



KCSS
Kosovar Centre for Security Studies

WOMEN POLICE OFFICERS' PERCEPTION OF GENDER INTEGRATION IN THE KOSOVO POLICE



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About the Gender, Peace and Security Programme

The Gender, Peace and Security Programme has been developed to support Kosovo's progress in achieving objectives outlined in the Women, Peace and Security agenda. In line with UNSCR 1325, KCSS's Gender, Peace and Security Programme aims to support public security institutions in Kosovo in establishing internal and external gender-responsive policies. Among others, the programme aims to ensure gender-equal participation across Kosovo's main security institutions such as the Kosovo Security Force (KSF) and the Kosovo Police (KP). Additionally, it seeks to consolidate a breadth of research identifying the main challenges related to gender-responsive security reform in Kosovo. Through providing robust gender analysis on Kosovo's security sector development, the programme aims to promote internal reform in line with the country's gender-equality principles enshrined in the Law on Gender Equality. The programme will be further developed through:

- Central and local advocacy to identify prominent challenges related to women's participation in the security sector;
- Baseline, midline and endline monitoring of recruitment within public security institutions in Kosovo
- Gender-analysis in line with Kosovo's WPS objectives.

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November, 2023

Table of Content

I. Introduction	1
II. The Legal Freamwork	2
III. Women’s participation and representation in the Kosovo Police	4
A. Working Environment and Gender Sensitivity for Women in the Kosovo Police	7
B. Ensuring a safe and inclusive working environment: Review of Report Mechanisms within the Kosovo Police	8
IV. Recommendations	10





I. Introduction

Kosovo has made significant strides in improving women's political representation by implementing gender quotas to enhance the presence of women in its all state institutions. The enactment of Kosovo's **Law on Gender Equality**¹ in May 2015 marked a crucial milestone in strengthening the nation's legal framework for promoting gender equality.

However, despite progress, Kosovo still faces numerous gender equality challenges, particularly in the realms of women's leadership positions, equal political participation, and ending violence against women. Traditional gender role mentalities, discrimination, and stereotyping have presented significant barriers to women's involvement in decision-making at all levels, including within the security sector. Despite some notable improvements, the journey towards increased representation of women in the Kosovo Police remains a work in progress.

Nevertheless, in many countries, likewise in Kosovo, security sector policies and programming have failed to analyze women's security needs and priorities adequately and involve women and men equally by integrating their gender perspectives. In such cases, security institutions are often rife with equality gaps and may be unable to provide security for all community members. Efforts aimed at integrating a gender perspective into policies and practices of the security sector have predominantly focused on women's representation rather than on their specific needs.

The data conducted shows that Kosovo's policies have demonstrated significant efforts to enhance the gender perspective within the Kosovo Police. However, challenges persist, stemming from factors such as the limited participation of women in managerial and decision-making roles, traditional male dominance, patriarchal mindsets, and the need for comprehensive integration of gender perspectives into all laws and regulations governing the Kosovo Police.

This report highlights and analyzes women's critical challenges in the Kosovo Police from the perspective of women police officers. Women's issues are often not treated as a priority and do not receive the necessary attention. Through this report, we will examine the working environment for women in the Kosovo Police, the primary challenges they encounter, unaddressed issues that have not been taken seriously, policies that should promote gender diversity, and the impact and contribution of women within the the Kosovo Police.

The report employs a qualitative methodology and relies on semi-structured interviews with experienced and high-ranking women in the Kosovo Police. These interviews have focused on gaining insights into the working environment, gender sensitivity within security institutions, and the primary challenges faced by women in the sector. Additionally, we have conducted seven focus groups with women in the Kosovo Police who do not hold high-ranking positions. The aim is to analyze and comprehend the dynamics and factors that hinder women's advancement to higher ranks within the Kosovo Police. These focus groups were organized in Prizren, Prishtina, Mitrovica, Gjilan, Gjakova, Ferizaj, and Peje. Through these focus groups, we have collected comprehensive information about the working environment and gender integration within the Kosovo Police.

