbated now by the COVID-19 crisis.

# Strategy (1/2 page)

*Explain the detailed theory of change (ToC) for this project and what UNDP with partners will do to address the development challenge described above. Identify the approach that has been selected, with a clear rationale backed by credible evidence, integrating gender concerns into the approach. Identify what knowledge, good practices and lessons learned (including from evaluation) have informed the analysis of available choices and the selected strategy.*

This proposal will build on the EYPPSFK project legacy by working with a network of young women and men as their peers and allies[[24]](#footnote-25), to become gender equality and human rights advocates and entrepreneurs as well as creating spaces for positive youth interaction and dialogue potentially at both central and local level to build common understanding and empathy, and hence advance human security and positive peace[[25]](#footnote-26). To this end, the project combines human security, gender equality, development, social cohesion and youth empowerment programming beyond the interpersonal level. More exactly, the project focuses on the meso level: the role of institutions, formal and informal women’s and youth groups, social networks, media, CSOs, and academic institutions, as channels that could bridge and create links across societal divisions and enable young women and men to formulate and tackle these issues themselves. Moreover, the project team is expected to cooperate closely with the Ministry of Youth, Sports and Culture (MCYS), the Ministry of Education, Science, Technology and Innovation (MESTI) and the Ministry of Finance, Labour and Transfers (MFLT). Finally, youth participation at different stages of design, planning and implementation of programs will be priorities by the project to enhance their lasting empowerment as active citizens and agents of positive change.

UN-led initiatives like the EYPPSFK joint project funded by PBF have been in line with the Deputy Secretary-General’s reiteration of the importance of (1) *narrowing the gap between normative and practical realities of the 2250 agenda*, and of (2) *increasing the investment in youth-led peacebuilding*.[[26]](#footnote-27) Moreover, through the United Nations Integrated Strategic Framework on Kosovo (ISF), the United Nations family has been focused on creating “closer synergies between its development and its peace and security pillars in the pursuit of mutually agreed objectives in the areas of intercommunity trust-building as well as justice, rule of law and human rights.”[[27]](#footnote-28) Within this framework, **by focusing on youth empowerment and gender equality, the project will match key strategic priorities of the UN Development System, and build synergies between the youth agenda, gender equality, human development, and security***.[[28]](#footnote-29)* Accordingly, the project strategy is primarily aligned with the UNSDCF 2021-2025 Priority Area 3: *Resilient, sustainable and inclusive economic development*[[29]](#footnote-30)(emphasis on youth, vulnerable groups, labour market and women’s economic empowerment), as well as the Cross-cutting Theme*:* *Increased gender equality and rights-holders’ participation, empowerment, and civic engagement*.[[30]](#footnote-31)[[31]](#footnote-32) At the same time, the project is in line with CPD 2021-2025, Outcome 2:[[32]](#footnote-33) *By 2025, women and men in Kosovo, particularly youth and vulnerable groups, have increased access to decent work and benefit from sustainable and inclusive economic development that is more resilient to impacts of climate change, disasters and emergencies.* Nevertheless, this project is also cross-thematic, and it is expected that its results will partially spill-over in different priority areas. For example, *accountable governance* and an enabling environment may also be supported through the engagement of skilled youth in efforts to enhance gender equality and build transparency, meritocracy, and efficiency of institutions. On a smaller scale, the project may also continue testing assumptions inherited from previous UNKT initiatives around *social cohesion*, by seeking to build trusts between young men and women belonging to different communities (horizontal cohesion), as well as through supporting youth activists and groups to engage with institutions in tackling gender equality and youth policies (vertical cohesion).

**Guiding principles:**

1. **Further empowering youth as changemakers/peacebuilding actors**

On the one hand, in line with the idea of negative peace, youth do not necessarily see 'lack of security/safety' and ‘risk of inter-ethnic violence’ as major issues of concern,[[33]](#footnote-34) and they have increasingly positive views on relations across different communities.  On the other hand, Kosovo needs to continue empowering youth activists and youth organisations as agents of change in building (positive) peace through socio-economic development, genderequality andestablished habit of working together (inter-community, across gender, etc).

1. **Focus on the meso level - targeting youth organisations and groups and support partnerships with Kosovo institutions and UN stakeholders**

In coordination with MCYS & MESTI, youth formal and informal groups, women’s organisations and Kosovo institutions, maximise impact and synergies, including with UN Women and UNICEF, to enable new and old beneficiaries of UN Kosovo youth initiatives and beyond to cooperate and contribute to a more sustainable network/platform for youth as agents of change.

1. **Youth engagement in project design and implementation**

Ensure the project is sensitive to youth perspectives and ideas about how they understand peace, security and development. This will be instrumental not only to enhance previous initiatives and assumptions about this area of work, but also in maximising the potential for youth ownership of the project activities and the sustainability of the results. Youth are part of the designing process through data and through open discussions with them, while at the implementation stage young women and men will be involved as active implementers of project activities, but also in the designing of training modules. The youth-inclusive process is expected to drive innovation and prompt the project team and partners *to think differently and to ask different questions*.[[34]](#footnote-35)

1. **Gender lens, Inclusiveness,** **and intersectionality (ethnicity, marginalised groups)**

Adopt a human-centred empathy-building approach to the programming and thematic focus of the project by addressing harmful gender norms, promoting gender equality, inter-ethnicity and reaching out to and including youth from different communities (beyond Albanians and Serbs), and the most vulnerable and marginalised groups (non-majority communities like R.A.E., youth with disabilities, LGBTIQ+). Addressing gender norms and stereotypes within this project, will require tackling issues beyond promotion of women’s rights and eliminating gender-based discrimination and working with young men and boys, as well as other vulnerable or non-dominant groups.

**Theory of Change:**

***If***youth from different communities are offered spaces to come together to identify and address the impact of gender norms on socio-economic issues through an established Kosovo wide network of youth organisations and groups, and

***if***institutions and relevant stakeholders enableyoung women and men to develop and employ skills and knowledge to tackle gender norms through impactful civic engagement and youth-inclusive advocacy,

***then*** gender equality, human capital, social cohesion and positive peace are enhanced, ***because***youth have better platforms, capacity and tools to promote gender equality and lead on addressing and breaking down gender stereotypes influencing their development and transition to adulthood.

