

**Republika e Kosovës**

**Republika Kosova - Republic of Kosovo**

***Qeveria - Vlada – Government***

**Ministria e Administrimit të Pushtetit Lokal - Ministarstvo za Administraciju Lokalne Samouprave *-* Ministry of Local Government Administration**

Capacity assessment of municipal structures mandated to work with marginalized groups

**January 2023**

Table of contents

[List of abbreviations 3](#_Toc129868600)

[Introduction 4](#_Toc129868601)

[Methodology 6](#_Toc129868602)

[Scope 8](#_Toc129868603)

[What does this report contain 9](#_Toc129868604)

[Appointment of Deputy Mayors and Deputy Speakers for communities in 24 municipalities 11](#_Toc129868605)

[Municipal Offices for Communities and Return in 24 municipalities 13](#_Toc129868606)

[The MOCRs leadership 15](#_Toc129868607)

[MOCR staff 18](#_Toc129868608)

[MOCR budget for 2020-2022 20](#_Toc129868609)

[Percentage (%) of the MOCR budget in the budget of the municipalities during 2020-2022 23](#_Toc129868610)

[MOCR budget for subsidies/transfers and capital expenditures 26](#_Toc129868611)

[Human rights/gender equality units in 24 municipalities 28](#_Toc129868612)

[Leadership of HRUs 30](#_Toc129868613)

[HRU staff 31](#_Toc129868614)

[HRU budget 2020-2022 33](#_Toc129868615)

[Capacities of municipal structures working with marginalized groups 36](#_Toc129868616)

[Municipalities’ communication with marginalized groups 37](#_Toc129868617)

[Access to services for marginalized groups 38](#_Toc129868618)

[Cooperation with the central level 39](#_Toc129868619)

[Findings 40](#_Toc129868620)

[Recommendations 46](#_Toc129868621)

[Annex 1: tables on organization of the MOCRs and the HRUs in 24 municipalities 49](#_Toc129868622)

[Annex 2: List of interviewees by municipality 91](#_Toc129868623)

# List of abbreviations

AGE Agency for Gender Equality

KAS Kosovo Agency of Statistics

DEMOS Municipal Support Project

HRU Human Rights Unit

MLGA Ministry of Local Government Administration

MIA Ministry of Internal Affairs

SOP Strategic Operational Plan

ACTG. Acting Official

OCA Office of Community Affairs

MOCR Municipal Office for Communities and Return

OPM Office of the Prime Minister

OGG Office for Good Governance

# Introduction

The Ministry of Local Government Administration (MLGA) has planned an assessment of the role and capacities of municipal structures mandated to work with marginalized groups in the framework of its Strategic and Operational Plan (SOP) for 2022. MLGA has requested expert assistance from DEMOS III for this purpose, and the latter has supported this process with two experts who have been involved in this process since its inception.

This evaluation was developed in accordance with the MLGA's Strategic and Operational Plan as part of the Kosovo Government Program, specifically Strategic Objective 1: Advancement of policies and legal framework for local self-government. The strategic goal 1.2: Local human rights promotion, with a special emphasis on vulnerable ethnic groups, Operational controls: 1.2.1 Functional review of human rights departments and municipal offices for communities and return, or relevant municipal officials.

Accordingly, the purpose of this assessment was to learn about the existing structures and officials that deal with non-majority communities and vulnerable groups in the municipalities and to identify the problems and challenges that these structures have in carrying out their mandate. Also, the study aims to assess whether municipalities know or have a mapping of the vulnerable groups’ needs and concerns in the respective municipalities.

This assessment focused on the two structures within the executive that are mandated to work with non-majority communities and vulnerable groups:

* The role and capacities of the municipal offices for communities and returns (MOCRs);
* The role and capacities of municipal structures or officials dealing with gender equality and human rights in general;

Vulnerable (marginalized) groups are considered the most discriminated in social, economic, educational and cultural life in Kosovo. Examples of vulnerable persons include, but are not limited to, groups discriminated against because of race, gender identity, sexual orientation, age, disability, language, or immigration status. According to the Constitution, communities means inhabitants belonging to the same national or ethnic, linguistic, or religious group traditionally present on the territory of the Republic of Kosovo, that enjoy specific rights as set forth by the Constitution, in addition to the fundamental human rights and freedoms.

Gender equality and social equity are interwoven (among sectors) within DEMOS III. Gender equality means full equality between men and women in all areas of life. Gender equality first and foremost means social equity, allowing for equal access to rights, resources and opportunities. Gender equality is a prerequisite for development, it is about principles when women are empowered and the benefits are enjoyed by the whole community and society.

## Methodology

The methodology for drafting this report was based on: field collection of data through interviews in the municipalities included in this report, and collection through questionnaires. The field research interviews phase and data collection through questionnaires were preceded by the design of a research methodology that was previously approved by MLGA and DEMOS. For this purpose, the research was based on two questionnaires: a semi-structured questionnaire divided into two parts: 1) for the Municipal Offices for Communities and Return (MOCRs) and 2) Human Rights Units. The second questionnaire was open question and aimed to interview the positions below.

Before the start of the interviews, MLGA notified the Mayors about the start of this study, and then, through a second letter, the Mayors and the Speakers of the Municipal Assemblies were asked to respond to the request of MLGA and DEMOS for interviews with the experts engaged in this study. Most of the interviews were conducted in the last week of November. After the interviews, MLGA sent the semi-structured questionnaires in Albanian and Serbian to the MOCRs and Human Rights Units in the 24 municipalities included in this report.

Assessment through direct interview was done for:

* Mayor of the Municipality(or the first Deputy Mayor mandated/appointed by the Mayor)
* Deputy Mayor for Communities (applicable in 24 municipalities)
* Speaker of the municipal assembly
* Deputy Speaker of the municipal assembly for communities (applicable in 24 municipalities)

The assessment through a semi-structured questionnaire sent by email was done for the following positions:

* Head or another official of the office for communities and returns;
* Coordinator of the human rights unit;
* Coordinator for gender equality (if it is a separate position from position 2 as above);
* Head of the committee for communities;

In addition to research through interviews and questionnaires, the data from the Ministry of Finance via budget laws, budget circulars, which were used for analyzing the budget for MOCR and HRUs, were also used as research sources. Likewise, the percentage (%) of the population according to communities was obtained from KAS, namely the publication on the population of municipalities divided by gender, ethnicity and place of residence.

## Scope

The report encompasses 24 municipalities, including municipalities inhabited by non-majority communities in Kosovo, which were selected by MLGA and DEMOS. The municipalities are listed randomly, so there are no criteria in their listing. The municipalities included in this report are:

1. Peja
2. Deçan
3. Lipjan
4. Fushe Kosova
5. Prishtina
6. Obiliq
7. Vushtrri
8. Podujeva
9. South Mitrovica
10. Klina
11. Skenderaj
12. Istog
13. Gjakova
14. Prizren
15. Mamusha
16. Suhareka
17. Rahovec
18. Shtime
19. Ferizaj
20. Shterpca
21. Gjilan
22. Kamenica
23. Novo Brdo
24. Graçanica

## What does this report contain

The first part of the report provides an overview of the appointment of Deputy Mayors and Deputy Speakers for communities in 24 municipalities. This is done with the aim of identifying municipalities that have fulfilled the legal criterion according to which municipalities with more than 10% population from non-majority communities must appoint aforementioned positions, while municipalities with less than 10% of the population from non-majority communities are not obliged, but can do so depending on the budget.

The second part of the report deals with MOCSs staff and budget capacities. This section examines whether municipalities have established MOCSs, the ethnicity of the MOCS heads, the staff, and the staff's ethnicity. A separate analysis has been devoted to the budget for the last three years of the MOCSs, whether their budget has been increasing over the years, and especially the fact regarding the percentage (%) of the municipal budget allocated to MOCSs during the three years (2020-2022).

The third part of the report deals with staff and budget capacities of HRUs. This section analyses whether municipalities have such structures, heads and the number of staff they have. Even in this case, a special analysis has been devoted to the municipal budget within the sub-program "gender issues," with which the municipal units for human rights and/or gender equality operate. It has also been analyzed whether these units have separate budgets for subsidies, transfers, and capital expenditures.

The fourth part of the report addresses the capacities of municipal structures that work with marginalized groups, in terms of staff and budget. Likewise, in this part, communication between municipalities and marginalized groups, access to services by the latter, and communication with the central level have been dealt with separately.

The fifth or last part of the report presents the findings and recommendations, followed by two annexes, annex 1 with 24 tables for each municipality separately, presenting in detail the organization and reporting of the MOCRs and HRUs, while Annex 2 presents the list of persons interviewed in 24 municipalities.

# Appointment of Deputy Mayors and Deputy Speakers for communities in 24 municipalities

The appointment of deputy mayors for communities is foreseen by the Law on Local Self-Government[[1]](#footnote-1)and the procedure for appointing them is determined by secondary legislation issued by MLGA, which deals with the procedure for appointing deputy mayors in municipalities[[2]](#footnote-2). According to Article 61.1 of the respective law, municipalities that have at least 10% of citizens belonging to non-majority communities shall have a deputy mayor for communities. Then, according to Article 5, point 2, in municipalities where members of non-majority communities are less than 10%, in order to promote rights of non-majority communities, depending on the budget, the municipalities can appoint a deputy mayor for communities. Moreover, according to Article 8 of the same administrative instruction, the deputy mayor for communities is appointed from the ranks of non-majority community, which in terms of number constitutes the largest non-majority community in the municipality.

According to relevant legislation, the deputy mayor for communities assists the mayor by providing advice and instructions on issues related to non-majority communities, supports and affirms requests of non-majority communities in the municipal bodies, ensures that needs and interests of non-majority communities are considered during preparation of the municipal budget, and others.

Based on interviews with Mayors and Deputy Mayors (including deputy mayors for communities where applicable) in 24 municipalities, the issue of appointing Deputy Mayors for communities in those municipalities, where the percentage of non-majority communities is less than 10%, was discussed. Also, during the interviews with the Speakers of the Municipal Assemblies (including the Deputy Speakers of the municipal assemblies where applicable) in 24 municipalities, the issue of appointing the Deputy Speakers of the municipal assemblies in those municipalities was also discussed. Unlike the issue of appointing Deputy Mayors for communities where the procedure is also regulated by secondary legislation, the issue of appointing Deputy Speakers of municipal assemblies from non-majority communities is not defined by secondary legislation. Law on local self-government, Article 54 defines that in municipalities with at least 10% of citizens from non-majority communities, the post of Deputy Speaker for the municipal assembly for communities belongs to the representatives of the communities.

Based on interviews with the Mayor and Deputy Mayor, 4 of the 24 municipalities included in this report (Fushe Kosova, Novo Brdo, Shterpca and Graçanica) have appointed Deputy Mayors for communities and Deputy Speakers of the municipal assembly for communities as per requirements of the Law on Local Self-Government for municipalities with more than 10% of population from non-majority communities. Despite having 18% of population from non-majority communities, the Municipality of Prizren has not yet succeeded in appointing a Deputy Mayor for Communities due to disagreements between the non-majority communities in this municipality. As for the municipality of Fushe Kosovo, according to the interview with the Speaker of the Municipal Assembly in Fushe Kosovo,[[3]](#footnote-3) at the beginning of 2022, the Deputy Speaker for Communities was elected from the Egyptian community, but a member of the Ashkali community objected such decision, since according to the latter, the Ashkali community has the largest number of populations from the non-majority communities in Fushe Kosova. The MLGA has reviewed the legality of the decision of the Municipal Assembly of Fushe Kosova and emphasized that the decision is not in accordance with the law. However, the decision was reviewed again in the Municipal Assembly, rejecting implementation of the decision according to the MLGA review, and the case was sent to court.

On the other hand, 2 other municipalities (Peja and Istogu) have less than 10% of the population from non-majority communities, but they have appointed the Deputy Mayor for communities and the Deputy Speaker of the Municipal Assembly for communities, while 6 other municipalities (Lipjani, Obiliqi, Mamusha, Ferizaj, Gjilani and Kamenica) have appointed the Deputy Mayors for communities, but not the Deputy Speakers of the municipal assembly.

The data on the number of the population in the municipalities were obtained from the 2011 population census, from the Kosovo Agency of Statistics (KAS)[[4]](#footnote-4).

**Table 1**: % of non-majority population in 24 municipalities and cases where Deputy Mayor for communities and Deputy Speaker of the municipal assembly for communities are appointed or vice versa

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **No.** | **Municipality** | **% of non-majority population** | **Is there an appointed Deputy Mayor for communities?** | **Is there an appointed Deputy Speaker for communities?** |
| 1 | Peja | 8.8% | √ | √ |
| 2 | Deçan | 1.6% | X | X |
| 3 | Lipjan | 5.4% | √ | X |
| 4 | Fusha Kosova | 13% | √ | √ |
| 5 | Prishtina | 2.2% | X | X |
| 6 | Obiliq | 7.8% | √ | X |
| 7 | Vushtrri | 1.5% | X | X |
| 8 | Podujeva | 1.1% | X | X |
| 9 | Mitrovica | 3.4% | X | X |
| 10 | Klina | 3.4% | X | X |
| 11 | Skenderaj | 0.3% | X | X |
| 12 | Istog | 8.0% | √ | √ |
| 13 | Gjakova | 7.2% | X | X |
| 14 | Prizren | 18% | X | √ |
| 15 | Mamusha | 6.8% | √ | X |
| 16 | Suhareka | 1.1% | X | X |
| 17 | Rahovec | 1.8% | X | X |
| 18 | Shtime | 3.2% | X | X |
| 19 | Ferizaj | 4.0% | √ | X |
| 20 | Shterpce | 46% | √ | √ |
| 21 | Gjilan | 2.6% | √ | X |
| 22 | Kamenica | 5.2% | √ | X |
| 23 | Novo Brdo | 47% | √ | √ |
| 24 | Graçanica | 32% | √ | √ |

# Municipal Offices for Communities and Return in 24 municipalities

Municipal Offices for Communities and Return (MOCR) were established as administrative structures based on the Government Regulation 2010 for their establishment. According to the regulation in question, the MOCRs coordinate and provide advice to relevant bodies of the executive and representative branches of the municipality in order to promote and protect rights of communities and their members, promote and protect equal access of all communities to public services. Likewise, the MOCRs are also responsible for coordinating the return process and creating conditions for the return and reintegration of displaced and repatriated persons in the municipality. According to Article 3 of the regulation in question, the MOCR operates in all the municipalities of Kosovo, they are recognized in the statute of the Municipality; they are led by the head of the office that is responsible for its operation by reporting to the Mayor of the Municipality.

Based on interviews in the municipalities, all 24 municipalities included in this report have established the MOCR, within the municipal administration. The following table presents 24 municipalities included in the report, whether they have established MOCRs, the ethnicity of the head of the MOCR, the coefficient of the head and gender.

