

SGIP

Social and Gender Integration Plan



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CHALLENGE CORPORATION
UNITED STATES OF AMERICA

Millennium Foundation Kosovo (MFK) is the implementing entity of the \$49 million Threshold Program agreed between the Government of the Republic of Kosovo and Millennium Challenge Corporation, an independent U.S. foreign aid agency. The Kosovo Threshold Program addresses two key constraints to Kosovo's economic growth: the unreliable supply of electricity; and real and perceived weakness in rule of law.

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Purpose of the Plan

MCC's Kosovo Threshold Program provides \$49 million to Kosovo over four years to address two key constraints to economic growth: i) an unreliable supply of electricity, and ii) real and perceived weakness in rule of law, government accountability and transparency. The Government Kosovo designated Millennium Foundation Kosovo (MFK) as the entity to oversee, manage and implement the Program.

Investing in women's economic empowerment promotes gender equality, poverty reduction and inclusive economic growth. Empowering women leads to stronger economies, increases in household incomes, and improved household well-being. Women's economic empowerment is therefore fundamental to achieving MCC's mission of reducing poverty through economic growth.

Through several policies and requirements, MCC requires that partner countries analyze and address social and gender inequalities, starting from the initial country selection and assessment to the development and design of programs, project implementation, the monitoring of program results, and evaluation of program impacts.

During the development of threshold activities, the low participation of women in the labor market in Kosovo was identified as a cross-cutting concern that could limit the equitable participation of Kosovar citizens in the benefits of Threshold Program investments (see figure 1 below for key statistics). The findings from the recent MCC Labor Force and Time Use Survey (LFTUS) revealed that women spend considerable time conducting unpaid labor in the form of the “care economy” (see figure 2 below). Threshold Program investments therefore include specific components to strengthen economic opportunities for women, including through employment and entrepreneurship.

The Millennium Foundation Kosovo (MFK) has developed the Social and Gender Integration Plan (SGIP) to systematize and ensure social and gender inclusion across Threshold projects and activities. The aim is to enable equal participation, opportunities and benefits for a broad-based section of Kosovar citizens, including women and men from different income groups, different ethnic minorities, persons with disabilities, and other disadvantaged groups.

The plan was approved in May 2018 and will be updated and reported on annually, to take into account project changes, lessons with social and gender integration, and emerging priorities.

This brochure summarizes key issues and actions from the plan for each of the main Threshold projects.

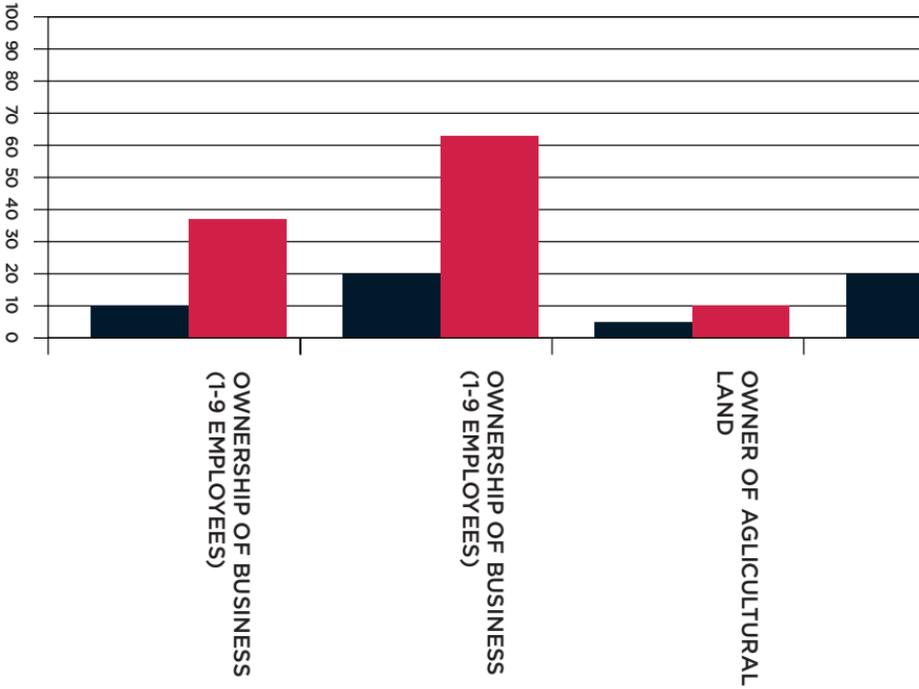
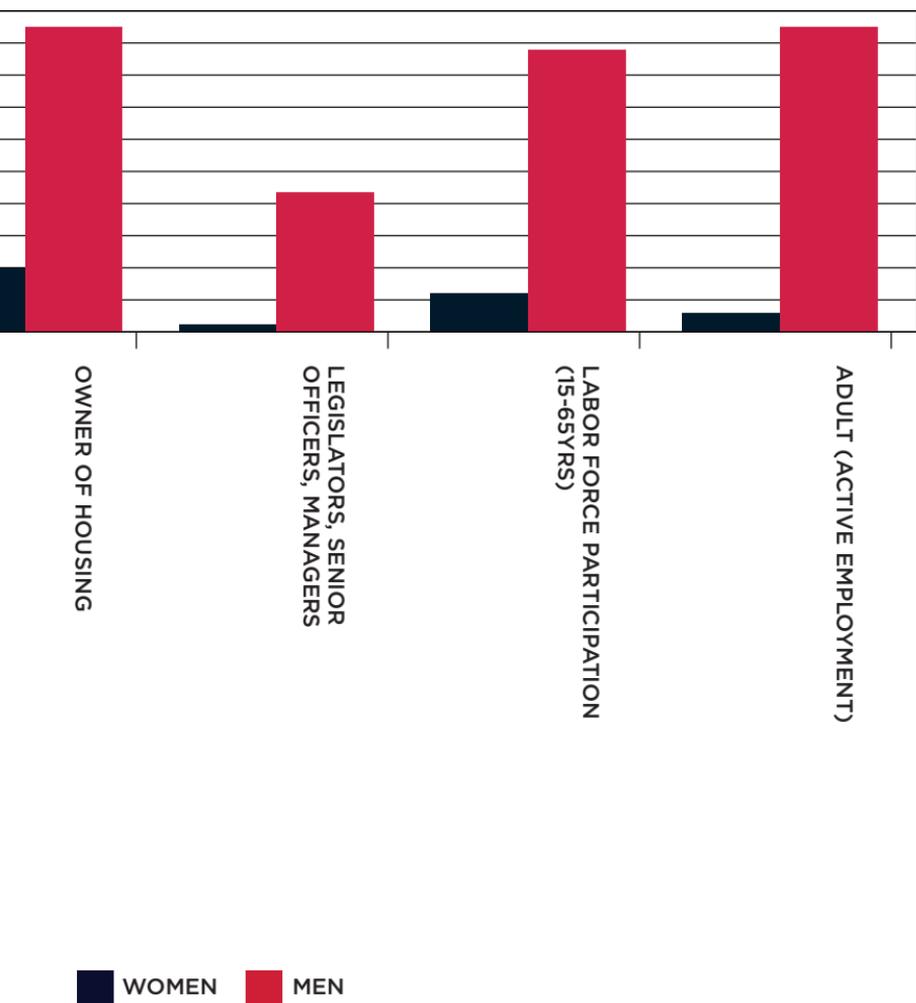