# Results and Partnerships (1.5 page)

***Expected Results***

*Describe the planned interventions of the project and explain why those interventions are best suited to achieve the intended results, linking this to the theory of change. State what change we expect to see that will be attributable to the project.*

**The project will aim to:**

* + Overall, investigate the challenges driven by a gendered socio-economic environment on youth development and gender equality, and support initiatives to address this through youth-focused and youth-led policies and action.
  + Research the impact of social and gender norms on the professional development and employment choices of young men and women, and human capital at large, and the need to raise awareness about these issues among young people, institutions and civil society.
  + Identify and start to address the ways in which social and gender norms contribute to youth being streamed into gender-specific jobs that may not be equally valued and remunerated (e.g. young women in social work and services and young men in technical and IT fields).
  + Support an enabling environment to develop youth-led networks, institutional policies, educational plans and training curricula to tackle negative gender norms that harm gender equality and youth development.

The desired **Outcome** of this project is to enhance gender equality, human capital, social cohesion and conditions for positive peace in Kosovo ***by increasing awareness and capacity of young women and men from different communities to tackle the influence of gender norms on human security and socio-economic issues, and by supporting institutionalisation of youth-focused initiatives and priorities.***

Expected Output:

***Output 1:****Young women and men, and youth groups are empowered to jointly address shared challenges and the impact of gender norms on their development and socio-economic opportunities*

Under this output, project initiatives are expected to, firstly, raise awareness about the impact of social and gender norms on youth development and on their socio-economic opportunities; secondly, to engage and increase the capacity of young activists and youth organisations to identify and address these issues by working together; and thirdly, to seek for institutional support and an enabling environment for sustainable youth-focused polices and action. It will be paramount to address the effects of the Covid-19 crisis on youth, and particularly young women. Youth groups and young leaders will be supported as positive agents of change in the recovery from pandemic. The project is expected to empower youth and stimulate civic engagement while showcasing and supporting youth-led actions to promote gender equality as a catalyst for socio-economic development, human security and positive peace. The results under this output will be employed to enhance synergies amongst youth initiatives, inform Kosovo institutions about positive youth actions, and showcase their accomplishments and impact on their communities. This output will also facilitate networking and knowledge exchange amongst youth to build their understanding of political, social, economic and security issues from a gender perspective.

Key output aims:

* Foster a conducive space for youth organisations and young leaders to engage with academia, expert community, civil society and central institutions to discuss and address challenges posed by gender norms and stereotypes to their socio-economic development.
* Build knowledge and skills for young women and men to overcome and break down societal and gender stereotypes as barriers to their professional development & build capacity to combat discrimination and gender occupational stereotypes within civil society, institutions and bodies responsible with educational and vocational development of youth.
* Empower young women and men from all communities to discuss, formulate and influence youth-focused policy proposals addressing gender equality and discrimination.
* Contribute to an enabling environment for youth-led gender-sensitive initiatives, solutions and advocacy. On the long-term, as a catalytic effect, public institutions will support the efforts of youth organizations, movements and networks to foster inclusive peace within and between communities.

To achieve this, the following activities and interventions are planned:

**Activity 1.1.** Youth organisations and youth leaders conduct inclusive research through mapping challenges to human security, gender equality and socio-economic development posed by gender norms and stereotypes.

* The objective is to enable a youth-led, inclusive investigation on their perspectives, outside the normal framing of previous youth studies/surveys. This will be materialised in digital publication, followed by a social media campaign.

**Activity 1.2.** Develop a gender-responsive and anti-stereotyping manual/toolkit and training of trainers' programmes to be used by vocational training institutions to eradicate gender-blindness in their activities

* This will be facilitated by cooperation between youth, CSOs, the academia, research organisations and the Ministry of Youth, Sports and Culture (MCYS), and, on the long-term, it will be utilised to decrease gender disparity in professional development.[[35]](#footnote-36)

**Activity 1.3.** Support the development of an educational and professional digital networking platform in cooperation with MCYS and MESTI for youth across different ethnic groups, organisations, and individuals to connect, undertake research and raise voice on addressing negative gender norms.

* This activity[[36]](#footnote-37) will act as a connector between Activities 1.1 and 1.2 with the aim of institutionalising results and gathering age and gender disaggregated data.

**Activity 1.4.** Organise programming bootcamps for youth (ensuring inclusive participation across gender (s) and ethnic groups) consisting of high intensity and high-quality trainings focused on data and programming languages.

* This activity will equip beneficiaries with ICT skills to better match labour market demands and tackle gender barriers to employment. It will thus be sensitive to promoting non-traditional work experience opportunities for young women, with specific focus on tackling gendered segregation of traditionally accepted “masculine” and “feminine” jobs and the barriers in opening professions beyond sex/gender identity. The activity will also be utilised to support the implementation of the platform developed under Activity 1.3.  For this activity, the project will organise bootcamps spread over 10 days and will target 60 young participants outside Pristina.

**Activity 1.5**. Organise a Citizens’ Assembly on the topic of *Youth Attitudes Towards Gender Equality.*

* This innovative deliberative democratic gathering[[37]](#footnote-38) of young people from targeted municipalities (50 young men and women chosen to represent the diversity of Kosovo communities) will take on the exciting challenge of coming up with ideas and actions to address *gender norms, socio-economic challenges and opportunities for youth.* In cooperation with MCYS, municipal gender officers and respective directorates, and CSOs, it will represent a premiere for Kosovo to use this tool of deliberative democracy and a unique opportunity for youth to lead policy discussions and proposals.

**Activity 1.6.** Establish a Gender Equality Youth Panelmade up of young women and men volunteers to oversee the recommendations of the Citizens Assembly through the continuous assistance of MCYS.

* Additionally, develop synergies with existing youth platforms like the *Youth Advisory Board* (USAID’s “Up to Youth” project) to also support the recommendations of the Assembly to develop a Kosovo-wide comprehensive and inclusive approach to the engagement of youth for gender equality. This should foster new ideas and opportunities for dialogue between families/parents, schools, political parties, youth groups, CSOs and the media.