¹ Law on Gender Equality, <https://gzk.rks-gov.net/ActDetail.aspx?ActID=10923>



II. The Legal Framework

Gender equality is a fundamental value for the democratic development of society, providing equal opportunities for both women and men to participation in the political, economic, social, cultural, and other areas of societal life within the Constitution of Kosovo. Prevention and protection against discrimination based on gender, as well as principles of gender equality for all Kosovo citizens, are guaranteed primarily by the **Constitution of the Republic of Kosovo**²

According to Article 22 of the Constitution, all international treaties are directly applicable in Kosovo. This provision established that human rights and fundamental freedoms that are guaranteed by UN and CoE instruments are directly applicable in Kosovo, and they have priority over the provision of laws and other acts of public institutions. They include the following: Universal Declaration of Human Rights; European Convention for the Protection of Human Rights and Fundamental Freedoms and its Protocols; International Covenant on Civil and Political Rights and its Protocols; Council of Europe Framework Convention for the Protection of National Minorities; Convention on the Elimination of all forms of Racial Discrimination; Convention on the Elimination of All Forms of Discrimination Against Women; Convention on the Rights of Child; Convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment.

On February 20, 2012, the Government of Kosovo took the decision to draft an National Action Plan for the implementation of United Nations Security Council Resolution 1325 on “Women, Peace, and Security.” Kosovo adopted its first **National Action Plan in 2014** for the period 2013–2015. The National Action Plan was developed by the Agency on Gender Equality in the Office of the Prime Minister in cooperation with the working group, which consisted of central governmental entities and civil society members, and with the support of UN Women and OHCHR.³

The Law on Gender Equality, which was drafted in accordance with international standards and adopted in May 2015, has set a parity rule for the equal representation of men and women at any level of decision-making in political and public life. The Law also anticipates some measures in order to increase gender equality, as follows: “The present law specifies the general and specific measures that need to be undertaken for the provision of equal rights and specifies the responsible authorities and their relevant competencies.”⁴

The Law on Kosovo Police⁵ takes into consideration the principles of gender equality, as following: “commitment to employment, advancement and assignment of duties in comprehensive, merit-based and non-discriminatory manner, by reflecting the multi- ethnic character of Kosovo and by recognizing the principles of gender equality and human rights foreseen by the Constitution.” However, women’s representation continues to be further challenged in different sectors such as the security sector, more particularly in Kosovo Police which is considered as men’s domain. Ever since the Kosovo Police have been consolidate the women’s participation in the institute is 15.12 percent.⁶ Even though 15.12 percent appears as a satisfactory level when compared to other police forces in the Western Balkans, the percentage of women in Kosovo Police should be considered from the domestic context and demography. Statistically, Kosovo has one of the youngest populations in

2 The Constitution of Republic of Kosovo. https://mapl.rks-gov.net/wp-content/uploads/2017/10/1.CONSTITUTION_OF_THE_REPUBLIC_OF_KOSOVO.pdf <https://www.kuvendikosoves.org/common/docs/Constitution1%20of%20the%20Republic%20of%20Kosovo.pdf>

3 “Working Plan to implement Resoultion 1325, “Women, Peace and Security” 2013-2015” Office of the Prime Minister. <https://womensnetwork.org/wp-content/uploads/2018/10/20150323140838326.pdf>

4 Article 1.3. of the Law on Gender Equality, http://old.kuvendikosoves.org/common/docs/ligjet/2004_2_en.pdf

5 The Law on Police of Kosovo, http://old.kuvendikosoves.org/common/docs/ligjet/2008_03-L035_en.pdf

6 Kosovo Police Annual Report 2022, accessed at: https://www.Kosovopolice.com/wp-content/uploads/2023/02/Raporti-vjetor-i-pun%C3%ABs-s%C3%AB-Policis%C3%AB-s%C3%AB-Kosov%C3%ABs-Janar-Dhjetor-2022_SHQIP.pdf

the region, with approximately 70 percent of its inhabitants falling below the age of 30. Hence, the potential of Kosovo Police to achieve a higher percentage of women in uniform is considerably high. This strategic approach concerning the inclusion of women. Over the past couple of years, there have been some efforts within the Kosovo Police to change its strategic approach concerning the inclusion of women in the force.