**Table 2**: 24 municipalities and other characteristics related to their functioning

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No.** | **Municipality** | **Is there a MOCR?** | **Ethnicity of the head**  | **Coefficient**  | **Reports to** | **Gender**  |
| 1 | Peja | √ | Bosniak  | 9.5 | Mayor  | M |
| 2 | Deçan | √ | Bosniak | 9 | Mayor | M |
| 3 | Lipjan | √ | Serbian | 9.5 | Mayor | M |
| 4 | Fushe Kosova | √ | Roma | 9.5 | Director of admin. | F |
| 5 | Prishtina | √ | Albania | 8.5 | Mayor | M |
| 6 | Obiliq | √ | Serbian | 9.5 | Mayor | M |
| 7 | Vushtrri | √ | Serbian | 7.5 | Mayor | M |
| 8 | Podujeva | √ | Albania | 9.5 | Mayor | M |
| 9 | Mitrovica | √ | Serbian | 9.5 | Mayor | F |
| 10 | Klina | √ | Serbian (Act.) | 6 | Director of admin. | F |
| 11 | Skenderaj | √ | Serbia | 9 | Mayor | M |
| 12 | Istog | √ | Bosniak | 9.5 | Mayor | M |
| 13 | Gjakova | √ | Egyptian | 9.5 | Mayor | M |
| 14 | Prizren | √ | Turkish | 8.5 | Mayor | F |
| 15 | Mamusha | √ | Albania  | 9.5 | Mayor | M |
| 16 | Suhareka | √ | Albania  | 6.5 | Mayor | M |
| 17 | Rahovec | √ | Egyptian | 7 | Mayor | F |
| 18 | Shtime | √ | Bosniak | 9.5 | Mayor | M |
| 19 | Ferizaj | √ | Ashkali | 9.5 | Mayor | M |
| 20 | Shterpce | √ | Serbian | 7 | Mayor | M |
| 21 | Gjilan | √ | Turkish | 9.5 | Mayor | M |
| 22 | Kamenica | √ | Serbian | 9.5 | Mayor | M |
| 23 | Novo Brdo | √ | Serbian | 9.5 | Mayor | F |
| 24 | Graçanica | √ | Gorani | 8 | Deputy Mayor for communities | F |

## The MOCRs leadership

At the time of this report, it was observed that all municipalities have Heads of MOCR, with only the municipality of Klina hacking an Acting MOCR. In terms of reporting, the heads of the MOCRs in municipalities such as Fushe Kosova and Klina report to Director of Administration, and to the Deputy Mayor for Communities in the municipality of Graçanica, based on questionnaires filled out by the MOCRs. In terms of gender, 17 of the MOCRs are led by men, while seven are led by women.

As for the community (or ethnicity) of the Head of MOCR, the Serbian community dominates, followed by the Bosnian community and then the Albanian, Egyptian, Turkish, Ashkali, Roma and Goran communities. The following table presents the ethnicity of the MOCR heads in the 24 municipalities included in this report.

**Table 3**: Ethnicity of the MOCR heads in 24 municipalities

|  |  |
| --- | --- |
| **Ethnicity of the head** | **The number of MOCRs** |
| Serbian | 9 |
| Bosniak | 4 |
| Albanian | 4 |
| Egyptian | 2 |
| Turkish | 2 |
| Gorani | 1 |
| Ashkali | 1 |
| Roma | 1 |
| **Total** | **24** |

The regulation for the establishment of the MOCRs does not clearly define from which community the head of the MOCR should come, apart from establishing some principles that orient a mayor’s determination about the number of posts necessary to fulfill functions of the MOCR. The heads (chiefs) of the MOCRs are career civil servants, and merit is the guiding principle in a career system. However, some characteristics are observed when analyzing the relationship between the ethnicity of MOCR heads on the one hand, and the largest community in the municipality from non-majority communities on the other. In 13 of the 24 municipalities, for example, the community from which the MOCR head is appointed is not the largest of the non-majority communities in those municipalities. The table below shows the ethnicity of the MOCR heads as well as the largest community in that municipality among non-majority communities.

**Table 4**: Ethnicity of the MOCR head and largest community in terms of number among non-majority communities in the municipality.

|  |  |  |  |
| --- | --- | --- | --- |
| **No.** | **Municipality** | **Ethnicity of** **MOCR head** | **The largest non-majority community in the municipality** |
| 1 | Deçan | Bosniak | Egyptian |
| 2 | Lipjan | Serbian | Ashkali |
| 3 | Fushe Kosova | Roma | Ashkali |
| 4 | Prishtina | Albanian | Turkish |
| 5 | Obiliq | Serbian | Roma |
| 6 | Podujeva | Albanian  | Ashkali |
| 7 | Mitrovica | Serbian | Ashkali |
| 8 | Klina | Serbian (Act.) | Egyptian |
| 9 | Istog | Bosniak | Egyptian |
| 10 | Prizren | Turkish | Bosniak |
| 11 | Rahovec | Egyptian | Ashkali |
| 12 | Shtime | Bosniak | Ashkali |
| 13 | Graçanica | Gorani | Albanian  |

In terms of the coefficient of the MOCR head, based on questionnaires filled in by municipalities, it is observed that the coefficient of 9.5 of the MOCR head dominates. The following table presents the coefficients of the MOCR heads, the number of heads and their respective coefficient.

**Table 5**: Types of coefficients for the MOCR heads and number of heads by coefficient

|  |  |
| --- | --- |
| **Coefficient**  | **No. of MOCR heads** |
| 9.5 | 14 |
| 9 | 2 |
| 8.5 | 2 |
| 8 | 1 |
| 7.5 | 1 |
| 7 | 2 |
| 6.5 | 1 |
| 6 | 1 |
| **Total** | **24** |

As for the functioning of the MOCRs as separate administrative units, the opinions of the interviewed Mayors and Deputy Mayors (including Deputy Mayors for communities where applicable) are different. For example, the operation of the MOCR as separate in municipalities such as Lipjan[[5]](#footnote-5), Ferizaj[[6]](#footnote-6)and Peja[[7]](#footnote-7) is not perceived as something positive. According to the interviewees in these three municipalities, the MOCRs should be integrated into other departments because there cannot be only one separate unit for communities and return, but this topic belongs to all departments. As for the head of the MOCR in Lipjan, this office is led by a member of the Serbian community, but in the municipality of Lipjan, the largest community is the Egyptian community, but at the time when the head of the MOCR was appointed, the Serbian community was the largest in number from the non-majority communities in the municipality of Lipjan[[8]](#footnote-8).

Some municipalities plan to increase the number of MOCRs staff within the municipalities, for example the municipality of Graçanica[[9]](#footnote-9) plans to expand MOCR with extra staff, the municipality of Kamenica[[10]](#footnote-10) plans to increase the number of staff from Roma community in MOCR, while Istog[[11]](#footnote-11) plans to increase the number of staff in the MOCR with employees from the Egyptian community. On the other hand, the MOCR in the municipality of Skenderaj[[12]](#footnote-12) operates in the Banje village of this municipality, as the village is mainly inhabited by the Serbian community, and MOCR deemed it fit to be closer to the citizens. Similarly, the MOCR in Peja has established a branch in the village of Gorazhdec, a village inhabited mainly by the Serbian community, aiming to be as close as possible to residents and their demands[[13]](#footnote-13).

According to the responses in the questionnaire, the Municipality of Prishtina has merged two offices that deal with marginalized groups, i.e. the human rights unit and the MOCR, into one sector of human rights and communities’. Regarding this aspect, according to the interview with the Mayor of Skenderaj, the latter is planning an entire reformation, the organization of the municipal administration, since this organization is determined by the Statute of the municipality and its change is possible only by 2/3 of the members of the Municipal Assembly, this issue is not even on the agenda. Other municipalities included in this report have not planned any changes in the MOCR.

## MOCR staff

Data regarding the number of employees in the MOCRs of the 24 municipalities, included in this report, were obtained from the responses to the questionnaires sent to all the MOCRs. Based on these data, two municipalities such as Shterpca and Shtime have no employees in the MOCR, while 102 people are employed in 22 other MOCRs. The following table presents the 24 MOCRs listed according to the 24 municipalities, the number of staff (excluding the heads of the MOCRs), gender and ethnicity of the staff.

**Table 6**: the number of employees in MOCR[[14]](#footnote-14), their gender and ethnicity

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **No.** | **Municipality** | **MOCR staff** | **Gender**  | **Ethnicity of staff** |
| **F** | **M** |
| 1 | Peja | 6 | 3 | 3 | Albanian (1), Bosnian (2), Roma (1), Egyptian (1), Montenegrin (1) |
| 2 | Deçan | 2 | 1 | 1 | Albanian (1), Serbian (1) |
| 3 | Lipjan | 4 | 1 | 3 | Ashkali (2) and Serb (2) |
| 4 | Fushe Kosova | 2 | 1 | 1 | Roma (1) and Serb (1) |
| 5 | Prishtina | 4 | 4 | / | Albanian (2), Turkish (1), Serbian (1) |
| 6 | Obiliq | 5 | 4 | 1 | Albanian (1), Roma (2), Bosnian (1), Serbian (1) |
| 7 | Vushtrri | 8 | 1 | 7 | Albanian (1) and Serbian (7) |
| 8 | Podujeva | 1 | 1 | / | Albanian |
| 9 | Mitrovica | 5 | 3 | 2 | Albanian (1), Turkish (1), Bosnian (1), Serbian (2) |
| 10 | Klina | 4 | / | 4 | Egyptian (2) and Serbian (2) |
| 11 | Skenderaj | 9 | 3 | 6 | Albanian (2) and Serbian (7) |
| 12 | Istog | 5 | 2 | 3 | Bosnian (2) and Roma (3) |
| 13 | Gjakova | 4 | 2 | 2 | Albanian (2) and Egyptian (2) |
| 14 | Prizren | 7 | 4 | 3 | Albanian (2), Bosnian (1), Roma (1), Turkish (2), Serbian (1) |
| 15 | Mamusha | 2 | / | 2 | Albanian (1) and Roma (1) |
| 16 | Suhareka | 1 | / | 1 | Albanian |
| 17 | Rahovec | 7 | 5 | 2 | Roma (1) and Serb (5) |
| 18 | Shtime | / | / | / | N/A |
| 19 | Ferizaj | 9 | 3 | 6 | Albanian (2), Roma (1), Ashkali (3), Turkish (1), Serbian (1), Goran (1) |
| 20 | Shterpce | / | / | / | N/A |
| 21 | Gjilan | 6 | 1 | 5 | Roma (1) and Serbian (5) |
| 22 | Kamenica | 6 | 3 | 3 | Roma (1) and Serbian (5) |
| 23 | Novo Brdo  | 4 | 1 | 3 | Albanian (2) and Serbian (2) |
| 24 | Graçanica | 1 | 1 | / | Serbian community |
| **Total** | **102** | **44** | **58** |  |

According to the table above, Skenderaj and Ferizaj have the largest number of employees in the MOCR (9 each), followed by the municipality of Vushtrri with 8 employees, then Prizren and Rahovec with 7 employees each. The municipalities with the smallest number of employees are Podujeva, Suhareka and Graçanica with one employee each. Regarding gender, out of total 102 employees, 44 (or 43%) are women, while 58 (or 57%) are men. As for the ethnicity of the employees in the MOCR included in this report (according to the table above), the Serbian community dominates, followed by the Albanian, Roma and other communities.

**Table 7**: Ethnicity of the MOCR employees

|  |  |
| --- | --- |
| **Ethnicity** | **Number of staff** |
| Serbian | 44 |
| Albanian  | 21 |
| Roma | 13 |
| Bosniak  | 7 |
| Turkish | 5 |
| Ashkali | 5 |
| Egyptian | 5 |
| Montenegrin | 1 |
| Gorani | 1 |
| **Total** | **102** |

## MOCR budget for 2020-2022

The budget of the Municipal Offices for Communities and Return (MOCRs) has been analyzed for three consecutive years, according to the period 2020-2022. The MOCRs have a separate budget within the budget of municipalities, allocated by economic categories. Based on the analysis of the MOCR budget during the three-year period, the largest part of the budget is allocated to salaries and allowances, then to goods and services. However, regardless of categories, it is more important to see if municipalities over the years have managed to allocate more or less budget for MOCRs.

The following table presents the budget of the MOCRs in 24 municipalities, in the period 2020-2022. The table has been drafted from the data sent by the municipalities, namely the MOCRs, but also the budget laws for the three relevant years. The budget is presented as a total for MOCRs for each of the 24 municipalities, regardless of economic categories.

**Table 8**: MOCR budget in 24 municipalities during 2020-2022[[15]](#footnote-15)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **No.** | **Municipality** | **MOCR budget for 2020** | **MOCR budget for 2021** | **MOCR budget for 2022** |
| 1 | Peja | 226,887 | 227,751 | 351,500 |
| 2 | Deçan | 31,223 | 27,287 | 26,432 |
| 3 | Lipjan | 47,015 | 43,300 | 43,270 |
| 4 | Fushe Kosova | 41,656 | 37,541 | 38,772 |
| 5 | Prishtina | 181,417 | 177,417 | 172,417 |
| 6 | Obiliq | 12,201 | 63,500 | 55,783 |
| 7 | Vushtrri | 61,045 | 63,842 | 71,000 |
| 8 | Podujeva | 15,906 | 14,406 | 13,406 |
| 9 | South Mitrovica  | 56,540 | 56,000 | 56,000 |
| 10 | Klina | 7,203 | 34,153 | 36,163 |
| 11 | Skenderaj | 61,800 | 49,198 | 50,662 |
| 12 | Istog | 238,667 | 192,000 | 284,000 |
| 13 | Gjakova | 74,000 | 68,708 | 60,000 |
| 14 | Prizren | 157,279 | 168,878 | 218,878 |
| 15 | Mamusha | 14,606 | 13,418 | 13,821 |
| 16 | Suhareka | 9,900 | 8,500 | 8,500 |
| 17 | Rahovec | 99,324 | 93,429 | 95,399 |
| 18 | Shtime | 22,419 | 20,492 | 20,547 |
| 19 | Ferizaj | 88,893 | 81,135 | 79,557 |
| 20 | Shterpce | 18,573 | 17,635 | 18,698 |
| 21 | Gjilan | 60,100 | 56,441 | 55,576 |
| 22 | Kamenica | 52,500 | 122,850 | 108,500 |
| 23 | Novo Brdo | 34,904 | 38,000 | 36,000 |
| 24 | Graçanica | 46,268 | 36,841 | 36,926 |

In order to graphically see the movements of the annual budget of the MOCRs in 24 municipalities, according to the table above, see the following figure.

**Figure 1**: MOCR budget movements in 24 municipalities during the period 2020-2022

If we analyze the data above, the three municipalities that in three years have allocated the most budget on average for the MOCRs, are: Istog with 238 thousand euros, Peja with 268 thousand euros and Prizren with 181 thousand euros. On the other hand, the three municipalities that in the last three years have allocated the least amount of budget for the MOCRs are: Suhareka with approximately 9 thousand euros on average, Mamusha with approximately 14 thousand and Podujeva with approximately 14 thousand euros on average.

As for the MOCR budget for the three years separately for the 24 municipalities, in five municipalities there is a continuous increase in the budget in three years, such as Peja, Vushtrri, Klina, Prizren and Kamenica. In this group, it is worth singling out the municipality of Kamenica, where the MOCR had a budget of over 52,000 in 2020, over 120,000 in 2021, and over 108,000 in 2022.

## Percentage (%) of the MOCR budget in the budget of the municipalities during 2020-2022

Municipalities are budgetary organizations that are included in the cycle of drafting their budget, in two forms: 1) through the preparation of the Medium-Term Budgetary Framework (MTBF), which is approved by the Municipal Assembly by 30 June of each year and, 2) through the preparation of the annual budget, which is approved by the Municipal Assembly, no later than 30 September of each fiscal year. The Government, namely the Ministry responsible for Finance, during this process issues budget circulars giving instructions to each budget organization on budget ceilings during preparation of the MTBF and the annual budget. Usually, the first budget circular is sent to the municipalities during April-May of the respective year, in order to prepare the MTBF, and the Municipal Assembly together with the executive organizes budget hearings before the approval of the MTBF. The second budget circular is sent to the municipalities during July-August of the respective year, in order to further clarify the budget ceilings, and the municipality (usually the executive) organizes budget hearings with citizens and stakeholders to discuss the budget before its approval by the Municipal Assembly.

After the approval of the annual budget by the municipality, the municipal budget is sent to the Ministry responsible for finance, no later than 30 September, which drafts the budget law approved by the Government, and then as a budget law it is approved by the Assembly, no later than 31 December of each respective year. The budget allocated by the municipalities to the MOCRs through the budget law, usually appears as the budget for the MOCRs, divided into several economic categories. The following table indicates the % level of the municipality's budget allocated by the municipality only for the MOCR, during 2020-2022.