***Resources Required to Achieve the Expected Results***

*Describe what resources are required to achieve the expected results. Thinking about the change pathway in your theory of change, state the key inputs (people, purchases, partnerships, etc.) that are required to deliver the outputs. Explain the need and rationale for FW investment.*

The project will establish an implementation unit comprised of two national staff and shall engage specialised technical expertise on a need to basis. Governance and Peacebuilding Portfolio Manager/Deputy Programme Coordinator will provide quality assurance and technical oversight to ensure timely, effective, and efficient implementation of the project, as per the work plan and available financial resources.

When required, the project will also draw from resources available in UNDP Kosovo and from the Istanbul Regional Hub including the expertise available through UNDP’s global policy network platforms. For the project to contribute at outcome level, cooperation with the young women and men from all communities, central and municipal institutions, and NGOs/CSOs, is a pre-requisite.

Institutional mandates, comparative advantages, areas of expertise, building on previous results – all are resources which will contribute to the achievement of expected results, in addition to financial and human capacities. Where possible the project will seek to partner with existing UNKT projects and activities, including those implemented by other international organisations as means to increase the footprint of the project.

Altogether, the FW investment supporting this project will serve as an opportunity for UNDP Kosovo to contribute to one of the main cross-thematic priority areas of the 2021-2025 Cooperation Framework on advancing gender equality and youth empowerment.

***Partnerships***

*Describe how the country office will work with partners to achieve results. Please indicate how the requested funds will complement other funds or help mobilise additional resources toward programmatic ambitions and sustainability.*

Ownership, both from the target beneficiaries and Kosovo institutions, is crucial if planned interventions are to achieve its main objectives. The successful implementation of the project is dependent on the engagement of young women and men from all communities living in Kosovo but also of central and municipal institutions with a mandate to work with and support youth development. The role of institutional mechanism in this process must be acknowledged from the governing aspect (capacities to address the needs of young women and men from different communities, including those of marginalised groups) and the functionality of the rapport (trust) between the institutions and these groups. Active citizenry is crucial to understand, challenge, and introduce new ways of thinking on gender norms, gender equality, their effect on social cohesion but also on the opportunities for development and self-realisation. The CO will maintain regular communication with local and central level stakeholders to disseminate results, lessons learned, challenges and strategies for future. The same level of communication will be maintained with development partners who have interest and strategies working with youth, to explore areas of common interest and potential partnerships.

***Young people, youth and women’s organisation, and other CSOs/NGOs***

The project will engage with youth formal and informal groups and target Kosovo youth activists between 15 and 29 years of age with interest in civic engagement, sustainable development and gender equality in all regions and in both urban and rural areas. UNDP will apply results-oriented management and a culturally sensitive, gender-responsive, human rights-based, multi-sectoral approach to programming that engages local communities, the realisation of human rights for all, social and gender equity to *leave no one behind* with a view to building sustainable impact.

UNDP will apply a community mobilisation approach by partnering with youth and women NGO/CSOs to fine-tune planned interventions. The bottom-up approach will inform the final design of activities and approach to youth engagement aiming to ensure a buy-in and sustainability of interventions.

Earlier results of engagement with youth-led/oriented and women CSP/NGOs, through bottom-up solutions and active citizenry, proved that the key dimensions of their role include the i) promotion of active participation; and ii) the social empowerment of groups and the realization of human rights, social transformation, and democratic development. CSOs/NGOs are instrumental when reaching out to young women and men and encouraging participation from target groups.

***The Agency for Gender Equality***

UNDP maintains regular communication and cooperation with the Agency for Gender Equality in Kosovo and especially on activities that contribute to the Kosovo Program for Gender Equality. This project will also contribute to this Program and will be coordinated and consulted with the Agency for Gender Equality.

***Municipalities***

At the local level, municipalities are in charge for implementation of youth policies and strategies, more exactly the Directorates for Culture, Youth and Sports and the Directorates for Education. Local institutions and bodies are responsible to provide required human and financial resources to implement youth programmes, create public spaces for development of youth educational and training initiatives, support youth organisations to deliver informal education and other development activities, develop policies and strategies for local youth, while cooperating with Local Youth Councils. The project will aim to support targeted municipal directorates of youth through activities like the internship programme. This will be especially important given that local level youth bodies have been reported to lack capacity, funding, knowledge or cooperation mechanisms with central institutions to effectively create and implement youth development strategies.[[38]](#footnote-39) The project will also have a close cooperation and involvement of the municipal gender officers from the side of the municipalities at different stages of the project, building on the positive cooperation with them during the EYPPSFK project.

***Ministry of Culture, Youth and Sports (MCYS)***

As part of the cooperation and sustainable partnership with the ministry UNDP has already informally discussed the overall concept of the project, which was well received – the ministry has indicated a willingness to play a partner role and engage with UNDP in all stages of project development and implementation. The planned cooperation with the ministry through this project will build on 2020-2021 cooperation which saw UNDP implement active labour market measures through an internship scheme on behalf of the ministry for recently graduated youth (EUR 500,000) as means of supporting them during the COVID-19 pandemic.

The project is particularly aligned to the MCYS’ *Youth Strategy 2019 - 2023* and Action Plan, which aims to improve the situation of young people, including all parties of interest from the central and local level. The Strategy also aims to support collaboration between youth organisations as well as between central and municipal bodies to help strengthen youth policies and programmes, and incorporate social inclusion (gender, ethnicity, rural / urban youth and other marginalized groups) as a general approach to its actions. Thus, the project will seek support from and synergies with MCYS in implementing its initiatives, such as creating spaces for youth dialogue and research and setting up a digital platform (under Activities 1&3) or conducting the Citizens Assembly to propose youth policies (under Activities 5&6).