However, Kosovo Police took some measures to increase women's participation in the Kosovo Police, such as formulating a **Gender Equality Agenda for the period of 2021-2023**. This Agenda is designed to achieve several key objectives within the Kosovo Police: to increase women's active participation at all levels within the organization; to enhance and support women's career development, facilitating their advancement into decision-making roles and leadership positions; to promote gender integration throughout the entire organizational structure of Kosovo Police; to provide specialized services that address gender-related issues affecting women from diverse communities.

Additionally, in September 2023, the **Draft Law on Prevention and Protection from Domestic Violence, Violence against Women and Gender-based Violence** has been approved from the Kosovo's Parliament. The purpose of this law is to prevent and address violence against women, family violence, and gender-based violence, to protect and contribute to the elimination of all forms of discrimination against women, to promote gender equality, and empower women. It also aims to establish the necessary mechanisms to provide support to victims of all forms of violence regulated by this law.



III. Women's participation and representation in the Kosovo Police

The Kosovo Police, especially in its early stages, faced numerous stereotypes and prejudices that the field of policing is a job for men.⁷ While the growing presence of women in the police force has been instrumental in challenging these stereotypes, women's engagement within the Kosovo Police continue to face many challenges. This is especially evident in managerial roles (as indicated in Figure number 1), which underscores a substantial gender disparity in leadership positions, favoring men. The constrained participation of women in the Kosovo Police is primarily linked to the prevailing perception that this sector is overwhelmingly male-dominated.

TABELA 1 The percentage of women in different position within the Kosovo Police

RANKS	%
General Director of the KP	0%
Deputy General Director	0%
Director of Department	7%
Colonel	7.3%
Lieutenant Colonel	13.7%
Major	10.5%
Captain	10.1%
Lieutenant	11.8%
Sergeant	9.3%
Senior Police Officer	7.2%
Police Officer	5.9%
Junior Police Officer	9.5%
Police Cadet	0%
Civil Staf	3.1%

⁷ Agenda for Gender Equality in the Kosovo Police and Action Plan 2021-2023, Kosovo Police.

Women who choose to pursue careers in this field often encounter discouragement that hinders their persistence. This discouragement takes shape in three distinct ways: Firstly, the field has long been perceived as exclusively dominated by men. Secondly, women are frequently subjected to the assumption that they possess less knowledge and expertise. Thirdly, they (women) often feel pressured to compromise their individual freedoms to conform to societal expectations. This mindset undermines their capabilities and expertise, unjustly dismissing their contributions solely based on gender. As women police officer during the focus group pointed out:

"In the sector where I work, they have said to me, 'What are you doing there, you're a woman?' or 'There are criminals there; how are you handling it as a woman?' This means there is some prejudice against women, even though I believe we can do the same job. Even in raids, they cannot function without our presence. Another prejudice is when citizens say, 'You're a woman; can you make arrests? Because men are stronger and more courageous.' We face prejudices even within the institution."⁸

Women continue to face gender based traditional stereotypes, notably the expectation to conform to traditional male behavior. Additionally, they have often refrained from discussing women's challenges in the security sector to avoid being perceived as weaker by their colleagues. Consequently, women's issues within the sector have not been given priority. Women in the security sector are expected to perform the same tasks as men, frequently putting in extra effort to manage their professional responsibilities alongside their personal and private lives. This dedication is often motivated by the need to demonstrate competence and a sense of belonging in this field. However, despite their hard work and commitment, men often receive greater privileges and recognition within the sector. As a high-ranking woman official in the Kosovo Police explained:

"Thriving as a female officer in the Kosovo Police is a formidable challenge, particularly within the male-dominated environment. Women often find themselves having to put in twice the effort to reach the same level as their male counterparts. Sometimes, even when they achieve parity, male colleagues are still given preferential treatment. This disparity in recognition and opportunities is a personal belief of mine. For instance, my position was abruptly altered without prior warning, notice, reason, or explanation. In stark contrast, male officers whose positions were changed were typically provided advance notice or offered alternative positions more considerately."⁹

Women in security sector often face the difficult choice of either sacrificing their personal lives or dedicating themselves entirely to achieving a balance between their professional and personal responsibilities. The persistent perception that childcare and household work are primarily women's responsibilities adds to this challenge. These domestic barriers hinder women's equality in the workplace, particularly in sectors like security, where they must often exert greater effort to achieve parity. The lack of a gender perspective and gender-integrated policies within the Kosovo Police (which is also a global problem), including flexible work arrangements, and accessible childcare options, presents significant hurdles for women in their efforts to sustain a career while managing their family responsibilities. As woman police officer pointed out: *"The greatest sacrifice for us in the family is that we put ourselves aside, thinking about children, family, and work."¹⁰*

Gendered domestic responsibilities create substantial barriers for women in attaining managerial positions and assuming increased responsibilities within the security sector, hindering their career progression. One interviewee highlights how many women, despite their hard work and dedication, find contentment in their current roles and are not actively seeking higher positions. Left without a choice nor help, they tend to prioritize their domestic responsibilities and are not driven by a strong ambition for career advancement.¹¹

Many women have expressed their desire to prioritize their profession but have contemplated

⁸ A woman police officer during the focus group number 1. August 9, 2023.

⁹ Key information, interview number 2. August 24, 2023.

¹⁰ A woman police officer during the focus group number 3. August 17, 2023.

¹¹ Key information, interview number 1. August 28, 2023.

quitting their jobs due to their caregiving responsibilities for their families and children. Focus groups with women in the Kosovo Police have indicated that women are discouraged from aiming for higher positions due to the challenges of maintaining a personal and work-life balance, which often requires compromises. As a police officer during the focus group described: *"I have 23 years of work experience, and I haven't advanced in the promotion process because, at the time of graduation, they changed my region, and due to family reasons, I couldn't go."*¹² Traditional gender roles still dictate that women are primarily responsible for childcare and household duties. This expectation is limiting women's career opportunities in security sector and make it difficult for them to pursue demanding roles. However, among women who have chosen their careers and decided to pursue them, they often grapple with responsibilities for their children. As one-woman police officer remarked:

*"I chose my career and was compelled to leave my children alone to go to work. However, to this day, my children hold me responsible for not being there for them when they needed me the most. I'm not sure if I would make the same choice today."*¹³

Other woman police officer also shared a similar experience during the focus group:

*"I have three daughters, and they have grown up without my presence. My husband and I work full-time. This is also a significant burden for a mother because you always feel guilty that you've never had your child close by. And it's normal for children to accuse you, saying, 'Why did you choose this profession? Don't ever be close to us' it seems like I have never been close to them."*¹⁴

Increasing women's participation in the security sector is vital to dismantling deeply ingrained prejudices against women and fostering gender equality within traditionally male-dominated fields. Historically, these sectors have been resistant to change, often overlooking the potential and capabilities of women due to societal stereotypes and systemic biases. In numerous focus groups held with women police officers, it has been confirmed that the inclusion of women in the police force has played a significant role in combating prejudice against women, both in society and within the institution itself. One participant stated, *"Before when I applied for the competition, women seemed to be there in the police force just to fulfill a quota. The number of police officers was much smaller back then. Nowadays, there are more women police officers, and women are represented in various sectors."*¹⁵

Moreover, some female police officers describe the progress made in terms of women's participation in the Kosovo Police as a revolution:

*"It has changed significantly compared to the beginning, it's a revolution for us who come from earlier generations of female police officers in Kosovo. Everything has changed for the better now. It's now commonplace for citizens to see a woman police officer, which was more challenging in the early years."*¹⁶

To promote gender equality the Kosovo Police has initiated special competitions for various ranks. These efforts have been particularly inclusive, with affirmative measures taken to encourage participation from underrepresented communities.¹⁷As one woman working in the sector elucidated, *"Priority is now accorded to women who enter this profession. This policy adjustment has yielded positive outcomes by significantly increasing the recruitment of women in the Kosovo Police. Furthermore, our commitment to gender equality extends to enhancing women representation in operational roles, including the position of police station commander."*¹⁸

¹² A woman police officer during the focus group number 6. August 31, 2023.

