KCSS
Kosovar Centre for Security Studies

GENDER EQUALITY POLICY

SCOPE OF POLICY

KCSS strives to institutionalize gender equality and gender mainstreaming as overarching elements that inform the internal organization of the institution and cross-cutting factors that directly inform programmatic design and evaluation. KCSS believes that individuals from diverse backgrounds must enjoy their fundamental rights equally, in addition to being offered the same opportunities and protection mechanisms.

KCSS firmly recognizes that only through equal representation, participation and empowerment of women and men, the organization can achieve its core mission alongside its inclusive values. KCSS will ensure that staff will not be subject to less preferential treatment in their work because of their gender, ethnic background, religious convictions, sexual orientation, or gender identity.

KCSS's gender equality policy is developed in the spirit of international standards such as UNSCR 1325 on Women, Peace and Security, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), EU Gender Action Plan (GAP) III and the 2030 Agenda for Sustainable Development, in order to ensure favorable conditions for gender equality and gender mainstreaming across the organization's work and internal functioning. Additionally, the policy has been developed in full compliance with the Republic of Kosovo's legal framework on Human Rights, especially, Law No. 05/L-020 on Gender Equality and Law No. 05/L-021 on Protection from Discrimination.

This policy is implemented in a cross-cutting fashion throughout the work of the KCSS and is operationalized specifically through the organizations Gender and Security Sector Programme and its subsequent Action Plan.

AIM AND OBJECTIVES

- **The overall aim of this policy is that gender equality and gender mainstreaming is achieved across the work of the organization.**

The specific objectives of the policy are:

KCSS's internal institutional framework is developed and consolidated along gender equality principles

- **KCSS supports public security institutions in implementing objectives stemming from the Women, Peace and Security agenda**

- **Gender equality is the basis by which KCSS external interventions are designed**

- **Research developed by KCSS will be based on the principle of the collection of gender dis-aggregated data**

RESPONSIBILITY FOR COORDINATION AND ACCOUNTABILITY

The overall responsibility for the implementation of this policy will fall upon the Executive Director of the KCSS with direct support from the Board. All KCSS employees are bound to uphold the objectives stemming from this policy. Any outsourced support (in the form of consultancies) will ensure that Terms of Reference (ToR) reflect the main objectives of this Policy.

Internal Organization

KCSS is committed to enhancing the implementation of this policy through the promotion of gender equality and gender-mainstreaming by:

- **Gender mainstreaming throughout the design, monitoring and evaluation of programmatic interventions**

- **Promoting gender-responsive budgeting across all budgetary planning in KCSS, including programmatic and institutio**

- **Developing internal mechanisms to monitor and track progress in the implementation of this policy and overall gender equality**

PROGRAMMATIC INTERVENTIONS, ACTIVITIES, AND OTHER SERVICES

KCSS commits to ensuring the sustainable participation of women, men from all communities in all programmatic activities and any capacity-building support based on:

- Encouraging and supporting the participation of individuals from all backgrounds and communities in KCSS capacity-building activities

- Promoting gender equal participation in all policy panel discussions hosted by KCSS

- Ensuring that all stakeholders have equal access to training programmes, workshops and other activities hosted by KCSS

- Ensuring that national and international KCSS advocacy is facilitated by gender-equal staff delegation(s)

RECRUITMENT AND EMPLOYMENT PRACTICES

KCSS will commit to advertising all open vacancies on its website and clearly state that it welcomes applications from individuals from all communities and backgrounds, especially women.

Above all, KCSS commits to ensuring that current and prospective employees will have fair, equal and transparent access to employment by:

- Applying positive discrimination in cases where there is an underrepresentation of women in the organization

- Enhancing gender balance and diverse representation in the selection of prospective employees

- Establishing fair and accountable employment conditions, such as flexible work arrangements, equal remuneration for work of equal value, paid parental leave for birth or adoptive parents

- **Providing gender equal access to training, promotion and career development**

REFERENCE DOCUMENTS

This KCSS policy must be read in harmony with other organizational documents such as:

- **Gender Equality Code of Conduct**

- **Gender and Security Programme Objectives and Action Plan**

- **Regulation on Disciplinary Responsibility and Behavior at KCSS**

In cases of proposed changes to this policy, the policy will be open to review every two (2) years at the discrepancy of KCSS Management. In such cases, a committee will be formed composed of KCSS Management and staff to propose and amend the policy.

Signed into force on: 01/02/2022   **Mentor Vrajolli,** Executive Director