***Ministry of Education, Science, Technology and Innovation******(MESTI)*** and

**The Ministry of Finance, Labor and Transfer**

Kosovo’s vocational education and training (VET) system is managed by multiple bodies, including MESTI and MFLT, as well as the Agency for Vocational Education and Training and Adult Education (AVETAE) and municipal education directorates. Thus, the implementation of this project’s objectives regarding vocational training and market skills-building for youth to foster gender equality, will benefit from UNDP’s previous successful cooperation with these stakeholders in various projects and initiatives. Given the cross-cutting approach of the project, this multilateral cooperation will allow for including youth-focused gender-sensitive perspective at policy drafting, development and management stages.

For instance, UNDP’s Active Labor Market Programmes (ALMPs) that facilitates training and employment through self-employment support, wage-subsidies, on-the-job-training and internships have been sustained through a strong partnership with the Ministry of Labour and Social Welfare (now merged with MFLT). In addition, UNDP will seek synergies with new and ongoing initiatives like MFLT’s recent partnership with EYE Project (Enhancing Youth Employment), funded by the Swiss Agency for Development and Cooperation (SDC), aiming to increase the quality of VET Institutions to facilitate the transition of students from VETI to the labour market. In addition, the project will aim to create synergies with the MFLT’s *Economic Recovery Package*, which is designed to address the impact of the COVID-19 pandemic. The recovery plan confirmed among its main goals, ‘Employment and formalization of the economy, with particular emphasis on strengthening the role of women and youth in the economy.’[[39]](#footnote-40)

***Risks and Assumptions***

*Specify the key risks that can threaten the achievement of results and describe how project risks will be mitigated.*

The key risks that can threaten the achievement of results through the chosen strategy are:

* 1. **political risks**, which may result from unforeseen changes at central and local level, and based on the past couple of years, potential breakdown of current political leadership and coalitions, resulting in unplanned elections; the likelihood of this occurring is medium but the severity of the impact would be significant, especially as the project’s expected results would be most impactful and effective with strong involvement of institutions in ensuring local ownership and sustainability;
  2. **operational and financial high risks** due to the ongoing Covid-19 crisis. The pandemic has been unpredictable, and despite the rolling of the vaccination programme, it may continue to cause major health concerns, economic problems and disruptions of work. Consequently, it may impact the implementation of the planned activities while the authorities may continue to apply a range of strict preventative measures (quarantines, social distancing, restricted movement, closure of non-essential shops and operations). The UN family may equally apply health and safety measures as per WHO guidelines and staff may carry on working remotely. Financially, the already precarious economic situation in Kosovo and the global negative impact on development funds and aid, may also disrupt the implementation process and the priority areas of Kosovo institutions and other international partners alike.
  3. limited interest of beneficiaries to participate in activities of the project, and unwillingness of key stakeholders at central and local level to support the project’s activities (**operational-** low likelihood but high impact); in addition, traditional cultural and social values of the youth and communities targeted by the programme, particularly related to the social role of women, may constrain young women and women groups to effectively participate in and benefit from the project. Young men too may be unwilling to engage with activities that challenge gender norms and may require acknowledging and overcoming strong stereotypes about ‘masculine’ and ‘feminine’ behaviour. Participants from minority and vulnerable groups, including LGBTIQ+ youth may refuse to participate openly in the project’s activities due to personal risks and fears of discrimination. These are very important risks, given the main objectives of this project to empower youth as advocated for gender equality and positive peace through youth-led inclusive and intersectional programming.
  4. **strategic risk** to overlap with other interventions and duplication of activities may reduce the efficiency and impact of the project (low likelihood, medium impact).

Mitigation of these risks will be based on UNDP’s previous experience, reputation and know-how:

1. Having established a good cooperation with Kosovo central and local institutions, relevant ministries and key stakeholders, the project will be able to have continued engagement and transparent communication with them, and ensure the project’s adaptability to political risks. Moreover, UNDP Kosovo has learned important lessons during the recently completed EYPPSFK project, which was affected by three rounds of elections bringing new leadership each time. On the one hand, as recognised by the final evaluation report of the project, UNDP as the leading agency in the joint project was able to coordinate the team efficiently and adapt swiftly to the mentioned political changes (implementation continued and reached 100% delivery by the end). On the other hand, the same evaluation identified the not so clear long-term impact of the project and the challenges for authorities to take ownership of project initiatives and results. This was a valuable lesson and UNDP has already started discussions with relevant ministries and stakeholders to support the project. At the same time, the meso-level focus of the project reaching beyond individual impact seeks precisely to mitigate the sustainability risks by engaging political stakeholders from the start of the project and by supporting an enabling environment where youth organisations, civil society and institutions can discuss and cooperate.
2. The project will closely monitor the Covid-19 situation in Kosovo and will apply early-warning and adequate financial planning and management system. UNDP is confident that it can continue to deliver the project under unforeseen circumstances. The experience during the EYPPSFK project mentioned above is also relevant here given the multi-agency had a smooth and quick response to the Covid-19 challenges, and even adjusted some of its activities to tackle health related issues. The recent experience of UNDP with delivering online will also be instrumental in the eventuality of operational disruptions, and this will be considered when designing and planning the project’s activities to be implemented through a blended approach. In addition, by involving multiple youth organisations, institutions and international stakeholders, the financial risks will also be reduced by increased opportunities for catalytic effects (for instance, through MFLT’s *Economic Recovery Package*).
3. In addition to UNDP’s good report with Kosovo institutions (partner ministries, in particular). established networks of the UN Agencies will be utilised to ensure high demand for the project’s programmes. The project will employ community outreach campaigns and multiple awareness raising channels about the services of the project. For activities implemented at the local level (like in the Mitrovica region) the project will use already established UNDP presence through other projects and other non-UN actors will be identified to support engagement of project beneficiaries in different regions based on their longstanding presence. To mitigate participation risks, UNDP will work with reputable youth organisations and use its network of youth leaders from different communities and groups. Youth at-risk will be approached through these activities on the ground and assured by creating a safe space for all participants. The project activities will also be tailored to encourage and offer opportunities for young women to be part of the project, complemented by outreach campaigns and measures of advocacy, as well as affirmative action.
4. UNDP will coordinate closely with other interventions in the respective areas to minimise potential overlap and capitalise on any possible synergies and impact multipliers (especially UN Women). Other relevant coordination mechanisms such as the Gender Technical Group and the Youth Engagement Coordination Group (both of which include key stakeholders, incl. UNMIK) will be used to support coordination of efforts related to the thematic focus areas of the project. External partners and other donors (USAID, EU, OSCE, CoE, Foreign Governments) will be approached when necessary to coordinate similar initiatives.