¹³ A woman police officer during the focus group number 6. August 31, 2023..

¹⁴ A woman police officer during the focus group number 2. August 24, 2023.

¹⁵ A woman police officer during the focus group number 1. August 9, 2023.

¹⁶ Key information, interview number 2. August 24, 2023.

¹⁷ Key information, interview number 1. August 28, 2023.

¹⁸ Key information, interview number 1. August 24, 2023

However, the involvement of women in this institution, especially in managerial positions, as well as the prioritization of their needs, has not been treated as a priority within the police institution, despite having a good willingness to address the demands and needs of women.

A. Working Environment and Gender Sensitivity for Women in the Kosovo Police

Gender sensitivity within the security sector involves recognizing and addressing the unique needs, challenges, and experiences of both women and men working in the sector, as well as considering the impact of security policies and practices on individuals of different genders. There are still very few women in high-ranking positions within the Kosovo police, thus prejudices against women with high ranks still persist, especially when they enter spaces dominated by men.

The underrepresentation of women in leadership roles within the security sector raises significant concerns on multiple fronts. Firstly, it hinders gender diversity, limiting the range of experiences, insights, and perspectives that can contribute to a more comprehensive and inclusive decision-making process. Lack of involvement of gender perspective and their experience at the managerial level entails a risk of overlooking crucial considerations related to gender-specific security issues, such as addressing the unique challenges women face in the sector and implementing policies that promote their well-being and advancement. Furthermore, the lack of women's perspectives in decision-making processes can lead to a skewed understanding of security concerns and potentially overlook the specific needs and vulnerabilities faced by women. Gender-sensitive approaches and policies are essential for ensuring the safety, inclusion, and equitable treatment of all individuals within the security sector, and the absence of diverse voices at leadership levels undermines these efforts.

Women police officers participating in the focus groups have mentioned that there haven't been any cases where the orders of women in high-ranking positions were not respected. However, there is still a prevailing hesitation because these positions are often perceived as belonging to men, and there is a learned expectation that orders should primarily come from men. As a woman during the focus group specified: *"There are instances of indirect discrimination that women experience, often stemming from the fact that some men are not accustomed to taking orders from women. In such cases, they may attempt to find any mistake where there is none."*¹⁹

The security sector, and especially Kosovo Police, has focused more on increasing women's participation in the sector and not fully focused on comprehensive gender integration. In some cases, in the name of gender equality, women are treated as more vulnerable than their male colleagues; as a female police officer who participated pointed out:

*"Sometimes our male colleagues say to us: Stay in the office because the terrain we're going, it is not suitable for you.' these are awkward situations; why couldn't we go? (...) I've learned that there's no place I can't go. In any terrain, I'm just like them (men). Maybe they have more physical strength, but nothing more. There are cases when a woman can solve a situation better than a man. In the field, a woman can catch something that they can't."*²⁰

Pregnancy policies in the security sector, like in any other workplace, should be designed to ensure the well-being of pregnant employees, protect their rights, and provide clear guidelines for both employees and employers. However, despite the legal provisions, there can still be instances of discrimination against women who may not be perceived as performing their duties as effectively as their male colleagues due to pregnancy. Some pregnant women experience harassment, which can be subtle (e.g., offensive comments or jokes). As a female police officer explained during the focus group: *"In 2017, we were three pregnant women in a unit. They were referring to us as the*

¹⁹ A woman police officer during the focus group number 6. August 31, 2023.