**Table 9**: % of the MOCR budget in the municipal budget[[16]](#footnote-16)

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **No.** | **Municipality** | **% MOCR budget for 2020** | **% MOCR budget for 2021** | **% MOCR budget for 2022** |
| 1 | Peja | 0.79% | 0.80% | 1.19% |
| 2 | Deçan | 0.22% | 0.26% | 0.24% |
| 3 | Lipjan | 0.26% | 0.25% | 0.24% |
| 4 | Fushe Kosova | 0.33% | 0.33% | 0.33% |
| 5 | Prishtina | 0.19% | 0.20% | 0.19% |
| 6 | Obiliq | 0.10% | 0.55% | 0.47% |
| 7 | Vushtrri | 0.30% | 0.33% | 0.35% |
| 8 | Podujeva | 0.05% | 0.06% | 0.05% |
| 9 | Mitrovica | 0.25% | 0.26% | 0.26% |
| 10 | Klina | 0.06% | 0.31% | 0.31% |
| 11 | Skenderaj | 0.41% | 0.34% | 0.34% |
| 12 | Istog | 1.71% | 1.49% | 2.44% |
| 13 | Gjakova | 0.27% | 0.25% | 0.21% |
| 14 | Prizren | 0.30% | 0.34% | 0.44% |
| 15 | Mamusha | 0.74% | 0.76% | 0.76% |
| 16 | Suhareka | 0.05% | 0.05% | 0.04% |
| 17 | Rahovec | 0.74% | 0.64% | 0.63% |
| 18 | Shtime | 0.24% | 0.26% | 0.26% |
| 19 | Ferizaj | 0.24% | 0.24% | 0.23% |
| 20 | Shterpce | 0.44% | 0.46% | 0.48% |
| 21 | Gjilan | 0.21% | 0.19% | 0.19% |
| 22 | Kamenica | 0.55% | 1.12% | 0.98% |
| 23 | Novo Brdo | 1.13% | 1.32% | 1.23% |
| 24 | Gracanica | 0.43% | 0.52% | 0.48% |

If analyzed as a whole, the trend of the budget allocation by the municipalities for the MOCRs for the three years (2020-2022), the percentage of the budget allocated for the MOCRs has been increasing in most municipalities. For example, 13 out of 24 MOCRs have had budget increases from 2020 to 2022, seven other MOCRs have had slight decreases, while four other MOCRs have had stable allocations from year to year.

However, if we pick three municipalities, which have allocated the least and the most budget for the MOCR based on the years 2020, 2021 and 2022 in terms of the percentage of the budget for the MOCR from the municipality’s budget, it emerges that Suhareka, Podujeva, and Klina, are the three municipalities that have the smallest percentage of the budget allocated to the MOCR from the municipal budget, while Istog, Novo Brdo and Peja are the three municipalities that have the highest budget percentage allocated to the MOCR from the budget of the municipality in the three years 2020, 2021 and 2022.

**Figure 2**: Municipalities with the smallest budget and the municipalities with the largest budget allocated to the MOCR as a % of the municipality's budget

## MOCR budget for subsidies/transfers and capital expenditures

The MOCR budget is mainly divided into two categories: salaries and allowances as well as goods and services. A small number of MOCRs also allocate budget for other categories, such as subsidies and transfers and capital expenditures through which they support projects for marginalized groups or support other demands and needs of these groups.

In 2020, eight out of the 24 MOCRs have allocated a budget for subsidies and transfers, in a total value of 149,890 thousand euros, and four out of the 24 MOCRs have allocated a budget for capital expenditures, in a total value of 335 thousand euros.

**Figure 3**: The MOCRs that have allocated a budget for subsidies/transfers and capital expenditures in 2020.

In 2021, eight out of the 24 MOCRs have allocated a budget for subsidies and transfers, in a total amount of 74,500 or 50% less than in 2020, and five out of the 24 MOCRs have allocated a budget for capital expenditures, in the amount of 456,850 thousand euros or 36% more than in 2020.

**Figure 4**: MOCRs that have allocated budget for subsidies/transfers and capital expenditures in 2021

In 2022, eight MOCRs of the same municipalities have allocated the same value of the budget for subsidies and transfers, in a total value of 74,500 or 50% less than in 2020. According to this, either the same value has been allocated for 2022 similarly as the previous year, or the budget allocated in 2021 has not been spent and has only been carried over to 2022. As for the category of capital expenditure, four out of the 24 MOCRs have allocated a budget for capital expenditure, however a closer value to 2020 than to 2021. Specifically, the five MOCRs have allocated 383 thousand euros for capital expenditures in 2022 or 16% less than in 2021.

**Figure 5**: The MOCRs that have allocated a budget for subsidies/transfers and capital expenditures in 2022.

# Human rights/gender equality units in 24 municipalities

The mission of the Ministry of Local Government Administration (MLGA) is to advance local governance in cooperation with relevant institutions, which consists in providing efficient and non-discriminatory services at the municipal level. The Division for promotion of human rights in MLGA, in the light of joint actions with municipal bodies related to advancement of human rights, since 2007, has established Human Rights Units in the municipalities, originally based in the Administrative Instruction of MLGA of 2008 for their establishment[[17]](#footnote-17). On the other hand, the competences and the description of the duties of the officials for gender equality in the municipalities are also based on another Administrative Instruction of 2005, which defined the competences and described the duties of the officials for gender equality in the municipalities. These two Administrative Instruction were repealed in 2015, through two laws that were at that time part of the legal package for human rights. Specifically, the Law on gender equality repeals the Administrative Instruction on the powers and description of the duties of gender equality officials in municipalities, while the Law on protection from discrimination[[18]](#footnote-18) repeals the Administrative Instruction on the establishment of human rights units in municipalities.

GRK Regulation - No. 03/2017 on institutional mechanisms for protection from discrimination in government and municipalities, indicates the purpose of defining the duties and responsibilities of the relevant units or officials for protection against discrimination in ministries and municipalities, as well as the manner of their coordination, reporting and cooperation with the Office for Good Governance, as well as with other institutional mechanisms for protection against discrimination. Article 11 foresees duties and responsibilities of the relevant unit for protection from discrimination within the MLGA, which are monitoring the municipalities and reporting to the OGG/OPM. With the entry into force of this regulation, Administrative Instruction no. 2011/04 for human rights units is repealed.

As it will be proven later in this report, these legal regulations have complicated the organization and operation of human rights units in the municipalities because, until this time, MLGA was considered the responsible institution, reporting on the implementation of the two administrative instructions. On the one hand, the Law on gender equality[[19]](#footnote-19) defines that all municipalities are obliged to appoint relevant officials for gender equality with professional capacities, and defines the Agency for Gender Equality (AGE) as the institution responsible for the implementation of this law, which means that the officials for gender equality in municipalities will report to AGE from now on. On the other hand, the Law on protection from discrimination[[20]](#footnote-20) determines that the municipalities are obliged to designate a relevant unit or official to coordinate and report on the implementation of this law, and defines the Office for Good Governance (OGG) as the institution responsible for implementation of this law, which means that the officials for human rights in the municipalities would henceforth report to the OGG.

However, this has not only complicated the municipalities reporting lines to the central level, but has also complicated the organization forms and the way these structures operate in municipalities. Based on responses received through questionnaires from human rights units in 24 municipalities, the municipality of Peja does not have a human rights or gender equality unit, but there is only one gender equality officer, who is in contact with the Mayor within the municipality. The municipality of Shterpca also does not have a human rights unit, nor has it declared that there is any official for human rights or gender equality in the municipality. Out of 22 other municipalities, most of them (about 16) have declared that they have human rights units, three (3) others have declared that they have gender equality offices.

**Table 10**: Human rights/gender equality units in 24 municipalities

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **No.** | **Municipality** | **Structure responsible for human rights/gender equality** | **Is there a leader?** | **Coef.** | **Gender**  |
|  |
| 1 | Peja | / | / | / | / |  |
| 2 | Deçan | Office for Gender Equality | √ | 7.5 | F |  |
| 3 | Lipjan | Unit for human rights and gender equality | √ | 7.5 | F |  |
| 4 | Fushe Kosovo | Unit for human rights and gender equality | √ | 9 | F |  |
| 5 | Prishtina | Sector for human rights and communities | √ | 8.5 | F |  |
| 6 | Obiliq | Anti-discrimination and gender equality unit | √ | 7.5 | F |  |
| 7 | Vushtrri | Human Rights Unit | √ | 8 | F |  |
| 8 | Podujeva | Human Rights Unit | √ | 9 | M |  |
| 9 | Mitrovica | Human Rights Unit | √ | 8.5 | M |  |
| 10 | Klina | Office for Gender Equality | / | / | / |  |
| 11 | Skenderaj | Human Rights Unit | √ | 7 | M |  |
| 12 | Istog | Sector for human rights and communities | √ | 9 | F |  |
| 13 | Gjakova | Human Rights Unit | √ | 7.5 | F |  |
| 14 | Prizren | Human Rights Unit | √ | 8.5 | F |  |
| 15 | Mamusha | Human Rights Unit | √ | 7.5 | F |  |
| 16 | Suhareka | Human Rights Unit | √ | 7.5 | F |  |
| 17 | Rahovec | Human Rights Unit | √ | 7.5 | F |  |
| 18 | Shtime | Human Rights Unit | √ | 9.5 | M |  |
| 19 | Ferizaj | Human Rights Unit | √ | 7.5 | F |  |
| 20 | Shterpce | / | / | / | / |  |
| 21 | Gjilan | Human Rights Unit | √ | 8 | M |  |
| 22 | Kamenica | Human Rights Unit | √ | 9 | F |  |
| 23 | Novo Brdo | Office for Gender Equality | / | / | / |  |
| 24 | Graçanica | Human Rights Unit | / | / | / |  |

## Leadership of HRUs

The units for human rights or gender equality in municipalities such as Klina, Novo Brdo and Graçanica do not have unit heads, but each has an official for human rights and gender equality who practically serve as a contact point for human rights and equality gender in these municipalities. As for the gender of the heads of the units for human rights or gender equality, in the other 19 municipalities, 14 of them are women, while five (5) other heads are men. As for the coefficient of the 18 heads according to the table above, the highest coefficient is 9.5 (head of HRU in Shtime).

**Table 11**: coefficients of HRU heads and the number of heads per coefficient.

|  |  |
| --- | --- |
| **Coefficient**  | **Number of HRU heads?** |
| 9.5 | 1 |
| 9 | 4 |
| 8.5 | 3 |
| 8 | 2 |
| 7.5 | 8 |
| 7 | 1 |
| **Total** | **19** |

## HRU staff

Data regarding staff employed in HRUs of the 24 municipalities were received through questionnaires from the 24 municipalities included in this report, and from MLGA. As it can be seen in the table below, without counting the leaders, only the municipality of Shterpce has no officials appointed in this area, nor an established unit. According to the table, the other 23 municipalities have a total of 47 officials.

**Table 12**: Number of officials in HRUs and the job titles of the officials.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **No.** | **Municipality** | **Structure responsible for human rights/gender equality** | **Number of officials** | **Job titles of the officials** |
|  |
| 1 | Peja | / | 2 | Official for Gender EqualityOfficial for protection against discrimination |  |
| 2 | Deçan | Office for Gender Equality | 1 | Official for Gender Equality |  |
| 3 | Lipjan | Unit for human rights and gender equality | 1 | Official for gender equality and equal opportunities |  |
| 4 | Fushe Kosova | Unit for human rights and gender equality | 1 | Official for Gender Equality |  |
| 5 | Prishtina | Sector for human rights and communities | 4 | 3 officers for communities and human rights coordinator |  |
| 6 | Obiliq | Anti-discrimination and gender equality unit | 4 | Coordinator, human rights officer, official for gender equality, community rights officer |  |
| 7 | Vushtrri | Human Rights Unit | 2 | 1 for human rights 1 for gender equality |  |
| 8 | Podujeva | Human Rights Unit | 2 | 1 for children's rights, 1 for gender equality |  |
| 9 | Mitrovica | Human Rights Unit | 3 | 2 officers for communities and 1 for gender equality and the coordinator of the human rights unit |  |
| 10 | Klina | Office for Gender Equality | 1 | official for gender equality  |  |
| 11 | Skenderaj | Human Rights Unit | 2 | 1 official for human rights and 1 for gender equality |  |
| 12 | Istog | Sector for human rights and communities | 2 | 1 for gender equality and 1 for child protection |  |
| 13 | Gjakova | Human Rights Unit | 4 | 1 coordinator for human rights, 1 official for community rights, 1 for children's rights |  |
| 14 | Prizren | Human Rights Unit | 1 | Coordinator for human rights |  |
| 15 | Mamusha | Human Rights Unit | 1 | For human rights and gender equality |  |
| 16 | Suhareka | Anti-discrimination unit | 1 | Against discrimination |  |
| 17 | Rahovec | Human Rights Unit | 2 | 1 for children's rights and 1 for gender equality |  |
| 18 | Shtime | Anti-discrimination and gender equality unit | 3 | Anti-discrimination and gender equality officer, children's rights official and official for communities  |  |
| 19 | Ferizaj | Human Rights Unit | 1 | for human rights and gender equality |  |
| 20 | Shterpce | / | / |  |  |
| 21 | Gjilan | Human Rights Unit | 4 | Coordinator for human rights, official for children's rights, official for gender equality and official for protection against discrimination |  |
| 22 | Kamenica | Human Rights Unit | 3 | official for gender equality, official for return and repatriation, official for children's rights (simultaneously coordinator of the relevant unit) |  |
| 23 | Novo Brdo | Office for Gender Equality | 1 | official for gender equality  |  |
| 24 | Graçanica | Human Rights Unit | 1 | official for gender equality  |  |

## HRU budget 2020-2022**[[21]](#footnote-21)**

The budget of the Human Rights/Gender Equality Units has been analyzed for three years, i.e. for the period 2020-2022. The budget for this unit appears in budget laws as sub-program “gender issues”, where the economic categories are classified, including staff in these units. Based on responses from the human rights units in 24 municipalities regarding budget at their disposal, it has been proven that budget declared via questionnaires is the budget allocated to the sub-program “gender issues” through the budget law.

In 2020, only 11 of 24 municipalities included in this report have an allocated budget for “gender issues” sub-program, with a total budget of 169,072 thousand euros. Out of the total budget, only 11% (or 18,700 euros) is allocated for subsidies and transfers, no amount is allocated for capital expenditures, while 89% of the remaining budget is allocated for salaries and allowances and goods and services. The following table presents only the categories of subsidies/transfers and capital expenditures including the total budget. The difference between the total budget for the municipality and the budget for subsidies/transfers constitutes the budget for salaries and allowances and for goods and services.

**Table 13**: Budget for subsidies/transfers and capital expenditure in human rights/gender equality units in 2020.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **No.** | **Municipality** | **Subsidies/transfers** | **Capital expenditures** | **Total** |
| 1 | Peja | 10,000 | n/a | 24,838 |
| 2 | Fushe Kosova | n/a | n/a | 6,300 |
| 3 | Vushtrri | n/a | n/a | 16,503 |
| 4 | Mitrovica | 1,700 | n/a | 18,007 |
| 5 | Klina | n/a | n/a | 12,077 |
| 6 | Skenderaj | n/a | n/a | 37,855 |
| 7 | Istog | 2,000 | n/a | 14,300 |
| 8 | Rahovec | n/a | n/a | 8,745 |
| 9 | Kamenica | n/a | n/a | 7,500 |
| 10 | Novo Brdo | n/a | n/a | 10,000 |
| 11 | Graçanica | 5,000 | n/a | 12,947 |
|  | Total | **18,700** | n/a | **169,072** |

In 2021, the same number and same municipalities included in this report have allocated a budget for “gender issues” sub-program. In 2021, an increase of 27% was observed in the budget allocated to subsidies and transfers compared to 2020, and a slight increase of 4% in the total budget of 11 municipalities. However, from the total budget, only 14.5% (or 25,500 euros) is allocated to subsidies and transfers, no amount is allocated to capital expenditure, while 85.5% of the remaining budget is allocated to salaries and allowances and goods and services. The following table presents only the categories of subsidies/transfers and capital expenditures including the total budget. The difference between the total budget for the municipality and the budget for subsidies/transfers constitutes the budget for salaries and allowances and for goods and services.