Successful implementation of the project is based on the **assumptions** that:

1. Youth perspectives and gender equality (including social and economic rights, and human security) will be more effectively promoted and protected if:

* there is regular systematic collection and analysis of data (gender-disaggregated) through rigorous methodologies.
* there is a closer territorial and / or virtual representation of youth organisations based on close cooperation with women groups and partnership with local authorities that ensure accessibility and effectiveness of gender equality protection mechanisms.
* political will is sustained and strengthened through implementation of international youth, peace and security standards and gender equality advocacy.
* Kosovo young women and men advocates, and providers of youth services (authorities) have relevant knowledge to promote and apply gender equality and human development principles into administrative practice and polices.
* The Human-Rights Based Approach (including gender equality and anti-discrimination) is applied in the design and implementation of key initiatives and outputs. The project will be working with institutions to reach out to rightsholders more effectively; and rights holders (especially young women, minorities, rural population and other vulnerable groups) will be equipped to defend their rights due to improved gender equality awareness and education.

1. Human rights in the post-conflict context will be more effectively promoted and protected if the

tools applied for youth rights and gender equality are relevant and adapted to the specific and present context of Kosovo.

***Stakeholder Engagement***

*Identify key stakeholders and outline a strategy to ensure stakeholders are engaged throughout, including your target group and youth groups.*

As detailed in the Partnerships section and the key stakeholders identified already, the project’s strategy is focused on engaging a broader circle of stakeholders for sustainability of the results and successful project delivery. In coordination with youth formal and informal groups, women’s organisations and Kosovo institutions, the project will maximise impact and synergies, including with UN Women and UNICEF, to enable new and old beneficiaries of UN Kosovo youth initiatives and beyond to cooperate and contribute to a more sustainable network/platform for youth as agents of change. Early engagement of key stakeholders will also mitigate potential risks and ensure local ownership and sustainability of the project’s results. The project has already identified how its objectives are aligned to the priority areas and relevant strategies (like the Youth Strategy by MESTI), and the proposed activities are designed to complement and stimulate the interests of several ministries, institutions, as well as key CSOs and youth groups. All stakeholders involved will also benefit thorough building their capacities and knowledge on youth socio-economic challenges and gender equality as the project’s cross-cutting themes. All activities will aim to actively engage stakeholders on different levels. Project stakeholders and involved groups will be informed about the progress and results throughout various channels such as project public events (conferences, roundtables, press-conferences, etc), UNDP social media channels, and through media (press-conferences, interviews, blog posts, etc).

**South*-South and Triangular Cooperation (SSC/TrC)***

*Describe how the project intends to use SSC/TrC to achieve and sustain results, if applicable.* ***N/A***

***Sustainability and Scaling Up***

*Describe how the project will use relevant national systems and specify the transition arrangement to sustain and/or scale-up results, as relevant.*

Local ownership and responsibility, capacity of implementing partners and participants and enabling beneficiaries as long-term agents for social change are all paramount for achieving sustainable development and transformative change. To support reaching the multiple goals of national strategies[[40]](#footnote-41) and to ensure the sustainability of UN’s engagement in Kosovo and the Western Balkans region,[[41]](#footnote-42) this gender equality and youth empowerment project will enhance human capital development and endorse a strategy based on a *human rights-based, economic, socio-political and socio-cultural approach*.[[42]](#footnote-43)

The project will lay the ground for the sustainability of results through a demand-driven approach, aligned with the needs of young women and men beneficiaries and institutional partners. Planned interventions will respond to the needs and priorities identified through existing institutional mechanisms, related research and data collection, including consultations with partners and stakeholders.

Sustainability at community level is foreseen through opportunities for employment, skills development, and engagement with different groups and peers through existing and new youth networks, mechanisms and platforms that incorporate the project’s results vis-à-vis gender equality, women-men alliances and advocacy.

At the institutional level, the partnership established with key ministries, municipal directorates and bodies implementing the Youth Strategy of MESTI and gender equality policies, will lead to sustainable results if they are owned and consistently supported by the different stakeholders. As already discussed, the project interventions have long-term implications and are designed in line with the strategies, action plans and key priorities of Kosovo institutions. Furthermore, the project places specific emphasis on creating an enabling environment and spaces for dialogue on long-lasting gender-responsive policy improvements that address the socio-economic perspectives and needs of youth. This will help to close the communication gap between the beneficiaries and policy makers in the short-term, and will leave a strong foundation for sustainable inclusive, gender-sensitive policy mechanisms for youth development. The endurance of the proposed project will be furthered by the focus on improving communication channels between youth groups, civil society and the policy making institutions. The framework of the project collaboration mechanisms between youth groups, MCYS, MESTI, MFLT, and local authorities in including youth into public policy dialogues will serve this purpose.

# Management and Governance Arrangements (1/3 page)

*Describe the individuals, organisations, and/or team structure required to conduct the activities. If the size and scope of the project requires the establishment of a project board, describe the structure here and include a diagram if needed, drawing from the standard diagram provided in the project document template.*

The project will be executed directly by UNDP as per rules and procedures for project management and a result-based management approach. UNDP uses International Public-Sector Accounting Standards (IPSAS) standards for management of finances and follows internationally recognized procurement standards.

The management of the project will be carried out by UNDP within the overall framework of the UNDP Kosovo Country Programme Document via the Direct Implementation Modality (DIM). UNDP will be responsible for the overall management and administration of the project, primarily the responsibility for the achievement of the output and the stated outcome. Similarly, UNDP will be accountable to the project Board for the use of project resources. UNDP will delegate managerial duties for the day-to-day running of the Project to the Project Manager, selected by UNDP through a competitive and transparent selection process.