Figure 1: Select Indicators of Gender Equity, % of the Population, 2014



Source: Kosovo Agency of Statistics (2016). Women and Men in Kosovo 2014-2015. Prishtina, Kosovo: Kosovo Agency of Statistics.

Figure 8:

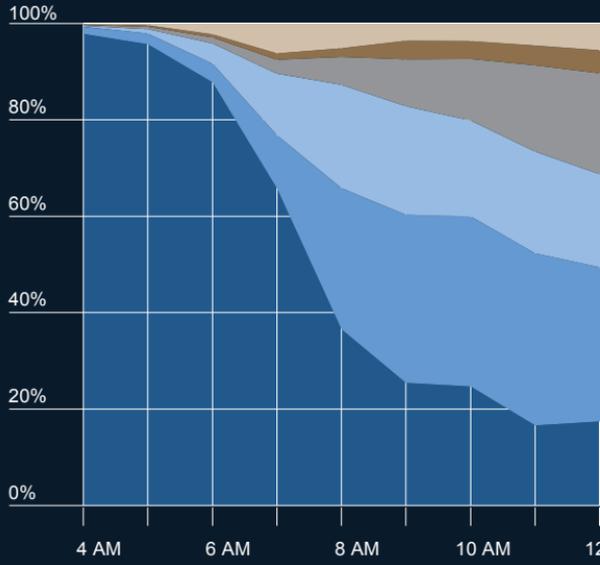
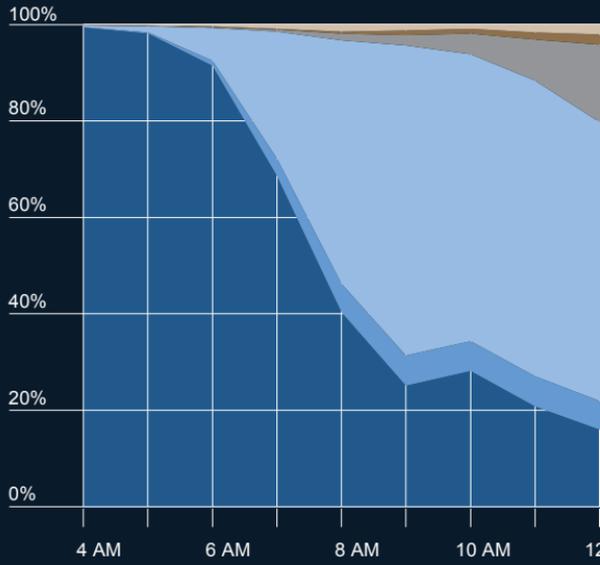
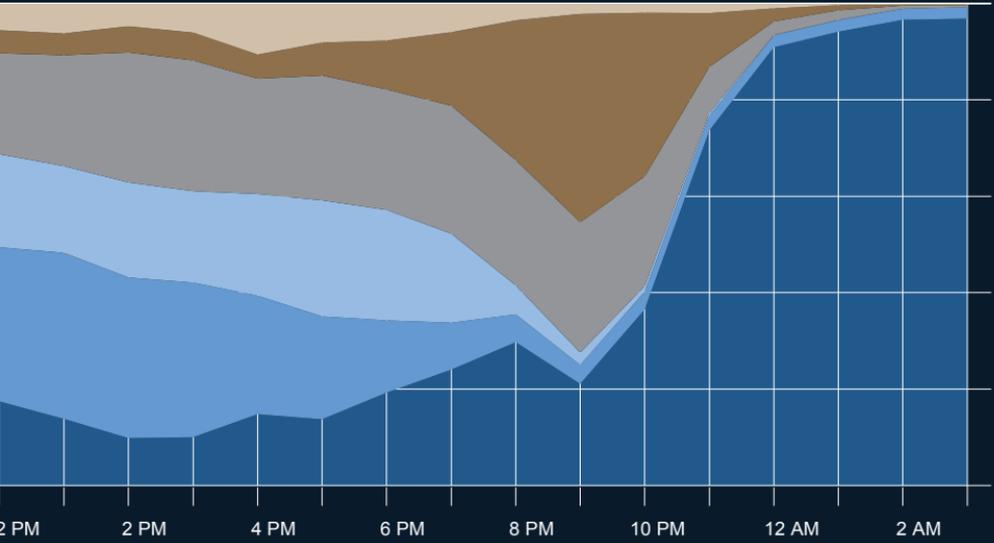