**Table 14**: Budget for subsidies/transfers and capital expenditure in human rights/gender equality units in 2021.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **No.** | **Municipality** | **Subsidies/transfers** | **Capital expenditures** | **Total** |
| 1 | Peja | 10,000 | n/a | 20,315 |
| 2 | Fushe Kosova | n/a | n/a | 21,581 |
| 3 | Vushtrri | n/a | n/a | 15,702 |
| 4 | Mitrovica | 3,500 | n/a | 21,200 |
| 5 | Klina | n/a | n/a | 10,808 |
| 6 | Skenderaj | n/a | n/a | 26,179 |
| 7 | Istog | 2,000 | n/a | 11,300 |
| 8 | Rahovec | n/a | n/a | 7,180 |
| 9 | Kamenica | 5,000 | n/a | 22,000 |
| 10 | Novo Brdo | n/a | n/a | 9,200 |
| 11 | Graçanica | 5,000 | n/a | 10,870 |
|  | Total | **25,500** | n/a | **176,335** |

In 2022, the same number and the same municipalities included in this report have allocated a budget for the “gender issues” sub-program. In 2022, no increase in the budget allocated to subsidies and transfers compared to 2021 has been observed, because the same budget (25,500 euros) is allocated to this category, no amount has been allocated to capital expenditure. As for the total budget for these units, in 11 municipalities a slight decrease of the total can be observed compared to 2021 by 3.5%. However, from the total budget, 85.% of it is allocated for salaries and allowances and goods and services. The following table presents only the categories of subsidies/transfers and capital expenditures including the total budget. The difference between the total budget per municipality and the budget for subsidies/transfer constitutes the budget for salaries and allowances as well as for goods and services.

**Table 15**: Budget for subsidies/transfers and capital expenditures in human rights/gender equality units in 2022.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **No.** | **Municipality** | **Subsidies/transfers** | **Capital expenditures** | **Total** |
| 1 | Peja | 10,000 | n/a | 20,800 |
| 2 | Fushe Kosova | n/a | n/a | 22,050 |
| 3 | Vushtrri | n/a | n/a | 16,491 |
| 4 | Mitrovica | 3,500 | n/a | 21,200 |
| 5 | Klina | n/a | n/a | 10,727 |
| 6 | Skenderaj | n/a | n/a | 29,500 |
| 7 | Istog | 2,000 | n/a | 10,000 |
| 8 | Rahovec | n/a | n/a | 7,281 |
| 9 | Kamenica | 5,000 | n/a | 12,200 |
| 10 | Novo Brdo | n/a | n/a | 9,100 |
| 11 | Graçanica | 5,000 | n/a | 10,897 |
|  | **Total** | **25,500** | n/a | **170,246** |

# Capacities of municipal structures working with marginalized groups

The capacities of the MOCRs and HRUs have been assessed in terms of staff and budget to support projects and initiatives of marginalized groups. Based on responses received to the same question, but separately from the MOCRs and the HRUs, it is estimated that the need for additional staff and budget is evident in most municipalities. If we were to make a difference between responses received from the MOCRs and the HRUs to this question, it is concluded that the greatest needs for additional staff and budget are highlighted by the HRUs. The human rights units in the vast majority of cases have stated that they are charged with additional work such as: gender equality, protection from discrimination, whistleblowing officer, official for children's rights, for persons with disabilities, etc. The additional workload of municipal officials, especially in the case of HRUs, came as a result of the requirements of various laws for appointment of persons in charge for various topics. For example, the Law on protection against discrimination required municipalities to have a unit/official for protection against discrimination and report to the OGG on implementation of this law, the Law on gender equality required the same from municipalities, as did the Law on child protection, etc.

Based on responses from MOCRs and HRUs, none of the municipalities accentuated the need of establishing additional structures, or that these have been foreseen by legislation but have not yet been established. As stated above, the vast majority have requested additional staff to cover all the work they are charged with and additional budget. Contrary to the MOCRs, which have a separate budget, the HRUs in most municipalities do not have a separate budget (separated budget line), which would render them able to support needs and demands of marginalized groups. With regard to recent projects supported by the municipality, wherein marginalized groups have benefited, the MOCRs and the HRUs have listed several projects.

## Municipalities’ communication with marginalized groups

The municipalities’ communication with marginalized groups has been found to be very dispersed and unstructured. This is because many municipal structures are involved in communicating with and addressing the needs of these groups. According to responses in the questionnaire, the municipal structures involved in communication with marginalized groups are: the Mayor, the Deputy Mayor for communities, the MOCR, the HRU, the committee for communities, the centers for services with citizens, etc. These structures collect the demands of the marginalized groups, through the demands that the latter make, through field meetings and through public hearings. However, what can be concluded in this regard is the lack of structured communication between the municipality on one side and marginalized groups on the other. Considering that demands are directed to different addresses in the municipality, it can easily happen that municipal structures are not aware of where each demand goes, or who is dealing with one request or another. As a consequence, municipalities do not have a clear overview of the marginalized groups’ needs and demands (mapping of concerns) and that the same would-be part of a multi-annual plan to be addressed by the municipalities. Also, as a result of this, interventions from the municipality are sporadic, unstable and create more opportunities for recurrent demands from marginalized groups.

However, in this regard, two mechanisms have been found as important and useful: the committee for communities and local councils. With regard to the committee for communities, although having recommendatory powers, its role in influencing the agenda of the Municipal Assembly has been assessed as high. This is particularly true in cases where members of this community are prepared and work seriously in identifying needs and demands of marginalized groups. An example in this regard is given in the municipality of Lipjan, where the committee for communities has brought a recommendation to the Municipal Assembly in Lipjan for an intervention in the village of Janjeva, inhabited by Croatian, Turkish and Ashkali communities. According to the Speaker of the Municipal Assembly in Lipjan[[22]](#footnote-22), the recommendation is highly valued, will be part of the agenda of one of the meetings of the Municipal Assembly, and the executive will be asked to support the request of the communities in this location.

Based on interviews in the municipalities, another issue was highlighted, which is more important in the context of communication between municipalities on the one hand, and marginalized groups on the other. This relates to the per diems for non-formal community committee members delegated or elected to represent marginalized groups. This is because there are cases when non-formal members of the committee for communities’ cease being members, if they are social assistance beneficiaries. According to the Speaker of the Municipal Assembly in Podujeva, an external member of the committee for communities from the Roma community resigned after the first meeting because, after benefiting from the daily allowance in the amount of 50 euros, his benefit from the social scheme was terminated.

## Access to services for marginalized groups

In general, the marginalized groups’ access to services has been assessed as fair by municipalities, specifically the MOCR and HRUs. However, based on the responses received through questionnaires, access to services is understood as access to administrative services provided by the municipality and upon request by the party (for example, civil status documents), and not as access to public services provided by the municipality directly or through public enterprises, such as public transport, access to drinking water, sewage, public lighting, etc. With regard to easing access to municipal services, the MOCRs and HRUs have emphasized the fact that municipalities have built slopes to facilitate physical access of persons with disabilities and deployment of e-kiosks by some municipalities, with the aim of providing civil status services as close as possible to residents (the case mentioned in the municipality of Istog).

Regarding registration of newborn children, the municipalities have emphasized that this service is offered free of charge to non-majority communities and can be done throughout the year rather than only within a month. Likewise, according to the responses received from the municipality of Mitrovica, marginalized groups are exempted from payments for obtaining all civil status services, such as: birth certificate, extracts, marriage certificate, and others.

Housing is one of the greatest needs of marginalized groups, especially for the Roma community. According to the Mayor of Istog, the municipality pays about 18 monthly rents, and 99% of the beneficiaries belong to the Roma, Ashkali and Egyptian communities, and all of them are individual apartments that are paid through subsidies[[23]](#footnote-23). Another problem for marginalized groups mentioned in some municipalities, with a focus on the Roma community, is school dropout by children of this community. In this regard, according to the Deputy Mayor for communities of Istog, there is a need for teachers/educators from the Roma, Ashkali and Egyptian communities to help students from these communities[[24]](#footnote-24).

## Cooperation with the central level

The cooperation with the central level has been assessed on whether MOCRs and HRUs have cooperation with a number of institutions at the central level, such as MLGA, MCR, OPM/OGG, OPM/AGE, OPM/OCA and other institutions mentioned by municipalities. According to responses in the questionnaire, all 24 municipalities included in this report have emphasized that they have good cooperation with all of the above-mentioned, including the MIA, namely the Department for Reintegration of Repatriated Persons.

# Findings

The report’s findings are structured as per sections of the report, to make its reading and analyzing easier.

**The appointment of deputy mayors of municipalities for communities and vice chairpersons of municipal assemblies for communities:**

* Out of 24 municipalities included in this report, four of them (Fushe Kosova, Novo Brdo, Shterpca and Graçanica) have appointed Deputy Mayors for communities and Deputy Speakers of the municipal assembly for communities according to requirements of the Law on Local Self-Government for municipalities with more than 10% of population from non-majority communities;
* Out of 24 municipalities included in this report, two of them (Peja and Istogu) have less than 10% of the population from non-majority communities, but they have appointed the Deputy Mayor for Communities and the Deputy Speaker of the municipal assembly for communities, while 6 other municipalities (Lipijan, Obiliqi, Mamusha, Ferizaj, Gjilani and Kamenica) have appointed the Deputy Mayors for communities but not the Deputy Speakers of the municipal assembly in these municipalities.
* The municipality of Prizren, despite having 18% of the population from non-majority communities, has not yet succeeded in appointing the Deputy Mayor for Communities due to the lack of agreements between the non-majority communities in this municipality;
* The municipality of Fushe Kosova, despite having 13% of the population from non-majority communities, has not yet succeeded in appointing the Deputy Mayor for communities due to disputes on which is the largest community from the non-majority communities in this municipality;

**MOCRs:**

* All 24 municipalities included in this report have established the MOCRs as part of municipal administration. The municipality of Klina has an Acting Head of the MOCR. The heads of the MOCR in municipalities such as Fushe Kosova and Klina report to the Director of Administration, while in the municipality of Gracanica to the Deputy Mayor for communities;
* As for the community (or ethnicity) of the head of the MOCR, the Serbian community dominates, followed by the Bosniak, then Albanian, Egyptian, Turkish, Ashkali, Roma and Goran communities. As for the gender of the heads of the MOCR, 16 of them are led by men, while seven of them are led by women;
* If we analyze the ratio between the ethnicity of the leaders of the MOCR on the one hand, and the largest non-majority communities in the municipality it is observed that in 13 out of 24 municipalities, the community from which the leader of the MOCR comes is no longer the largest non-majority community in those municipalities;
* The organization of MOCR as separate units in the municipalities of Lipjan, Ferizaj and Peja is not perceived as positive. According to the interviewees in these three municipalities, the MOCRs should be integrated into other directorates because there cannot be only one separate unit for communities and return, as this topic belongs to all directorates;
* The Municipality of Gracanica is planning to expand the MOCR with additional staff, the Municipality of Kamenica is planning to increase the number of staff in the MOCR from the Roma community, while Istog is planning to increase the number of staff in the MOCR with employees from the Egyptian community;
* The MOCR in the municipality of Skenderaj operates in the village of Banja of this municipality because the village is mainly inhabited by the Serbian community and the MOCR has seen fit to place it closer to the citizens. Also, the MOCR in Peja has established a branch in the village of Gorazhdec, a village inhabited mainly by the Serbian community, due to being as close as possible to the residents and their demands;
* Two municipalities such as Shterpca and Shtime do not have anyone employed in the MOCR, while 102 people are employed in 22 other MOCRs (not including the heads of the office);
* Municipalities such as Skenderaj and Ferizaj have the largest number of employees in MOCR (9 each), followed by the municipality of Vushtrri with 8 employees, then Prizren and Rahoveci with 7 employees each. The municipalities with the smallest number of employees are Podujeva, Suhareka and Graçanica with one employee each;
* As for the ethnicity of the employees in the MOCR included in this report, the Serbian community dominates, followed by the Albanian, Roma and other communities. Regarding gender, from the total of 102 employees, 44 (or 43%) are women, while 58 (or 57%) are men.

**MOCR’s budget:**

* The increase in the budget of the municipalities during the three years has been accompanied by an increase in the budget for the MOCRs, because 13 MOCRs in the 24 municipalities included in this report had budget increases during the period 2020-2022, four MOCRs in four other municipalities have had stable (same) allocations over three years, while a slight decrease in the budget for the MOCRs was observed in seven other MOCRs;
* The percentage of the budget allocated by the municipalities for the MOCRs is generally small. This is because, with the exception of some municipalities such as Istog, Peja, Kamenica, Klina, Prizren, other municipalities, with some exceptions, are under 0.5% of the municipal budget allocated to the MOCRs;
* The budget of the MOCRs for the categories of subsidies and transfers and capital expenditures is small compared to the total budget for the MOCRs. For example, in 2020, all 24 MOCRs had a total budget of close to 1.7 million euros, while their total budget divided only for subsidies and transfers, and capital expenditures is close to 458 thousand euros or only 29%. This percentage in 2021 increased to 31%, while in 2022 it decreased to 23% of the budget;
* Roughly the same number of MOCRs and the same MOCRs share budgets for subsidies and transfers and capital expenditures. For example, eight MOCRs have allocated budgets for subsidies and transfers in 2020, 2021 and 2022, while budgets for capital expenditures have been allocated by four MOCRs in 2020, five in 2021 and four in 2022. In 2020, eight MOCRs allocated budget for subsidies and transfers in the amount of 148 thousand euros, while four MOCRs have allocated a budget for capital expenditures, in the amount of 335 thousand euros. The budget allocated by the same number of MOCRs has decreased by 50% in the category of subsidies and transfers, while it has increased by 36% in the category of capital expenditures compared to 2020. In 2022, the budget allocated by the same number of MOCRs for subsidies and transfers is the same as in 2021 (74,500 or 50% less than in 2020), whereas the capital expenditure budget has decreased by 16% in 2022, compared to 2022
* Despite the small budget of the municipalities for the MOCRs and the small budget for subsidies and transfers as well as capital expenditures by the MOCRs, it is positive that MOCRs are recognized in the budget law, so they appear as a program or sub- program within the municipality. Contrary to this, the Units for human rights/gender equality, in fact the budget for them, appears in the budget law only as a sub-program titled "gender issues" and the number of municipalities that have this sub-program in the structure of the budget, defined by the budget law is very small. From the group of 24 municipalities part of this report, 11 municipalities themselves have a budget allocated to the "gender issues" sub-program and those municipalities are the same during the years 2020, 2021 and 2022.

**HRUs:**

* The Law on Protection from Discrimination and the Law on Gender Equality as two laws of the human rights package of 2015 have affected the organization and operation of human rights units in municipalities because these laws have repealed two administrative instructions of MLGA regarding the establishment of human rights units and competences as well as the description of the duties of officials for gender equality in municipalities;
* Based on the responses received in the questionnaires from the human rights units in 24 municipalities, the municipality of Peja does not have a human rights or gender equality unit, but there are two gender equality officials in contact/communication with the mayor. The municipality of Shterpce also does not have a human rights unit, nor has it declared that there is any official for human rights or gender equality in the municipality;
* The human rights or gender equality units in municipalities such as Klina, Novo Brdo and Graçanica do not have unit heads. Three of these municipalities each have an official for gender equality, until they practically serve as a contact point for human rights and gender equality in these municipalities;
* As for the gender of the heads of the units for human rights or gender equality, in the other 19 municipalities, 14 of them are women and five (5) are men. As for the coefficient of the 19 heads, the highest coefficient is 9.5 (head of HRU in Shtime).
* If we look at the number of HRU officials, only the municipality of Shterpce has no officer, while the other 23 municipalities have a total of 47 officials.