The Action will receive overall guidance and strategic direction from the Project Board (PB), which will be chaired by UNDP. Members of the PB include a representative of the Ministry of Culture, Youth and Sports, other national and international partners and stakeholders with strong institutional capacities and focus on youth engagement, human rights, social cohesion, employment, or a related sector will be invited to join the PB as external Board member(s). The Board is the group responsible for making consensus-based management decisions for the project when guidance is required by the Project Manager, including recommendation for approval of project revisions.

Project reviews by this group are made at designated decision points during the running of a project, or as necessary when raised by one of the parties. This group is consulted by the Project Manager for decisions when tolerances (i.e. constraints normally in terms of time and budget) have been exceeded. Other stakeholders will have an opportunity to partake in Board meetings as agreed between Board members. The Project Board will hold meetings at least twice a year. The Board will monitor programme progress, decide on strategic decisions to ensure continued coherence between implementation and goals and objectives, decide on annual work plans and budgets, revise annual plans and budgets, as well as requests for funds presented by UNDP. Amendments to the budget, including use of contingencies, will be subject to the approval of the Project Board.

# Monitoring and Programme and Project Management Accountability (1/3 page)

*Describe the monitoring requirements for the project.*

*Implementation of Funding Windows resources must adhere to the established corporate policies and procedures as prescribed in the POPP. The country office’s Resident Representative will be held accountable for the effective and prudent use of the funds allocated to your office, including the* [*Social and Environmental Screening Procedure*](https://popp.undp.org/UNDP_POPP_DOCUMENT_LIBRARY/Public/PPM_Programming%20Standards%20and%20Principles_Social%20and%20Environmental%20Screening%20Template_ENGLISH.docx)*.*

In accordance with UNDP programming policies and procedures, the project will be monitored through the following plan:

# Monitoring Plan

|  |  |  |
| --- | --- | --- |
| **Monitoring Activity** | **Purpose** | **Frequency** |
| **Steering Committee Meeting** | Results progress is tracked, strategic orientations and risks are monitored and managed. | Bi-annual |
| **Monitor and Manage Risk** | Risks that may threaten achievement of intended results are identified by project management and actions are taken to manage risk. Identify and monitor risk management actions using a risk log, including monitoring measures and plans that may have been required as per UNDP’s Social and Environmental Standards. Audits will be conducted in accordance with UNDP’s audit policy to manage financial risk. | Quarterly |
| **Track results progress** | Progress data against the results indicators will be collected and analysed to assess the progress of the project in achieving the agreed outputs. Slower than expected progress will be addressed by project management. | Quarterly |
| **Project Report** | A progress narrative report will be presented to the Project Board and key stakeholders, consisting of progress data showing the results achieved, challenges for the reporting period, priorities for the next phase and success stories. The semi-annual project quality rating summary, an updated risk log with mitigation measures, and any evaluation or review reports prepared over the period. | Semi-annually |
| **Lessons Learned** | Knowledge, good practices and lessons will be captured regularly, and actively sourced from other projects and partners and integrated back into the project. | Quarterly |
| **Project Quality Assurance** | The quality of the project will be assessed against UNDP’s quality standards to identify project strengths and weaknesses and to inform management decision making to improve the project. | Semi-annually |
| **Final Report** | A detailed narrative report will be presented to the donor, consisting of data showing the results achieved against pre-defined project targets at the output and outcome levels, changes in the national context, and success stories. | Within 3 months after project closure |

# WORK PLAN[[43]](#footnote-44)[[44]](#footnote-45)

*If resources will be used beyond one calendar year, please use the resource framework in the* [*project document template*](https://popp.undp.org/UNDP_POPP_DOCUMENT_LIBRARY/Public/PPM_Formulate%20Programmes%20and%20Projects_Project%20Document%20Template.doc)*.*

**Period: 18 months (**01 Nov 2021 – 30 Apr 2023**)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **EXPECTED OUTPUTS**  *And baseline, indicators including annual targets* | **PLANNED ACTIVITIES**  *List activity results and associated actions* | **OUTPUT INDICATORS** | **TIMEFRAME** | | | |  |  | **RESPONSIBLE PARTY** | **PLANNED BUDGET** | | |
|  | Q1 | Q2 | Q3 | Q4 | Q5 | Q6 |  | Funding Source | Budget Description | Amount |
| **Output 1**  ***Young women and men, and youth groups are empowered to jointly address shared challenges and the impact of gender norms on their development and socio-economic opportunities***  *Related CP outcome:*  *Outcome #2: By 2025, women and men in Kosovo, particularly youth and vulnerable groups, have increased access to decent work and benefit from sustainable and inclusive economic development that is more resilient to impacts of climate change, disasters and emergencies.*  *Gender marker: 3* | 1. Youth-led research and mapping | *1.1. number of products addressing the impact of gender norms on* human security, gender equality and socio-economic development of youth  *Baseline: 0*  *Target: 2*  *1.2. number of people reached through the social media campaign* | X | X | X |  |  |  | UNDP | FW | Contractual services/ | 25,000 |
| 2. Develop a gender mainstreaming and anti-stereotyping manual/toolkit | *Baseline:0*  *Target: 2000* | X | X | X |  |  |  | UNDP | FW | Contractual services/IC | 15,000 |
| 3. Develop an educational and professional digital networking platform | ***1.3.*** *The established virtual platform is utilized by youth groups and individuals for communication and accessing information*  *Baseline: 0*  *Target: 1* |  |  |  | X | X | X | UNDP | FW | Contractual services | 30,000 |
| 4. Organise bootcamps for youth consisting of high intensity and high-quality trainings focused on data and programming languages. | ***1.4*** *number of beneficiaries equipped with ICT skills to better match labour market demands and gender barriers to employment*  *Baseline: 0*  *Target: 60* (80% women; 20% non-majority) |  |  | X | X |  |  | UNDP | FW | Contractual services | 50,000 |
|  | 5. Organise a Citizens’ Assembly | ***1.5*** *percentage of young participants who consider the Citizens Assembly effective in promoting gender equality*  *Baseline: 0*  *Target: 80%* | X | X | X | X | X | X | UNDP | FW | Contractual services | 70,000 |
|  | 6. Establish a Gender Equality Youth Panel | ***1.6*** *share of youth recommendations included in the final GE advocacy and youth policy initiatives adopted by targeted institutions and stakeholders*  *Baseline: 0*  *Target: 80%* |  |  |  |  | X | X | UNDP | FW |  | 12,000 |
| **Project implementation** | Project Manager |  | X | X | X | X | X | X |  |  | NPSA | 50,000 |
| Project Associate (50%) |  | X | X | X | X | X | X |  |  | NPSA | 17,500 |
| ~~NUNV~~ |  | ~~X~~ | ~~X~~ | ~~X~~ | ~~X~~ |  |  |  |  | ~~UNV~~ | ~~13,000~~ |
| **M&E, QA and Comms** |  |  | X | X | X | X | X | X |  |  | Contractual services | 25,000 |
| **Operational expenses (Travel, utilities, premisses)** |  |  | X | X | X | X | X | X |  |  |  | 5, 500 |
| **Sub-total: Activities and project management** |  |  |  |  |  |  |  |  |  |  |  | 300,000 |
| **General Management Support (7% for FWs)** (use GMS [calculator](https://popp.undp.org/_layouts/15/WopiFrame.aspx?sourcedoc=/UNDP_POPP_DOCUMENT_LIBRARY/Public/FRM_Resource%20Planning%20and%20Cost%20Recovery_Cost%20Recovery_General%20Management%20Support.docx&action=default&DefaultItemOpen=1)) |  |  |  |  |  |  |  |  |  |  |  | 21,000 |
| TOTAL |  |  |  |  |  |  |  |  |  |  |  | 321,000 |