²⁰ A woman police officer during the focus group number 1. August 9, 2023.

*gynecology department.*²¹ Addressing these issues is crucial to creating an inclusive and supportive work environment for pregnant employees.

The situation becomes even more difficult for mothers with children who work night shifts in policy. According to the law, mothers with kids younger than three years old can be exempted from night shifts. Most of the women officers have confirmed that even their child reaches three years old, for them is challenging to have night shifts as they don't have where to leave their child. Police departments can explore more flexible scheduling options that allow parents to have input into their shift assignments. This could involve scheduling preferences based on individual circumstances, including the availability of childcare during night shifts.

B. Ensuring a safe and inclusive working environment: Review of Report Mechanisms within the Kosovo Police

In the security sector, creating a secure and welcoming workplace environment plays a pivotal role in promoting gender equality and nurturing professional development. Data obtained from focus groups reveals a consistent pattern of reluctance to report bullying, harassment, or discrimination experienced by women within the security sector. This hesitancy to report can be attributed to two primary factors: firstly, the apprehension of being identified due to the absence of confidentiality in the closely connected work setting where everyone is acquainted with each other, and secondly, the concern of facing bias from colleagues or the broader community.

Even though all the women police officers participating in the focus groups have declared that they would have the courage to report any sexual harassment in any case, they have indicated that they would face many prejudices from their colleagues for such reporting. A high-ranking woman official from the Kosovo Police shared an incident of sexual harassment, saying, *"There was a case where a female police officer reported a sexual harassment incident, but no one believed her. She is revictimized by their (mostly male) colleague. I also believe this case acted as a deterrent for other women when it comes to reporting such incidents."*²²

There exists a prevailing pattern of male dominance within the security sector, which manifests itself in various ways. Generally, women are often seen as outsiders in this sector, given that men tend to dominate in the sector and provide mutual support to one another (among men). During the focus group discussions, women police officers expressed their concerns about encountering bias from their colleagues to report sexual harassment and noted that men tend to rally together in response to any reported incident by women. As a woman police officer elaborated: *"Men support each other more. Colleagues support their male colleagues more than a female colleague who has been here for instance only a year. They tend to prejudge. Men unite against women. This happens in every institution, and it is present here as well."*²³

Another participant in the focus group has indicated that when it comes to sexual harassment, one should handle it individually, even though mechanisms for reporting sexual harassment cases exist. As she specified: *"We have legal means, but it always seems to end up fruitless, we have to handle these cases alone."*²⁴ The majority of participants in the focus group have stated that when these cases occur in the Kosovo Police, they attempt to diffuse the situation with humor to avoid making it problematic.²⁵

In numerous instances, during discussions about sexual harassment with women police officers, they

²¹ A woman police officer during the focus group number 6. August 31, 2023.

²² Key information, interview number 2. August 24, 2023.

²³ A woman police officer during the focus group number 1. August 9, 2023.

²⁴ A woman police officer during the focus group number 4. August 22, 2023.

²⁵ A woman police officer during the focus group number 5. August 15, 2023.

have noted that their husbands also work in the same police station. Consequently, male police officials show them greater respect because of their husbands, which serves as a protective shield against any form of sexual harassment in the workplace. This underscores the existing reverence for the male-dominated hierarchy within security institutions.