**The budget of HRUs:**

* In the group of 11 human rights units/gender equality, not all of them allocate budget for subsidies and transfers from the sub-program for "gender issues". In fact, in 2020, only four of the 11 units allocated a budget for subsidies and transfers in the amount of 18,700 euros, in 2021, the same units allocated a budget for subsidies and transfers in the amount of 25,500 euros, while in 2022, the same units allocated the same budget (25,500) for subsidies and transfers. On the other hand, none of the 11 units have allocated any budget amount for capital expenditures in the years 2020, 2021 and 2022.
* The budget of the human rights and gender equality units divided by the sub-program for "gender issues" is very small and most of that budget goes to salaries and allowances of the staff, although, with a very small numbers of staff. For example, in 2020 from the total budget of these units in 11 municipalities, only 11% of said budget was allocated to subsidies and transfers, in 2021 it increased to 14.5%, while in 2022 it was 15% of the budget of allocated for subsidies and transfers.

**Capacities of the MOCRs and HRUs**

* Based on the answers received to the same question, but separately from the MOCRs and the HRUs, it is estimated that the need for additional staff and budget is evident in most municipalities. If we were to make a difference between the answers received by the MOCRs and the HRUs to this question, it is estimated that the greatest needs for additional staff and budget have been highlighted by the HRUs;
* The additional workload of municipal officials, especially in the case of HRUs, has come as a result of the requirements of various laws for the appointment of persons responsible for various topics. For example, the Law on Protection against Discrimination required municipalities to have a unit/official for protection against discrimination and report to the OGG on the implementation of this law, then the Law on Gender Equality required the same from municipalities, the Law on Child Protection;
* Based on responses from the MOCR and the HRU, none of the municipalities emphasized the need to establish additional structures, or that these have been foreseen by legislation, but have not yet been established;
* The communication of municipalities with marginalized groups has been evaluated as very scattered and unstructured. This is because many municipal structures are involved in communication and addressing the needs of these groups;
* As a consequence, municipalities do not have a clear overview of the needs and demands (mapping of concerns) and that the same would be a part of a several-year plan to be addressed by the municipalities. Also, as a result of this, interventions by the municipality are sporadic, unstable and access to services leads more to a repetition of requests from marginalized groups.

# Recommendations

**Appointment of Deputy Mayors for communities and Deputy Speakers of municipal assemblies for communities:**

* Municipalities, although having less than 10% of the population from non-majority communities, should follow the example of some municipalities which, despite having less than 10% of the population from non-majority communities, have appointed Deputy Mayors for communities and Deputy Speakers of the municipal assembly for communities. In this aspect, the municipalities which until now have appointed Deputy Speakers of the municipalities for communities (Lipjan, Obiliq, Mamusha, Ferizaj, Gjilan and Kamenica) should also appoint Deputy Speakers of the municipal assemblies for communities;
* The municipality of Prizren and the municipality of Fushe Kosova, which due to internal disputes have not yet appointed the Deputy Speakers for communities, are encouraged to find solutions to disputes and appoint the deputy speakers for communities in optimal deadlines;

**MOCRs:**

* The municipality of Klina must appoint the head of the MOCR according to procedures provided for this position. On the other hand, the heads of the MOCR in municipalities such as Fushe Kosova, Klina, Graçanica must report to the mayor as required by the regulation for the establishment of the MOCR. At the same time, the leaders of the MOCRs can send the same report for information to other addresses such as the deputy mayor for communities, the chair of the committee for communities, etc.;
* Municipalities should see the possibility of balancing the ratio between what is the largest community in number from the non-majority communities in the municipality, and the ethnic background or community from which the head of the MOCR comes from. Also, according to legal procedures, municipalities must commit to gender equality in terms of the number of women and men as heads of the MOCR;
* Municipalities, together with MLGA and other relevant stakeholders at the local and central level, should start discussions on whether the MOCRs should be organized as separate unit within the administration. In this regard, an option could be integration in relevant directorates of the municipality or the second option could be creation of a joint unit by merging the MOCRs and the Human Rights Units in the municipalities;
* Whichever option, the MOCRs should build their capacities with staff and budget, according to the findings in this report, which are based on interviews with Mayors and Deputy Mayors for communities in 24 municipalities. In particular, the municipalities of Shtime and Shterpce should recruit officials in the respective MOCR because according to the report, MOCR’s in these two municipalities do not have any officials;
* Also, in terms of ethnic background of officials, Municipalities must balance the number of officials from one community versus another, taking into consideration the % of non-majority communities in that municipality. Likewise, the municipalities must balance gender equality in terms of the gender of the staff engaged in the MOCR;
* Municipalities should allocate more budget for the MOCRs, and the MOCRs should also allocate budget for the categories of subsidies and transfers and capital expenditures because with these two categories the MOCRs can support projects and initiatives from non-majority communities;

**HRUs:**

* Municipalities together with MLGA, as the ministry in charge for local governance in Kosovo, should start discussions on a uniform organization of human rights units in municipalities. In this case, the above-mentioned option of the MOCR applies, where the latter and the HRUs can establish joint units as a result of the merger of the MOCR and the HRUs in the municipalities. As joint units responsible to report to the mayor, these units would have more staff, a budget allocated to economic categories, and as such would be able to support more projects aimed at improving the lives of marginalized groups;
* The municipality of Peja and the municipality of Shterpce should establish human rights units, and the latter should recruit staff in this unit;
* Municipalities such as Klina, Novo Brdo and Graçanica must appoint the leaders of the HRUs, while other municipalities with a shortage of staff must recruit additional staff in these units;
* Municipalities not allocating budget to the sub-program for "gender issues" should follow the example of other municipalities that allocate budget to this sub-program. Furthermore, all municipalities must increase the budget for this sub-program and the HRUs, as a result, municipalities must allocate a budget for subsidies and transfers and capital expenditures, because through the budget in these two categories, projects can be supported in order to improve the lives of marginalized groups in municipalities;

**Communication of municipalities with marginalized groups**

* Municipalities must establish communication with marginalized groups in a structured and planned manner. Likewise, municipalities must make mapping of the needs and demands of marginalized groups, with a focus on non-majority communities, so that there is a coherence between the demands and needs for assistance and interventions from the municipality;

# Annex 1: tables on organization of the MOCRs and the HRUs in 24 municipalities

**Table 1:** Organization of structures for communities, return and human rights in the municipality of Peja

|  |
| --- |
| **Municipality of Peja** |
| Population | Albanian | Serbian | Turkish | Bosniak | Roma | Ashkali | Egyptian | Gorani | Other |
| 96,450 | 87,975 | 332 | 59 | 3,786 | 993 | 143 | 2,700 | 189 | 273 |
|  |
| Percentage (%) of non-majority communities: | 8.8% |
| Deputy Mayor for Communities: | YES |
| Deputy Speaker for Communities: | YES |
|  |
| **Structure for communities and return:** | **Municipal Office for Communities and Returns** |
| Office manager position: | Head |
| Community affiliation of the Head: | Bosniak community |
| Coefficient of office manager: | 9.5 |
| Gender: | M |
| Whom does he/she report to in the municipality: | The Mayor of the Municipality |
| Number of officials: | 6 (3 F and 3 M) |
| Ethnicity of officials: | Albanian, Bosniak, Roma, Egyptian, Montenegrin |
| Positions and coefficients of officials: |  Re-integration and community rights coordinator: coefficient 7 |
| Senior Community Rights and Integration Officer: coefficient 7 |
| Re-integration and community rights official (2 positions): coefficient 6 |
| Sustainable return official (2 positions): coef. 6 |
| Budget for 2020: | 226,887 EUR |
| Budget for 2021: | 227,751 EUR |
| Budget for 2022: | 351,500 EUR |
|  |
| **Structure for human rights:** | **None** |
| Number of officials: | 2 |
| Positions and coefficients of officials: | Official for gender equality: coefficient 7.5Official for protection against discrimination: 7.5 |
| Ethnicity: | Albanian |
| Gender: | F |
| Whom does he/she report to in the municipality: | Mayor of the Municipality |
| Budget for 2020: | 24,838 EUR |
| Budget for 2021: | 20,315 EUR |
| Budget for 2022: | 20,800 EUR |
| **Note**: There is a Coordinator for Community Education in the Directorate of Education, who is also a teacher at the same time. It would be good for the MOCR to be integrated within other directorates, that is, the officials should be part of other directorates and not have a separate office for communities and return. |

**Table 2:** Organization of structures for communities, return and human rights in the municipality of Deçan.

|  |
| --- |
| **Municipality of Deçan** |
| Population | Albanian | Serbian | Turkish | Bosniak | Roma | Ashkali | Egyptian | Gorani | Other |
| 40,019 | 39,402 | 3 | / | 60 | 33 | 42 | 393 | 1 | 85 |
|  |
| Percentage (%) of non-majority communities: | 1.6% |
| Deputy Mayor for Communities: | NO |
| Deputy Speaker for Communities: | NO |
|  |
| **Structure for communities and return:** | **Municipal Office for Communities and Returns** |
| Office manager position: | Head |
| Community affiliation of the Head: | Bosniak community |
| Coefficient of office manager: | 9 |
| Gender: | M |
| Whom does he/she report to in the municipality: | The Mayor of the Municipality |
| Number of officials: | 2 (1 F and 1 M) |
| Ethnicity of officials: | Albanian, Bosniak, Serbian |
| Positions and coefficients of officials: | European integration official: coefficient 8 |
| Assistant: coefficient 7 |
| Budget for 2020: | 31,223 EUR |
| Budget for 2021: | 27,286 EUR |
| Budget for 2022: | 26,432 EUR |
|  |
| **Structure for human rights:** | **Office for Gender Equality** |
| Office manager position: | N/A |
| Community affiliation of the Head: | N/A |
| Coefficient of office manager: | N/A |
| Gender: | N/A |
| Number of officials: | 1 |
| Whom does he/she report to in the municipality: | The Mayor of the Municipality |
| Positions and coefficients of officials: | Official for gender equality: coefficient 7.5 |
| Ethnicity: | Albanian |
| Gender: | F |
| Budget for 2020: | N/A |
| Budget for 2021: | N/A |
| Budget for 2022: | N/A |

**Table 3:** Organization of structures for communities, return and human rights in the municipality of Lipjan.

|  |
| --- |
| **Municipality of Lipjan** |
| Population | Albanian | Serbian | Turkish | Bosniak | Roma | Ashkali | Egyptian | Gorani | Other |
| 57,605 | 54,467 | 513 | 128 | 42 | 342 | 1,812 | 4 | 6 | 291 |
|  |
| Percentage (%) of non-majority communities: | 5.4% |
| Deputy Mayor for Communities: | YES |
| Deputy Speaker for Communities: | NO |
|  |
| **Structure for communities and return:** | **Municipal Office for Communities and Returns** |
| Office manager position: | Head of the office |
| Community affiliation of the Head: | Serbian community |
| Coefficient of office manager: | 9.5 |
| Gender: | M |
| Whom does he/she report to in the municipality: | The Mayor of the Municipality |
| Number of officials: | 4 (1 F and 3 M) |
| Ethnicity of officials: | Serbian community and Ashkali community |
| Positions and coefficients of officials: | Coordinator for the rights and integration of communities: coefficient 7.5 |
| Coordinator for sustainable return: coefficient 6 |
| Official for communities: coefficient 6 |
| Official for Return: coefficient 5 |
| Budget for 2020: | 47,015 EUR |
| Budget for 2021: | 43,300 EUR |
| Budget for 2022: | 43,270 EUR |
|  |
| **Structure for human rights:** | **Unit for human rights and gender equality** |
| Office manager position: | Unit coordinator |
| Community affiliation of the Head: | Albanian community |
| Coefficient of office manager: | 7.5 |
| Gender: | F |
| Whom does he/she report to in the municipality: | Director of Administration |
| Number of officials: | 1 |
| Ethnicity of officials: | Albanian community |
| Positions and coefficients of officials: | Official for gender equality and equal opportunities, coefficient 7.5 |
| Budget for 2020: | / |
| Budget for 2021: | / |
| Budget for 2022: | / |
| **Note**: The coordinator of HRU is expected to retire at the end of January 2023. The other official in HRU is tasked with additional work as a coordinator for CSOs and their funding. In the MOCR, the official for sustainable return is also in charge of repatriation of returned families. |

**Table 4:** Organization of structures for communities, return and human rights in the municipality of Fushe Kosova.

|  |
| --- |
| **Municipality of Fushe Kosova** |
| Population | Albanian | Serbian | Turkish | Bosniak | Roma | Ashkali | Egyptian | Gorani | Other |
| 34,827 | 30,275 | 321 | 62 | 34 | 436 | 3,230 | 282 | 15 | 172 |
|  |
| Percentage (%) of non-majority communities: | 13.1% |
| Deputy Mayor for Communities: | YES |
| Deputy Speaker for Communities: | YES |
|  |
| **Structure for communities and return:** | **Municipal Office for Communities and Returns** |
| Office manager position: | Chief of the Office |
| Community affiliation of the Head: | Roma community |
| Coefficient of office manager: | 9.5 |
| Gender: | F |
| Whom does he/she report to in the municipality: | Director of administration |
| Number of officials: | 2 (M) |
| Ethnicity of officials: | Roma community (1) and Serbian community (1) |
| Positions and coefficients of officials: | Official for communities: coefficient 5 |
| Return and reintegration officer: coefficient 5 |
| Budget for 2020: | 41,656 |
| Budget for 2021: | 37,541 |
| Budget for 2022: | 38,772 |
|  |
| **Structure for human rights:** | **Unit for human rights and gender equality** |
| Office manager position: | Coordinator |
| Community affiliation of the Head: | Albanian |
| Coefficient of office manager: | 9 |
| Gender: | F |
| Whom does he/she report to in the municipality: | Director of administration |
| Number of officials: | 1 |
| Ethnicity of officials: | Albanian |
| Positions and coefficients of officials: | Official for gender equality |
| Budget for 2020: | 23,063 EUR |
| Budget for 2021: | 21,581 EUR |
| Budget for 2022: | 22,050 EUR |
| **Note**: The coordinator for human rights is also an official for gender equality, an official for protection against discrimination and an official for the protection of personal data. The need for additional staff as it is a burden to carry out all the work with one official. |

**Table 5:** Organization of structures for communities, return and human rights in the municipality of Prishtina.

|  |
| --- |
| **Municipality of Prishtina** |
| Population | Albanian | Serbian | Turkish | Bosniak | Roma | Ashkali | Egyptian | Gorani | Other |
| 198,897 | 194,452 | 430 | 2,156 | 400 | 56 | 557 | 8 | 205 | 633 |
|  |
| Percentage (%) of non-majority communities: | 2.2% |
| Deputy Mayor for Communities: | NO |
| Deputy Speaker for Communities: | NO |
|  |
| **Structure for communities and return:** | **Sector for human rights and communities** |
| Office manager position: | Sector leader |
| Community affiliation of the Head: | Albanian community |
| Coefficient of office manager: | 8.5 |
| Gender: | F |
| Whom does he/she report to in the municipality: | Mayor of the Municipality |
| Number of officials: | 4 (F) |
| Ethnicity of officials: | Albanian, Turkish, Serbian |
| Positions and coefficients of officials: | Coordinator for human rights and gender equality: coefficient 8 |
| Official for communities: coefficient 7 |
| Official for communities: coefficient 7 |
| Official for communities: coefficient 7 |
| Budget for 2020: | 181,417 EUR |
| Budget for 2021: | 177,417 EUR |
| Budget for 2022: | 172,417 EUR |
|  |
| **Structure for human rights:** | Human rights sector |
| Office manager position: | Coordinator |
| Community affiliation of the Head: | Albanian |
| Coefficient of office manager: | 8.5 |
| Gender: | F |
| Whom does he/she report to in the municipality: | Mayor of the Municipality |
| Number of officials: | 3 |
| Ethnicity of officials: | Albanian, Turkish, Serbian |
| Positions and coefficients of officials: | 3 officials covering all areas |
| Budget for 2020: | N/A |
| Budget for 2021: | N/A |
| Budget for 2022: | N/A |
| **Note**: According to the answers received through the questionnaire from the municipality of Pristina, the municipal office for communities and returns and the unit for human rights have been merged into a sector under the office of the Mayor of the Municipality. The capacities of the sector with staff are limited while they are tasked with many areas, such as: return, re-integration, integration of foreigners, communities, human rights and gender equality. |