1. References to Kosovo shall be understood in the context of the United Nations Security Council resolution 1244 (1999). [↑](#footnote-ref-2)
2. In particular, Output Indicator 3.3.2.*2: Number of additional countries with improved capacities for dialogue, consensus-building and reconciliation around contested issues, with equal participation of women and men.* [↑](#footnote-ref-3)
3. UNDP, *Kosovo Human Development Report,* 2014, available from:

   <http://hdr.undp.org/sites/default/files/khdr2014english.pdf> [↑](#footnote-ref-4)
4. Stronger action has been called upon by the international community to address barriers to women’s access to social protection services and protect women’s economic security, as well as to prevent and respond to the COVID-19 related increase in gender-based violence. See: <https://www.eurasia.undp.org/content/rbec/en/home/library/gender-equality/COVID19-Global-Gender-Response-Tracker.html> [↑](#footnote-ref-5)
5. FBAand UNDP, op.cit., p. 20. [↑](#footnote-ref-6)
6. Kosovo Agency of Statistics, 2020. [↑](#footnote-ref-7)
7. <https://www.un.org/development/desa/youth/news/2020/05/covid-19/> [↑](#footnote-ref-8)
8. Institute for Economics & Peace. *Positive Peace Report 2020: analysing the factors that sustain peace*, Sydney, December 2020. Available from: <http://visionofhumanity.org/resources> . [↑](#footnote-ref-9)
9. EU Progress Report 2020 [↑](#footnote-ref-10)
10. Maxwell Adjei (2019) Women’s participation in peace processes: a review of literature, Journal of Peace Education, 16:2, 133-154 [↑](#footnote-ref-11)
11. Folke Bernadotte Academy (FBA)and UNDP, *Social Cohesion in Kosovo: Context Review and Entry Points*, 2019. [↑](#footnote-ref-12)
12. Haug H.K. (2015) ‘Gender Equality and Inequality in Kosovo’. In: Hassenstab C.M., Ramet S.P. (eds) *Gender (In)equality and Gender Politics in Southeastern Europe. Gender and Politics*. Palgrave Macmillan, London. [↑](#footnote-ref-13)
13. Labour Force Survey 2017, Kosovo Agency of Statistics, <http://ask.rks-gov.net/media/3989/labour-force-survey-2017.pdf> [↑](#footnote-ref-14)
14. Kosovo Agency of Statistics, Social Statistics, Labour Force Survey, Q3, 2020, Available from: <https://ask.rks-gov.net/media/5859/lfs-q3-2020.pdf> (accessed 10 August 2021). [↑](#footnote-ref-15)
15. According to Common Kosovo Analysis (2020), factors attributable to women’s low participation in the labour market include low salaries, limited access to child and elderly care, unfriendly labour regulations (e.g. high costs of maternity leave, patriarchal social norms and discrimination. [↑](#footnote-ref-16)
16. World Bank Group.2017*. Promoting Women's Access to Economic Opportunities: Kosovo. World Bank, Washington, DC.* Available from*:* [*https://openknowledge.worldbank.org/handle/10986/29587*](https://openknowledge.worldbank.org/handle/10986/29587) [↑](#footnote-ref-17)
17. Riinvest Institute. 2018. *Facilitating Empowerment. Factors influencing women's economic decisions in Kosovo*, Available from: <https://www.riinvestinstitute.org/uploads/files/2019/February/20/Womens_economic_empowerment_ENG1550674295.pdf> [↑](#footnote-ref-18)
18. Alexandru Cojocaru (2017) “Jobs Diagnostic Kosovo” in Jobs Series: Issue No 5, Washington, DC: World Bank Group, Available from: <http://documents.worldbank.org/curated/en/814361497466817941/pdf/ACS21442-WP-PUBLIC-ADD-SERIES-KosovoJDWEB.pdf>. [↑](#footnote-ref-19)
19. World Bank Group, 2017, p. 2. [↑](#footnote-ref-20)
20. Ibid. [↑](#footnote-ref-21)
21. G20. *Fostering an Inclusive, Sustainable, and Resilient Recovery of Labour Markets and Societies: G20 Labour and Employment Ministerial Declaration*, June 2021. Available from: <https://www.g20.org/wp-content/uploads/2021/06/G20-2021-LEM-Declaration.pdf> [↑](#footnote-ref-22)
22. UNDP, 2021, *Shared Futures: Youth Perceptions on Peace in the Western Balkans*, Available from: <https://shared-futures.com/wp-content/uploads/2021/06/Shared-Futures-Youth-Perceptions-on-Peace-in-the-Western-Balkans.pdf> [↑](#footnote-ref-23)
23. Final Evaluation of the joint project “Empowering Youth for a Peaceful, Prosperous and Sustainable Future in Kosovo 2019-2021" (EYPPSFK), September 2021. [↑](#footnote-ref-24)
24. Alan Greig and Michael Flood, “Work with men and boys for gender equality: A review of field formation, the evidence base and future directions”, *UN Women discussion paper series*, November 2020. [↑](#footnote-ref-25)
25. *Positive peace* defined as “the attitudes, institutions and structures that create and sustain peaceful societies.” *See Johan Galtung, Carl G. Jacobsen, and Kai Fritjof Brand-Jacobsen. 2002. Searching for Peace: The Road to TRANSCEND. Pluto Press.* [↑](#footnote-ref-26)
26. Deputy Secretary-General's remarks at the High-Level Event on Youth, Peace and Security marking the 5th anniversary of the landmark UN Security Council Resolution 2250. Available at: <https://www.un.org/sg/en/content/dsg/statement/2020-12-09/deputy-secretary-generals-remarks-the-high-level-event-youth-peace-and-security-marking-the-5th-anniversary-of-the-landmark-un-security-council-resolution-2250> [↑](#footnote-ref-27)
27. UNKT, *The United Nations Sustainable Development Cooperation Framework*, 2020, Available from:

    <https://kosovoteam.un.org/sites/default/files/2021-01/Final%20Kosovo%20UNSDCF%202021-2025_signed.pdf> [↑](#footnote-ref-28)
28. Including the Global UNDP Strategy for Gender Equality 2018-2021, respectively Outcome 3 on *building the resilience to shocks and crises*. [↑](#footnote-ref-29)
29. Outcome 3. *By 2025, women and men in Kosovo, particularly youth and vulnerable groups, have increased access to decent work and benefit from sustainable and inclusive economic development that is more resilient to impacts of climate change, disasters, and emergencies.* [↑](#footnote-ref-30)
30. Outcome 5. *By 2025, all women and men in Kosovo, particularly young people, vulnerable groups, and displaced persons increasingly achieve gender equality and claim their rights and fulfil civic responsibilities.* [↑](#footnote-ref-31)
31. It should be highlighted that both of these outcomes aim to address “deeply-rooted gender stereotypes and discriminatory gender norms, key barriers to women’s political and economic participation and empowerment (UNKT, 2020, p. 21). [↑](#footnote-ref-32)
32. Particular attention on Action Point a) *Develop skills, create decent jobs and livelihoods through active labour market measures, particularly in the private sector, benefiting youth, women and marginalized groups*; and Main Assumptions: (I) *Kosovo institutions are committed to developing and implementing policies and strategies for the inclusion of youth in the labour market* & (II) *Kosovo institutions and the legal framework continue to promote and guarantee women’s equal rights regarding property and business ownership.* [↑](#footnote-ref-33)
33. As evidenced by the 2021 Kosovo *Youth Study* and RYCO’s 2021 *Shared Futures*. [↑](#footnote-ref-34)
34. United Nations Population Fund (UNFPA) & and Harvard School of Public Health. 2010. *A Human Rights–Based Approach to Programming. Practical Implementation Manual and Training Materials*. Available from: <https://www.unfpa.org/resources/human-rights-based-approach-programming> [↑](#footnote-ref-35)
35. International Labour Office (ILO). (2008). *Brief:* *Youth Employment: Breaking Gender Barriers for Young Women and Men*, Available from: <https://www.ilo.org/wcmsp5/groups/public/@dgreports/@gender/documents/publication/wcms_097919.pdf> [↑](#footnote-ref-36)
36. This is in line with the MCYS *Youth Strategy 2019 – 2023*. Intervention 1.2.3 “Creating a digital platform for primary, secondary legislation, legal initiatives, youth policies, local strategies and action plans serving all youth organizations.” Available from: <https://www.mkrs-ks.org/?page=2,44> (Accessed 15 August 2021). [↑](#footnote-ref-37)
37. OECD (2020), *Innovative Citizen Participation and New Democratic Institutions: Catching the Deliberative Wave*, OECD Publishing, Paris, <https://doi.org/10.1787/339306da-en> [↑](#footnote-ref-38)
38. USAID & Global Communities, *Up To Youth Activity Initial Rapid Assessment Report*, August 2019, p. 6., Available from: <http://pdf.usaid.gov/pdf_docs/PA00WK9X.pdf> [↑](#footnote-ref-39)
39. MFLT, *Economic Recovery Package*, June 2021, Available from: <https://mf.rks-gov.net/desk/inc/media/379199A4-66AC-4095-BF61-F1184FF5169C.pdf>

    Measures of interest: Measure 1.3. – Women employment support – 5 mil EUR

    Measure 1.4. – Guaranteed employment scheme on young people – 10 mil EUR

    Measure 2.3. – IT and innovation investments – 10 mil EUR [↑](#footnote-ref-40)
40. *Kosovo National Development Strategy* 2021-2030 [↑](#footnote-ref-41)
41. *UN’s Western Balkans Action Plan:* *Support for dialogue, trust-building and reconciliation* [↑](#footnote-ref-42)
42. ‘Guiding Principles on Young Peoples Participation in Peacebuilding’, *The UN Inter-Agency Network on Youth Development’s (IANYD)* 2016. [↑](#footnote-ref-43)
43. Cost definitions and classifications for programme and development effectiveness costs to be charged to the project are defined in the Executive Board decision DP/2010/32 [↑](#footnote-ref-44)
44. Changes to a project budget affecting the scope (outputs), completion date, or total estimated project costs require a formal budget revision that must be signed by the project board. In other cases, the UNDP programme manager alone may sign the revision provided the other signatories have no objection. This procedure may be applied for example when the purpose of the revision is only to re-phase activities among years. [↑](#footnote-ref-45)