Recommendations

- 1. Creation of a Joint Oversight Mechanism within the Kosovo Police to Evaluate Gender Sensitivity in Internal Regulations and Policy Implementation.** *The establishment of a joint oversight mechanism within the Kosovo Police is vital to assess and enhance gender sensitivity in internal regulations and political implementations. This mechanism should be developed in close collaboration and partnership with NGOs dedicated to promoting gender equality. The primary role of this mechanism will be to regularly report on the progress of gender representation, policies, practices, and the effective implementation of gender-responsive initiatives.*
- 2. Implement Training Programs on Sexual Harassment: Empowering Victims and Fostering Prevention.** *To combat sexual harassment effectively, the Kosovo Police must initiate training programs. These programs should raise awareness and emphasize the profound impact on victims. Their primary objective should be to empower individuals with the skills and knowledge necessary to prevent and respond effectively to incidents of sexual harassment.*
- 3. Incorporate a Gender Perspective into the Kosovo Police.** *The Kosovo Police must embrace a gender perspective by focusing on women's needs and developing a narrative that encompasses gender sensitivity. This approach is essential for promoting gender equality and ensuring that the security sector's policies and practices are both inclusive and equitable. Promoting gender sensitivity within the Kosovo Police extends beyond simply increasing the representation of women within the sector. Achieving this goal demands a collective commitment from leadership, policymakers, and personnel. Such commitment not only fosters a more inclusive and equitable workplace but also strengthens the effectiveness of security operations by acknowledging and addressing the diverse needs of the entire population.*
- 4. Implement Yearly Gender Budgeting for Enhanced Gender Inclusivity in the Kosovo Police.** *Conducting yearly gender budgeting is a pivotal strategy that empowers institutions to scrutinize resource allocation and ascertain that investments are channeled effectively toward augmenting women's representation and capacities within the Kosovo Police. These deliberate actions will contribute to the cultivation of a more inclusive and gender-responsive environment, further empowering women and actively addressing the unique challenges they encounter.*
- 5. The Kosovo Police should proactively implement affirmative measures aimed at providing meaningful support to mothers with childcare who, due to their caregiving responsibilities, may face challenges in fulfilling night shift duties.** *These measures could encompass a range of strategies, such as flexible work arrangements, alternative duty assignments, or access to childcare facilities during work hours. Additionally, establishing kindergarten facilities or nearby childcare options will support women's participation by enabling them to balance their professional and parental responsibilities effectively. By taking these steps the Kosovo Police can create an inclusive and supportive environment that promotes gender equality and empowers women in their careers, ultimately leading to increased representation of women in managerial positions within the sector.*

Katalogimi në botim – (CIP)

Biblioteka Kombëtare e Kosovës “Pjetër Bogdani”
351.74 -55.2(496.51)(047)

Hasani, Adelina

Women Police Officers Perception of Gender Integration in the Kosovo Police / Adelina
Hasani. – Prishtinë : QKSS, 2023. – 16 f. ; 28 cm.

ISBN 978-9951-842-07-5

Disclaimer: The development and publication of this document has been supported by the Kosovo Foundation for Civil Society (KCSF) program ‘EJA Kosovo’, co-financed by the Swiss Agency for Development and Cooperation (SDC), Sweden, and the Government of the Grand Duchy of Luxembourg. The content of this document is the responsibility of Kosovar Centre for Security Studies (KCSS) and does not necessarily represent the views of KCSF, SDC, Sweden or Luxembourg.





About KCSS

Established in April 2008, the Kosovar Center for Security Studies (KCSS) is a specialized, independent, and non-governmental organization. The primary goal of KCSS is to promote the democratization of the security sector in Kosovo and to improve research and advocacy work related to security, the rule of law, and regional and international cooperation in the field of security.

KCSS aims to enhance the effectiveness of the Security Sector Reform (SSR) by supporting SSR programs through its research, events, training, advocacy, and direct policy advice.

Advancing new ideas and social science methods are also core values of the centre. Every year, KCSS publishes numerous reports, policy analysis and policy briefs on security-related issues. It also runs more than 200 public events including conferences, roundtables, and debates, lectures – in Kosovo, also in collaboration with regional and international partners.

A wide-range of activities includes research, capacity-building, awareness raising and advocacy. KCSS's work covers a wide range of topics, including but not limited to security sector reform and development; identifying and analyzing security risks related to extremism, radicalism, and organized crime; foreign policy and regional cooperation; and evaluating the rule of law in Kosovo. This year, KCSS celebrated its 15th Anniversary. For more details about KCSS, you can check on the following official platforms:



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ISBN 978-9951-842-07-5



9 789951 842075