**Table 6:** Organization of structures for communities, return and human rights in the municipality of Obiliq

|  |
| --- |
| **Municipality of Obiliq** |
| Population | Albanian | Serbian | Turkish | Bosniak | Roma | Ashkali | Egyptian | Gorani | Other |
| 21,549 | 19,854 | 276 | 2 | 58 | 661 | 578 | 27 | 5 | 78 |
|  |
| Percentage (%) of non-majority communities: | 7.8% |
| Deputy Mayor for Communities: | YES |
| Deputy Speaker for Communities: | NO |
|  |
| **Structure for communities and return:** | **Municipal Office for Communities and Returns** |
| Office manager position: | Head of the office |
| Community affiliation of the Head: | Serbian community |
| Coefficient of office manager: | 9.5 |
| Gender: | M |
| Whom does he/she report to in the municipality: | Mayor of the Municipality |
| Number of officials: | 5 (4 F and 1 M) |
| Ethnicity of officials: | Albanian community (2), Serbian community (1), Roma community (1) and Bosniak community (1)  |
| Positions and coefficients of officials: | Office coordinator: coefficient 7 |
|  | Official for Return (2 positions): coefficient 7 |
| Reintegration official (2 positions): coefficient 5 |
| Budget for 2020: | 12,201 EUR |
| Budget for 2021: | 63,500 EUR |
| Budget for 2022: | EUR 55,783 |
|  |
| **Structure for human rights:** | **Anti-discrimination and gender equality unit** |
| Office manager position: | Unit leader |
| Community affiliation of the Head: | Albanian community |
| Coefficient of office manager: | 7.5 |
| Gender: | F |
| Whom does he/she report to in the municipality: | Mayor of the Municipality |
| Number of officials: | 4 |
| Ethnicity of officials: | Albanian (2) and Serbian (2) |
| Positions and coefficients of officials: | Community Rights Officer: coefficient 6 |
| Human rights officer: coefficient 6 |
| Gender equality officer: coefficient 6 |
| Budget for 2020: | / |
| Budget for 2021: | / |
| Budget for 2022: | / |
| **Note**: The head of the unit also deals with gender equality. It is planned to strengthen the unit with an official, as well as divide responsibilities between three officials for human rights, children's rights and gender equality. |

**Table 7:** Organization of structures for communities, return and human rights in the municipality of Vushtrri.

|  |
| --- |
| **Municipality of Vushtrri** |
| Population | Albanian | Serbian | Turkish | Bosniak | Roma | Ashkali | Egyptian | Gorani | Other |
| 69,870 | 68,840 | 384 | 278 | 33 | 68 | 143 | 1 | 3 | 120 |
|  |
| Percentage (%) of non-majority communities: | 1.5% |
| Deputy Mayor for Communities: | NO |
| Deputy Speaker for Communities: | NO |
|  |
| **Structure for communities and return:** | **Municipal Office for Communities and Return** |
| Office manager position: | Head of Office |
| Community affiliation of the Head: | Serbian community |
| Coefficient of office manager: | 7.5 |
| Gender: | M |
| Whom does he/she report to in the municipality: | The Mayor of the Municipality |
| Number of officials: | 8 (1 F and 7 M) |
| Ethnicity of officials: | 7 Serbs and 1 Albanian |
| Positions and coefficients of officials: | Coordinator for return and repatriation: coefficient 7 |
| Coordinator for Community Rights and Reintegration: coefficient 7 |
| Official for Return: coefficient 6 |
| Official for communities: coefficient 6 |
| Cleaner: factor 5 |
| Official (night guard): coefficient 5 |
| Budget for 2020: | 61,045 EUR |
| Budget for 2021: | 63,842 EUR |
| Budget for 2022: | 71,000 EUR |
|  |
| **Structure for human rights:** | **Human Rights Unit** |
| Office manager position: | Coordinator |
| Community affiliation of the Head: | Albanian community |
| Coefficient of office manager: | 8 |
| Gender: | F |
| Whom does he/she report to in the municipality: | Director of administration |
| Number of officials: | 2 (F) |
| Ethnicity of officials: | Albanian |
| Positions and coefficients of officials: | Human rights officer: coefficient 8 |
| Gender equality officer: coefficient 7 |
| Budget for 2020: | 16,503 EUR |
| Budget for 2021: | 15,702 EUR |
| Budget for 2022: | 16,491 EUR |
| **Note**: The human rights official is also a child protection officer, while the gender equality official is both an anti-discrimination official and a whistleblower officer. It is planned to employ two officials from the Turkish and Roma communities in the MOCR |

**Table 8:** organization of structures for communities, return and human rights in the municipality of Podujeva.

|  |
| --- |
| **Municipality of Podujeva** |
| Population | Albanian | Serbian | Turkish | Bosniak | Roma | Ashkali | Egyptian | Gorani | Other |
| 88,499 | 87,523 | 12 | 5 | 33 | 74 | 680 | 2 | / | 170 |
|  |
| Percentage (%) of non-majority communities: | 1.1% |
| Deputy Mayor for Communities: | NO |
| Deputy Speaker for Communities: | NO |
|  |
| **Structure for communities and return:** | **Municipal Office for Communities and Returns** |
| Office manager position: | Head of Office  |
| Community affiliation of the Head: | Albanian community |
| Coefficient of office manager: | 9.5 |
| Gender: | M |
| Whom does he/she report to in the municipality: | The Mayor of the Municipality |
| Number of officials: | 1 (F) |
| Ethnicity of officials: | Albanian |
| Positions and coefficients of officials: | Communities and Returns Officer |
| Budget for 2020: | 15,906 EUR |
| Budget for 2021: | 14,406 EUR |
| Budget for 2022: | 13,406 EUR |
|  |
| **Structure for human rights:** | **Human Rights Unit** |
| Office manager position: | Coordinator |
| Community affiliation of the Head: | Albanian |
| Coefficient of office manager: | 9.5 |
| Gender: | M |
| Whom does he/she report to in the municipality: | The Mayor of the Municipality |
| Number of officials: | 2 (1 F and 1 M) |
| Ethnicity of officials: | Albanian |
| Positions and coefficients of officials: | Official for gender equality: coefficient 7.5 |
| Children's rights officer: coefficient 7.5 |
| Budget for 2020: | / |
| Budget for 2021: | / |
| Budget for 2022: | / |
| **Note**: The coordinator of the human rights unit also performs the work as a personal data protection official. The Communities and Returns Official is tasked with additional work as an anti-discrimination officer |

**Table 9:** Organization of structures for communities, return and human rights in the municipality of Mitrovica.

|  |
| --- |
| **Municipality of Mitrovica** |
| Population | Albanian | Serbian | Turkish | Bosniak | Roma | Ashkali | Egyptian | Gorani | Other |
| 71,909 | 69,497 | 14 | 518 | 416 | 528 | 647 | 6 | 23 | 260 |
|  |
| Percentage (%) of non-majority communities: | 3.4% |
| Deputy Mayor for Communities: | NO |
| Deputy Speaker for Communities: | NO |
|  |
| **Structure for communities and return:** | **Municipal Office for Communities and Returns** |
| Office manager position: | Head |
| Community affiliation of the Head: | Serbian community |
| Coefficient of office manager: | 9.5 |
| Gender: | F |
| Whom does he/she report to in the municipality: | The Mayor of the Municipality |
| Number of officials: | 5 (3 F and 2 M) |
| Ethnicity of officials: | Albanian, Turkish, Bosniak, Serbian |
| Positions and coefficients of officials: | Re-integration and community rights coordinator: coefficient 7.5 |
| Return and Integration Coordinator: coefficient 7.5 |
| Rights and integration officer: coefficient 6 |
| Official for sustainable return: coefficient 6 |
| Administrative officer: coefficient 5 |
| Budget for 2020: | 56,540 EUR |
| Budget for 2021: | 56,000 EUR |
| Budget for 2022: | 57,100 EUR |
|  |
| **Structure for human rights:** | **Human Rights Unit** |
| Office manager position: | Head of the unit |
| Community affiliation of the Head: | Albanian community |
| Coefficient of office manager: | 8.5 |
| Gender: | M |
| Whom does he/she report to in the municipality: | Director of administration |
| Number of officials: | 3 (2 F and 1 M) |
| Ethnicity of officials: | Albanian, Bosniak |
| Positions and coefficients of officials: | Coordinator of the relevant unit: coefficient 8.5 |
| Official for gender equality: coefficient 7.5 |
| Official for communities: coefficient 7.5 |
| Budget for 2020: | 10,000 EUR |
| Budget for 2021: | 10,000 EUR |
| Budget for 2022: | 21,200 EUR |
| **Note**: Employment of an official from the Roma community and insufficient budget in the OCR;The gender equality official is also the coordinator of the mechanism against domestic violence and gender-based violence. |

**Table 10:** Organization of structures for communities, return and human rights in the municipality of Klina.

|  |
| --- |
| **Municipality of Klina** |
| Population | Albanian | Serbian | Turkish | Bosniak | Roma | Ashkali | Egyptian | Gorani | Other |
| 38,496 | 37,216 | 98 | 3 | 20 | 78 | 85 | 934 | / | 72 |
|  |
| Percentage (%) of non-majority communities: | 3.4% |
| Deputy Mayor for Communities: | NO |
| Deputy Speaker for Communities: | NO |
|  |
| **Structure for communities and return:** | **Municipal Office for Communities and Returns** |
| Office manager position: | Acting Head of MOCR |
| Community affiliation of the Head: | Serbian community |
| Coefficient of office manager: | 6 |
| Gender: | F |
| Whom does he/she report to in the municipality: | Director of administration |
| Number of officials: | 4 (M) |
| Ethnicity of officials: | To the Serbian community (2) and the Egyptian community (2) |
| Positions and coefficients of officials: | Communities and Return Coordinator: coefficient 6 |
| Official for communities: coefficient 5 |
| Administrative assistant: coefficient 5 |
| Budget for 2020: | 40,869 EUR |
| Budget for 2021: | 34,153 EUR |
| Budget for 2022: | 36,153 EUR |
|  |
| **Structure for human rights:** | **Office for Gender Equality** |
| Office manager position: | N/A |
| Community affiliation of the Head: | N/A |
| Coefficient of office manager: | N/A |
| Number of officials: | 1 |
| Whom does he/she report to in the municipality: | Director of administration |
| Gender: | F |
| Ethnicity of officials: | Albanian |
| Positions and coefficients of officials: | Official for gender equality: coefficient 7.5 |
| Budget for 2020: | 12,077 EUR |
| Budget for 2021: | 10,808 EUR |
| Budget for 2022: | 10,727 EUR |
| **Note**: Establishment of the human rights unit is expected. The municipality of Klina previously had a child rights official, but after the death of the official, no this position has not been filled. There is a need for increased human rights staff |

**Table 11:** Organization of structures for communities, return and human rights in the municipality of Skenderaj.

|  |
| --- |
| **Municipality of Skenderaj** |
| Population | Albanian | Serbian | Turkish | Bosniak | Roma | Ashkali | Egyptian | Gorani | Other |
| 50,858 | 50,685 | 50 | 1 | 42 | / | 10 | 1 | / | 69 |
|  |
| Percentage (%) of non-majority communities: | 0.3% |
| Deputy Mayor for Communities: | NO |
| Deputy Speaker for Communities: | NO |
|  |
| **Structure for communities and return:** | **Municipal Office for Communities and Returns** |
| Office manager position: | Head |
| Community affiliation of the Head: | Serbian community |
| Coefficient of office manager: | 9 |
| Gender: | M |
| Whom does he/she report to in the municipality: | The Mayor of the Municipality |
| Number of officials: | 9 (3 women and 5 men) |
| Ethnicity of officials: | Albanian (2) and Serbian (6) |
| Positions and coefficients of officials: | Coordinator for return and re-integration of repatriated persons: coefficient 7 |
| Coordinator for communities: coefficient 7 |
| Official for Return: coefficient 5 |
| Official for communities: coefficient 5 |
| Social Affairs Officer: coefficient 5 |
| Technical assistant: coefficient 5 |
| Maintenance: coefficient 5 |
| Budget for 2020: | 61,800 EUR |
| Budget for 2021: | 49,198 EUR |
| Budget for 2022: | 50,662 EUR |
|  |
| **Structure for human rights:** | **Human Rights Unit** |
| Office manager position: | Coordinator |
| Community affiliation of the Head: | Albanian community |
| Coefficient of office manager: | 7 |
| Gender: | M |
| Whom does he/she report to in the municipality: | Director of administration |
| Number of officials: | 2 (1 M and 1 F) |
| Positions and coefficients of officials: | Human rights officer: coefficient 7 |
| Official for gender equality: coefficient 7.5 |
| Ethnicity: | Albanian |
| Budget for 2020: | 37,855 EUR |
| Budget for 2021: | 26,179 EUR |
| Budget for 2022: | 29,500 EUR |
| **Note**: The coordinator for returns is also the official for re-integration of repatriated persons and foreigners. The human rights official also serves as whistleblowing official. |

**Table 12:** Organization of structures for communities, return and human rights in the municipality of Istog.

|  |
| --- |
| **Municipality of Istog** |
| Population | Albanian | Serbian | Turkish | Bosniak | Roma | Ashkali | Egyptian | Gorani | Other |
| 39,289 | 36,154 | 194 | 10 | 1,142 | 39 | 111 | 1,554 | / | 95 |
|  |
| Percentage (%) of non-majority communities: | 8% |
| Deputy Mayor for Communities: | yes |
| Deputy Speaker for Communities: | yes |
|  |
| **Structure for communities and return:** | **Municipal Office for Communities and Returns** |
| Office manager position: | Head of the office |
| Community affiliation of the Head: | Bosniak community |
| Coefficient of office manager: | 9.5 |
| Gender: | M |
| Whom does he/she report to in the municipality: | The Mayor of the Municipality |
| Number of officials: | 5 (2 F and 3 M) |
| Ethnicity of officials: | Bosniak community (2) and Roma community (3) |
| Positions and coefficients of officials: | Official for the coordination of rights and integration of communities (2 positions): coefficient 7 |
| Official for rights and integration of communities: coefficient 7.5 |
| Official for Return: coefficient 6 |
| Official responsible for budget and finance: coefficient 7.5 |
| Budget for 2020: | 240,000 EUR |
| Budget for 2021: | 192,000 EUR |
| Budget for 2022: | 284,000 EUR |
|  |
| **Structure for human rights:** | **Sector for human rights and communities** |
| Office manager position: | Head of sector |
| Community affiliation of the Head: | Albanian community |
| Coefficient of office manager: | 9 |
| Gender: | F |
| Whom does he/she report to in the municipality: | Director of the Directorate for Municipal Administration |
| Number of officials: | 2 (F) |
| Ethnicity of officials: | Albanian community |
| Positions and coefficients of officials: | Official for Gender Equality: coefficient: 7 |
| Official for Child Protection and Reintegration: coefficient 7 |
| Budget for 2020: | 14,300 EUR |
| Budget for 2021: | 11,300 EUR |
| Budget for 2022: | 10,000 EUR |
| **note**: The MOCR needs to increase human and professional capacities. The official for gender equality is appointed by the decision of the mayor as an anti-discrimination official, therefore we need to fill an anti-discrimination official position |

**Table 13:** Organization of structures for communities, return and human rights in the municipality of Gjakova.

|  |
| --- |
| **Municipality of Gjakova** |
| Population | Albanian | Serbian | Turkish | Bosniak | Roma | Ashkali | Egyptian | Gorani | Other |
| 94,556 | 87,672 | 17 | 16 | 73 | 738 | 613 | 5,117 | 13 | 297 |
|  |
| Percentage (%) of non-majority communities: | 7.2% |
| Deputy Mayor for Communities: | NO |
| Deputy Speaker for Communities: | NO |
|  |
| **Structure for communities and return:** | **Municipal Office for Communities and Returns** |
| Office manager position: | Head of Sector for communities |
| Community affiliation of the Head: | Egyptian community |
| Coefficient of office manager: | 9.5 |
| Gender: | M |
| Whom does he/she report to in the municipality: | The Mayor of the Municipality |
| Number of officials: | 4 (2 women and 2 men) |
| Ethnicity of officials: | Egyptian community (2), Albanian community (2) |
| Positions and coefficients of officials: | Official for coordination of sustainable return coefficient: 6 |
| Official for the coordination of rights and integration of communities (2 positions): coefficient 5 |
| Officials for rights and integration of communities’ coefficient: 6 |
| Budget for 2020: | 74,000 EUR |
| Budget for 2021: | 68,700 EUR |
| Budget for 2022: | 60,000 EUR |
|  |
| **Structure for human rights:** | **Human Rights Unit** |
| Office manager position: | Head of the Human Rights sector |
| Community affiliation of the Head: | Albanian community |
| Coefficient of office manager: | 7.5 |
| Gender: | F |
| Whom does he/she report to in the municipality: | The Mayor of the Municipality |
| Number of officials: | 3 (F) |
| Ethnicity of officials: | Albanian community |
| Positions and coefficients of officials: | Coordinator for human rights |
|  | Community rights officer: coefficient 6 |
| Human rights official (2 positions): coefficient 5 |
| Budget for 2020: | / |
| Budget for 2021: | / |
| Budget for 2022: | / |
| **Note**: The head of the human rights sector is also an official for gender equality and an anti-discrimination official. |

**Table 14:** Organization of structures for communities, return and human rights in the municipality of Prizren.

|  |
| --- |
| **Municipality of Prizren** |
| Population | Albanian | Serbian | Turkish | Bosniak | Roma | Ashkali | Egyptian | Gorani | Other |
| 177,781 | 145,718 | 237 | 9,091 | 16,896 | 2899 | 1,350 | 168 | 655 | 767 |
|  |
| Percentage (%) of non-majority communities: | 18% |
| Deputy Mayor for Communities: | NO |
| Deputy Speaker for Communities: | YES |
|  |
| **Structure for communities and return:** | **Municipal Office for Communities and Returns** |
| Office manager position: | Head of the office |
| Community affiliation of the Head: | Turkish community |
| Coefficient of office manager: | 8.5 |
| Gender: | F |
| Whom does he/she report to in the municipality: | The Mayor of the Municipality |
| Number of officials: | 7 (4 F and 3 M) |
| Ethnicity of officials: | Albanian community (2), Roma community (1), Bosniak community (1), Turkish community (2), Serbian community (1) |
| Positions and coefficients of officials: | Official for Return: coefficient 7 |
| Official for rights and integration of communities (6 positions): coefficient 6 |
| Budget for 2020: | 157,279 EUR |
| Budget for 2021: | 168,878 EUR |
| Budget for 2022: | 218,878 EUR |
|  |
| **Structure for human rights:** | **Human Rights Unit** |
| Office manager position: | Head of Unit  |
| Community affiliation of the Head: | Albanian community |
| Coefficient of office manager: | 8.5 |
| Gender: | F |
| Whom does he/she report to in the municipality: | Director of Administration |
| Number of officials: | 1 |
| Ethnicity of officials: | Albanian |
| Positions and coefficients of officials: | Coordinator: coefficient 8 |
| Budget for 2020: | / |
| Budget for 2021: | / |
| Budget for 2022: | / |
| **Note**: The Romani language is a language in official use within the municipality of Prizren. The deputy mayor for communities is in the organizational scheme, but the representatives of the communities fail to agree on the appointment of a person as deputy mayor for communities. The head of HRU is also charged with additional duties: children's rights, anti-discrimination officer, persons with disabilities. |

**Table 15:** Organization of structures for communities, return and human rights in the municipality of Mamusha.

|  |
| --- |
| **Municipality of Mamusha** |
| Population | Albanian | Serbian | Turkish | Bosniak | Roma | Ashkali | Egyptian | Gorani | Other |
| 5,507 | 327 | / | 5,128 | 1 | 39 | 12 | / | / | / |
|  |
| Percentage (%) of non-majority communities: | 6.88% |
| Deputy Mayor for Communities: | YES  |
| Deputy Speaker for Communities: | NO |
|  |
| **Structure for communities and return:** | **Municipal Office for Communities and Returns** |
| Office manager position: | Head of Office  |
| Community affiliation of the Head: | Albanian community |
| Coefficient of office manager: | 9.5 |
| Gender: | M |
| Whom does he/she report to in the municipality: | The Mayor of the Municipality |
| Number of officials: | 2 (M) |
| Ethnicity of officials: | Albanian community (1) and Roma community (1) |
| Positions and coefficients of officials: | Official for returns and communities (2 positions): coefficient: 6 |
| Budget for 2020: | 14,606 EUR |
| Budget for 2021: | 13,418 EUR |
| Budget for 2022: | 13,821 EUR |
|  |
| **Structure for human rights:** | **Human Rights Unit** |
| Office manager position: | Head of Unit |
| Community affiliation of the Head: | Turkish |
| Coefficient of office manager: | 7.5 |
| Gender: | F |
| Number of officials: | 1 (F) |
| Whom does he/she report to in the municipality: | Director of administration |
| Ethnicity of officials: | Turkish community |
| Positions and coefficients of officials: | Office for gender equality and human rights: coefficient 7 |
| Budget for 2020: | / |
| Budget for 2021: | / |
| Budget for 2022: | / |
| **Note**: More work should be done on the education of members of the Roma community, especially in higher education. There are many who leave after high school to other countries. Also, the budget for supporting projects for non-majority communities and for the human rights unit should be increased. |

**Table 16:** Organization of structures for communities, return and human rights in the municipality of Suhareka.

|  |
| --- |
| **Municipality of Suhareka** |
| Population | Albanian | Serbian | Turkish | Bosniak | Roma | Ashkali | Egyptian | Gorani | Other |
| 59,722 | 59,076 | 2 | 4 | 15 | 41 | 493 | 5 | / | 86 |
|  |
| Percentage (%) of non-majority communities: | 1.1% |
| Deputy Mayor for Communities: | NO |
| Deputy Speaker for Communities: | NO |
|  |
| **Structure for communities and return:** | **Municipal Office for Communities and Returns** |
| Office manager position: | N/A |
| Community affiliation of the Head: | N/A |
| Coefficient of office manager: | N/A |
| Number of officials: | 1 (M) |
| Ethnicity of officials: | Albanian community |
| Positions and coefficients of officials: | Official for communities, coefficient 6.5 |
| Whom does he/she report to in the municipality: | The Mayor of the Municipality |
| Gender: | M |
| Budget for 2020: | 9,900 EUR |
| Budget for 2021: | 8,500 EUR |
| Budget for 2022: | 8,500 EUR |
|  |
| **Structure for human rights:** | **Human Rights Unit** |
| Office manager position: | Coordinator of the unit |
| Community affiliation of the Head: | Albanian community |
| Coefficient of office manager: | 7.5 |
| Gender: | F |
| Whom does he/she report to in the municipality: | Director of administration |
| Number of officials: | 1 |
| Ethnicity of officials: | Albanian  |
| Positions and coefficients of officials: | Official for protection against discrimination: coef. 7.5 |
| Budget for 2020: | / |
| Budget for 2021: | / |
| Budget for 2022: | / |
| **Note**: The human rights unit has transformed into an anti-discrimination unit. The office coordinator also covers the function of the gender equality and children's rights official. |

**Table 17:** Organization of structures for communities, return and human rights in the municipality of Rahovec.

|  |
| --- |
| **Municipality of Rahovec** |
| Population | Albanian | Serbian | Turkish | Bosniak | Roma | Ashkali | Egyptian | Gorani | Other |
| 56,208 | 55,166 | 134 | 2 | 10 | 84 | 404 | 299 | 0 | 109 |
|  |
| Percentage (%) of non-majority communities: | 1.85% |
| Deputy Mayor for Communities: | NO |
| Deputy Speaker for Communities: | NO |
|  |
| **Structure for communities and return:** | **Municipal Office for Communities and Returns** |
| Office manager position: | Head of the office |
| Community affiliation of the Head: | Egyptian community |
| Coefficient of office manager: | 7 |
| Gender: | F |
| Whom does he/she report to in the municipality: | The Mayor of the Municipality |
| Number of officials: | 6 (4 F and 2 M) |
| Ethnicity of officials: | Roma community (1) and Serbian community (5) |
| Positions and coefficients of officials: | Office coordinator: coefficient 7 |
| Community integration officer: coefficient 5 |
| Community rights officer: coefficient 5 |
| Official for return: coefficient 5 |
| Children's rights officer: coefficient 5 |
| Driver: coefficient 5 |
| Budget for 2020: | 109,143 EUR |
| Budget for 2021: | 93,429 EUR |
| Budget for 2022: | 95,399 EUR |
|  |
| **Structure for human rights:** | **Human Rights Unit** |
| Office manager position: | Coordinator of the Human Rights Unit |
| Community affiliation of the Head: | Albanian community |
| Coefficient of office manager: | 7.5 |
| Gender: | F |
| Whom does he/she report to in the municipality: | Director of Administration |
| Number of officials: | 2 |
| Ethnicity of officials: | Albanian community (2) and Serbian community (1) |
| Positions and coefficients of officials: | Official for gender equality: coefficient: 6 |
| Children's rights officer: coefficient 6 |
| Budget for 2020: | 8,745 EUR |
| Budget for 2021: | 7,180 EUR |
| Budget for 2022: | 7,281 EUR |
| **Note**: We need a worker within the MOCR who knows the Albanian language because none of the officials speak the Albanian language. The HRU coordinator is charged with additional duties, such as: children's rights, anti-discrimination, persons with disabilities, contact person for the use of languages, member of the Commission for Community Safety, the Municipal Mechanism against Violence. |

**Table 18:** Organization of structures for communities, return and human rights in the municipality of Shtime.

|  |
| --- |
| **Municipality of Shtime** |
| Population | Albanian | Serbian | Turkish | Bosniak | Roma | Ashkali | Egyptian | Gorani | Other |
| 27,324 | 26,447 | 49 | 1 | 20 | 23 | 750 | / | 2 | 32 |
|  |
| Percentage (%) of non-majority communities: | 3.2% |
| Deputy Mayor for Communities: | NO |
| Deputy Speaker for Communities: | NO |
|  |
| **Structure for communities and return:** | **Municipal Office for Communities and Returns** |
| Office manager position: | Head of the office |
| Community affiliation of the Head: | Bosniak community |
| Coefficient of office manager: | 9.5 |
| Gender: | M |
| Whom does he/she report to in the municipality: | The Mayor of the Municipality |
| Number of officials: | N/A |
| Ethnicity of officials: | N/A |
| Positions and coefficients of officials: | N/A |
| Budget for 2020: | 22,419 EUR |
| Budget for 2021: | 20,492 EUR |
| Budget for 2022: | 20,547 EUR |
|  |
| **Structure for human rights:** | **Human Rights Unit** |
| Office manager position: | Acting Head of Unit |
| Community affiliation of the Head: | Albanian community |
| Coefficient of office manager: | 9.5 |
| Gender: | M |
| Whom does he/she report to in the municipality: | The Mayor of the Municipality |
| Number of officials: | 3 |
| Ethnicity of officials: | Albanian |
| Positions and coefficients of officials: | Official for protection against discrimination and gender equality: coef. 7 |
| Children's rights officer: coefficient 7 |
| Official for communities: coefficient 7 |
| Budget for 2020: | / |
| Budget for 2021: | / |
| Budget for 2022: | / |
| **Note**: There is only the head of the office in the MOCR. The official for return has retired, while the community rights official has been appointed to the civil status office. The MOCR needs to recruit two officials according to two positions: Official for sustainable return (coefficient: 7) and official for community rights (also coefficient 7). There is also a need for the recruitment of two officials in the HRU: for gender equality and for children's rights. |

**Table 19:** Organization of structures for communities, return and human rights in the municipality of Ferizaj.

|  |
| --- |
| **Municipality of Ferizaj** |
| Population | Albanian | Serbian | Turkish | Bosniak | Roma | Ashkali | Egyptian | Gorani | Other |
| 108,610 | 104,152 | 32 | 55 | 83 | 204 | 3,629 | 24 | 64 | 367 |
|  |
| Percentage (%) of non-majority communities: | 4.0% |
| Deputy Mayor for Communities: | YES |
| Deputy Speaker for Communities: | NO |
|  |
| **Structure for communities and return:** | **Municipal Office for Communities and Returns** |
| Office manager position: | Head of the office |
| Community affiliation of the Head: | Ashkali community |
| Coefficient of office manager: | 9.5 |
| Gender: | M |
| Whom does he/she report to in the municipality: | The Mayor of the Municipality |
| Number of officials: | 9 (3 F and 6 M) |
| Ethnicity of officials: | Roma community (1), Ashkali community (3), Serbian community (1), Turkish community (1), Goran community (1) and Albanian community (2) |
| Positions and coefficients of officials: | Coordinator for sustainable return: coefficient 7.5 |
| Coordinator for Integration and community rights: coefficient 7.5 |
| Official for Returns (3 positions): coefficient 5 |
| Officers for integration and community rights (4 positions) - coefficient 5 |
| Budget for 2020: | 88,893 EUR |
| Budget for 2021: | 81,135 EUR |
| Budget for 2022: | 79,557 EUR |
|  |
| **Structure for human rights:** | **Human Rights Unit** |
| Office manager position: | Unit leader |
| Community affiliation of the Head: | Albanian community |
| Coefficient of office manager: | 7.5 |
| Gender: | F |
| Whom does he/she report to in the municipality: | The Mayor of the Municipality |
| Number of officials: | 1 |
| Ethnicity of officials: | Albanian community |
| Positions and coefficients of officials: | Human rights and gender equality officer |
| Budget for 2020: | / |
| Budget for 2021: | / |
| Budget for 2022: | / |
| **Note**: The human rights official is charged with additional work, being also an official for gender equality, for protection from discrimination, for the protection of children's rights. |

**Table 20:** Organization of structures for communities, return and human rights in the municipality of Shterpce.

|  |
| --- |
| **Municipality of Shterpce** |
| Population | Albanian | Serbian | Turkish | Bosniak | Roma | Ashkali | Egyptian | Gorani | Other |
| 6,949 | 3,757 | 3,148 | / | 2 | 24 | 1 | / | / | 17 |
|  |
| Percentage (%) of non-majority communities: | 46% |
| Deputy Mayor for Communities: | YES |
| Deputy Speaker for Communities: | YES  |
|  |
| **Structure for communities and return:** | **Municipal Office for Communities and Returns** |
| Office manager position: | Coordinator for Returns  |
| Community affiliation of the Head: | Serbian community |
| Coefficient of office manager: | 7 |
| Gender: | M |
| Whom does he/she report to in the municipality: | The Mayor of the Municipality |
| Number of officials: | N/A |
| Ethnicity of officials: | N/A |
| Positions and coefficients of officials: | N/A |
| Budget for 2020: | 18,573 EUR |
| Budget for 2021: | 17,635 EUR |
| Budget for 2022: | 18,698 EUR |
|  |
| **Structure for human rights:** | **Human Rights Unit** |
| Office manager position: | N/A |
| Community affiliation of the Head: | N/A |
| Coefficient of office manager: | N/A |
| Gender: | N/A |
| Whom does he/she report to in the municipality: | N/A |
| Number of officials: | N/A |
| Ethnicity of officials: | N/A |
| Positions and coefficients of officials: | N/A |
| Budget for 2020: | N/A |
| Budget for 2021: | N/A |
| Budget for 2022: | N/A |
| **Note**: according to the interview with the Deputy Mayor, the head of the MOCR was from the Albanian community, but he has retired and the position is vacant. Now the head of the MOCR is the coordinator for return from the Serbian community. |

**Table 21:** Organization of structures for communities, return and human rights in the municipality of Gjilan.

|  |
| --- |
| **Municipality of Gjilan** |
| Population | Albanian | Serbian | Turkish | Bosniak | Roma | Ashkali | Egyptian | Gorani | Other |
| 90,178 | 87,814 | 624 | 978 | 121 | 361 | 15 | 1 | 69 | 195 |
|  |
| Percentage (%) of non-majority communities: | 2.6% |
| Deputy Mayor for Communities: | YES |
| Deputy Speaker for Communities: | NO |
|  |
| **Structure for communities and return:** | **Municipal Office for Communities and Returns** |
| Office manager position: | Head of the office |
| Community affiliation of the Head: | Turkish community |
| Coefficient of office manager: | 9.5 |
| Gender: | M |
| Whom does he/she report to in the municipality: | The Mayor, the Deputy Mayor for communities and the committee for communities |
| Number of officials: | 6 (1 F and 5 M) |
| Ethnicity of officials: | Serbian community (5), Roma community (1) |
| Positions and coefficients of officials: | Official for communities and equal opportunities coefficient: 7 |
| Official for integration and community rights (4 positions): coefficient 7 |
| Official for sustainable return: coefficient: 5 |
| Budget for 2020: | 60,100 EUR |
| Budget for 2021: | 56,441 EUR |
| Budget for 2022: | EUR 55,576 |
|  |
| **Structure for human rights:** | **Human Rights Unit** |
| Office manager position: | Unit leader |
| Community affiliation of the Head: | Albanian community |
| Coefficient of office manager: | 8 |
| Gender: | M |
| Whom does he/she report to in the municipality: | Mayor |
| Number of officials: | 4 (F) |
| Ethnicity of officials: | Albanian community |
| Positions and coefficients of officials: | Unit coordinator: coefficient 8 |
| Gender equality officer: coefficient 7 |
| Children's rights officer: coefficient 7 |
| Official for protection against discrimination: coefficient 7 |
| Budget for 2020: | / |
| Budget for 2021: | / |
| Budget for 2022: | / |
| **Note**: The human rights unit covers the following areas: gender equality, children's rights, persons with disabilities, minority rights, equal opportunities, protection from discrimination and the fight against human trafficking. |

**Table 22:** Organization of structures for communities, return and human rights in the municipality of Kamenica.

|  |
| --- |
| **Municipality of Kamenica** |
| Population | Albanian | Serbian | Turkish | Bosniak | Roma | Ashkali | Egyptian | Gorani | Other |
| 36,085 | 34,186 | 1,554 | 5 | 9 | 240 | / | / | 29 | 62 |
|  |
| Percentage (%) of non-majority communities: | 5.25% |
| Deputy Mayor for Communities: | YES |
| Deputy Speaker for Communities: | NO |
|  |
| **Structure for communities and return:** | **Municipal Office for Communities and Returns** |
| Office manager position: | Head of the office |
| Community affiliation of the Head: | Serbian community |
| Coefficient of office manager: | 9.5 |
| Gender: | M |
| Whom does he/she report to in the municipality: | The Mayor of the Municipality |
| Number of officials: | 6 (3 F and 3 M) |
| Ethnicity of officials: | Serbian community (5) and Roma community (1) |
| Positions and coefficients of officials: | Coordinator for return: coefficient 6 |
| Official for Return: coefficient 6 |
| Coordinator for communities: coefficient 6 |
| Official for communities: coefficient 6 |
| Administrative officer: coefficient 5 |
| Administrative officer: coefficient 5 |
| Budget for 2020: | 52,500 EUR |
| Budget for 2021: | 122,850 EUR |
| Budget for 2022: | 108,500 EUR |
|  |
| **Structure for human rights:** | **Human Rights Unit** |
| Office manager position: | Unit coordinator |
| Community affiliation of the Head: | Albanian community |
| Coefficient of office manager: | 8 |
| Gender: | F |
| Whom does he/she report to in the municipality: | Directorate of General Administration |
| Number of officials: | 1 (F) |
| Ethnicity of officials: | Albanian community |
| Positions and coefficients of officials: | Official for gender equality, return and repatriation: coefficient 7 |
| Budget for 2020: | 7,500 EUR |
| Budget for 2021: | 22,000 EUR |
| Budget for 2022: | 12,200 EUR |
| **Note**: the coordinator of the human rights unit is both an official for children's rights and an official for protection against discrimination. Although the unit has a budget divided into activities supported by the general administration department and the mayor's office. |

**Table 23:** Organization of structures for communities, return and human rights in the municipality of Novo Brdo.

|  |
| --- |
| **Municipality of Novo Brdo** |
| Population | Albanian | Serbian | Turkish | Bosniak | Roma | Ashkali | Egyptian | Gorani | Other |
| 6,729 | 3,524 | 3,122 | 7 | 5 | 63 | 3 | / | / | 5 |
|  |
| Percentage (%) of non-majority communities: | 47.6% |
| Deputy Mayor for Communities: | YES |
| Deputy Speaker for Communities: | YES |
|  |
| **Structure for communities and return:** | **Office for Human Rights and Communities** |
| Office manager position: | Head of the office |
| Community affiliation of the Head: | Serbian community |
| Coefficient of office manager: | 9.5 |
| Gender: | F |
| Whom does he/she report to in the municipality: | The Mayor of the Municipality |
| Number of officials: | 4 (1 F and 3 M) |
| Ethnicity of officials: | Albanian community (2) and Serbian community (2) |
| Positions and coefficients of officials: | Official (4 positions): coefficient 7 |
| Budget for 2020: | 34,904 EUR |
| Budget for 2021: | 38,000 EUR |
| Budget for 2022: | 36,000 EUR |
|  |
| **Structure for human rights:** | **Office for Gender Equality** |
| Office manager position: | N/A |
| Community affiliation of the Head: | N/A |
| Number of officials: | 1 |
| Gender: | F |
| Whom does he/she report to in the municipality: | Directorate of General Administration |
| Ethnicity of officials: | Albanian community |
| Positions and coefficients of officials: | Official for gender equality: coefficient 8 |
| Budget for 2020: | 10,000 EUR |
| Budget for 2021: | 9,200 EUR |
| Budget for 2022: | 9,100 EUR |
| **Note**: Roma community can be considered a vulnerable group, the Deputy Mayor emphasizes. The Roma community lives in the village of Bostan and this community faces many difficulties, especially unemployment. Two (2) from the Roma community are employed in the municipality and one (1) in the Kosovo Police. |

**Table 24:** Organization of structures for communities, return and human rights in the municipality of Graçanica.

|  |
| --- |
| **Municipality of Graçanica** |
| Population | Albanian | Serbian | Turkish | Bosniak | Roma | Ashkali | Egyptian | Gorani | Other |
| 10,675  | 2,474 | 7,209 | 15 | 15 | 745 | 104 | 3 | 22 | 88 |
|  |
| Percentage (%) of non-majority communities: | 32% |
| Deputy Mayor for Communities: | YES |
| Deputy Speaker for Communities: | YES |
|  |
| **Structure for communities and return:** | **Municipal Office for Communities and Returns** |
| Office manager position: | Head of the office |
| Community affiliation of the Head: | Goran community |
| Coefficient of office manager: | 8 |
| Gender: | F |
| Whom does he/she report to in the municipality: | Deputy Mayor for communities |
| Number of officials: | 1 |
| Ethnicity of officials: | Serbian community |
| Positions and coefficients of officials: | Official for Return: coefficient 7 |
| Budget for 2020: | 46,268 EUR |
| Budget for 2021: | 36,841 EUR |
| Budget for 2022: | 36,926 EUR |
|  |
| **Structure for human rights:** | **Human Rights Unit** |
| Office manager position: | N/A |
| Community affiliation of the Head: | N/A |
| Coefficient of office manager: | N/A |
| Number of officials: | 1 |
| Gender: | F |
| Whom does he/she report to in the municipality: | The Mayor of the Municipality |
| Ethnicity of officials: | Serbian community |
| Positions and coefficients of officials: | Official for gender equality |
| Budget for 2020: | 12,947 EUR |
| Budget for 2021: | 10,870 EUR |
| Budget for 2022: | 10,897 EUR |
| **Note**: According to the Deputy Mayor for Communities, we are looking at the possibility of expanding the number of officials of the MOCR. The gender equality official also covers duties for human rights and for protection of children's rights. |

# Annex 2: List of interviewees by municipality

|  |  |
| --- | --- |
|  |  |
| Peja | Fatmir Asllani, Deputy MayorMirzet Dzogovic, Deputy Mayor for CommunitiesRexhep Kurtbogaj, Speaker of the Municipal Assembly |
| Deçan | Hajdar Sutaj, Speaker of the Municipal Assembly |
| Istog | Ilir Ferati, MayorValmir Rama, Deputy Mayor for CommunitiesEnver Rugova, Speaker of the Municipal Assembly |
| Klina | Marqe Tanushi, Deputy Mayor |
| Skenderaj | Fadil Nura, MayorAdelina Spahiu, Speaker of the Municipal Assembly |
| Mitrovica | Arian Tahiri, Deputy MayorVesa Broja, Speaker of the Municipal Assembly |
| Vushtrri | Ferit Idrizi, MayorMelihate Basholli Latifi, Speaker |
| Podujeva | Spejtim Bulliqi, MayorHilmi Hoxha, Speaker of the Municipal Assembly |
| Prishtina | Alban Zogaj, Deputy Mayor |
| Obiliq | Ibush Mjekiqi, MayorVlora Mjekiqi Kabashi, Speaker |
| Fushe Kosova | Ali Ismaili, Speaker |
| Lipjan | Imri Ahmeti, MayorLulzim Qerimi, Deputy Mayor for CommunitiesDaut Azemi, Speaker |
| Prizren | Shaqir Totaj, MayorAntigona Bytyqi, Speaker of the Municipal Assembly |
| Mamusha | Abdyladi Krasnic, MayorRamadan Zogaj, Deputy Mayor for Communities |
| Shtime | Qemajl Aliu, MayorAdnan Ademi, Speaker |
| Ferizaj | Lulzim Aliu, Deputy MayorDemush Ademi Deputy Mayor for CommunitiesXhavit Zariqi Speaker |
| Rahovec | Fatmir Iska, Deputy MayorDëfrim Kafexhiu Speaker |
| Suhareka | Mihrije Suka Deputy MayorBexhet Kuqi, Speaker |
| Gjakova | Ardian Gjini, Mayor  |
| Gracanica | Leutrim Ajeti, Deputy Mayor for CommunitiesGranit Gashi, Deputy Speaker for Communities |
| Kamenica | Kadri Rahimaj, Mayor Liridon Kastrati Speaker |
| Novo Brdo | Bajrush Zmeri, Deputy Mayor Ramush Mehmeti Deputy Speaker |
| Shterpce | Ivica Tanesijevic Deputy MayorPredrag Grbic, Speaker |
|  |  |
| Gjilan | Alban Hyseni, MayorArianit Sadiku, Speaker of the Municipal Assembly |
|  |  |

1. Law no. 03/L-040 on local self-government, Article 61: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2530> [↑](#footnote-ref-1)
2. Administrative instruction (MLG) no. 02/2020 on the procedure for appointing Deputy Mayors in municipalities, Article 6: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=31745> [↑](#footnote-ref-2)
3. Interview with Ali Ismaili, Speaker of the Municipal Assembly, dated 30.11.2022. [↑](#footnote-ref-3)
4. Kosovo Agency of Statistics, Population by gender, ethnicity and place of residence, 2011: <https://bit.ly/4083iV7> [↑](#footnote-ref-4)
5. Interview with Imri Ahmeti, Mayor and Lulzim Qerimi, Deputy Mayor for communities, Lipjan municipality, date: 01.12.2022. [↑](#footnote-ref-5)
6. Interview with Lulzim Aliu, Deputy Mayor and Demush Ademi, Deputy Mayor for Communities, Ferizaj municipality, date: 23.11.2022 [↑](#footnote-ref-6)
7. Interview with Fatmir Asllani, Deputy Mayor, municipality of Peja, date: 22.11.2022. [↑](#footnote-ref-7)
8. Interview with Lulzim Aliu, Deputy Mayor and Demush Ademi, Deputy Mayor for communities, Ferizaj municipality, date: 23.11.2022. [↑](#footnote-ref-8)
9. Interview with Leutrim Ajeti, Deputy Mayor for Communities, municipality of Graçanica, date: 01.12.2022. [↑](#footnote-ref-9)
10. Interview with Kadri Rahimaj, Mayor and Aleksandra Popovic, Deputy Mayor for communities, municipality of Kamenica, date: 02.12.2022. [↑](#footnote-ref-10)
11. Interview with Ilir Ferati, Mayor, municipality of Istog, date: 23.11.2022. [↑](#footnote-ref-11)
12. Interview with Fadil Nura, Mayor of Skenderaj Municipality, date 24.11.2022. [↑](#footnote-ref-12)
13. Interview with Mirzet Dzogovic, Deputy Mayor for communities, municipality of Peja, date: 22.11.2022. [↑](#footnote-ref-13)
14. This number does not include the MOCR heads, as this category has been dealt with separately in the above section. [↑](#footnote-ref-14)
15. The 2020, 2021 and 2022 budget of the MOCRs is taken from the budget laws approved by the Assembly of Kosovo and published by the Ministry of Finance: <https://mf.rks-gov.net/page.aspx?id=1,16> [↑](#footnote-ref-15)
16. The budget of the municipalities in the years 2020, 2021 and 2022 is taken from the budget laws approved by the Assembly of Kosovo and published by the Ministry of Finance:<https://mf.rks-gov.net/page.aspx?id=1,16> [↑](#footnote-ref-16)
17. Administrative Instruction-MAPL-No. 08/2007 for the establishment of Human Rights Units in Municipalities: [https://bit.ly/3jecYëP](https://bit.ly/3jecY%C3%ABP) [↑](#footnote-ref-17)
18. Followed by GRK Regulation no. 03/2017 on institutional mechanisms for protection against discrimination in government and municipalities: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=14645> [↑](#footnote-ref-18)
19. Law no. 05/L-020 on gender equality, Article 12 - Relevant officials for gender equality in ministries and municipalities: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=10923> [↑](#footnote-ref-19)
20. Law no. 05/L-021 on protection from discrimination, Article 11 - Institutional mechanisms for protection against discrimination in ministries and municipalities: <https://gzk.rks-gov.net/ActDetail.aspx?ActID=10924> [↑](#footnote-ref-20)
21. The budget of HRU in 2020, 2021 and 2022 is taken from the budget laws approved by the Assembly of Kosovo and published by the Ministry of Finance: <https://mf.rks-gov.net/page.aspx?id=1,16> [↑](#footnote-ref-21)
22. Interview with Daut Azemi, Speaker of the Municipal Assembly, Lipjan, date: 01.12.2022. [↑](#footnote-ref-22)
23. Interview with Ilir Ferati, Mayor of Istog, date: 23.11.2022. [↑](#footnote-ref-23)
24. Interview with Valmir Rama, Deputy Mayor for communities, Istog municipality, date: 23.11.2022. [↑](#footnote-ref-24)