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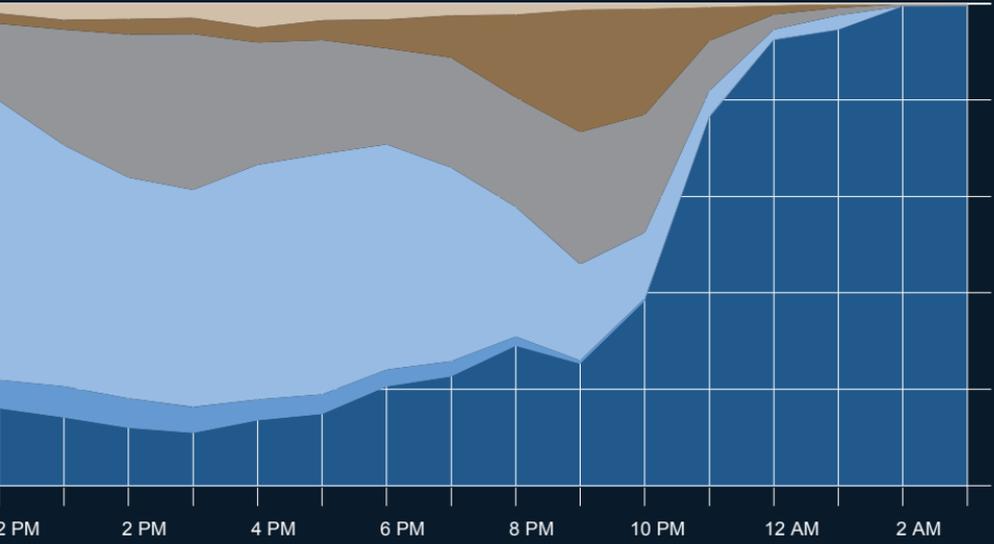


Source: MCC, Kosovo LFTUS 2017

Proportion of Males Performing Each Activity Through the Day



Proportion of Females Performing Each Activity Through the Day



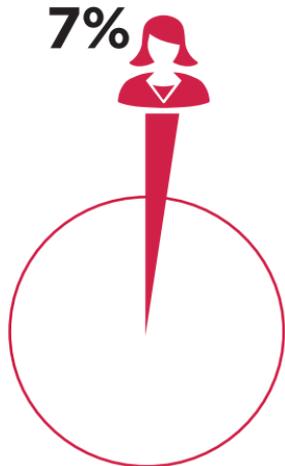
- Travel
- Mass Media
- Social Life and Entertainment
- Household and Family
- Employment
- Sleeping and Personal Care

Reliable Energy Landscape Project (RELP)

The project encourages greater household energy efficiency and facilitates the switch to non-electric sources of heating through the following main activities:

- **Pilot Incentives for Household Investment in Energy Efficiency**
- **District Heating Metering.**

Only 7% of jobs in the energy sector are occupied by females. Recognizing women's low representation in the labor market and in the energy sector in particular, the project supports opportunities for women to participate in the energy sector as employees and entrepreneurs through a sub-activity entitled, Ensuring Equal Economic Opportunities in the Energy Sector.



Equal Economic Opportunities in the Energy Sector

Increasing employment opportunities for women in the energy sector will include the following:

Paid internships and scholarships

- **Paid internships, to support women's employment in the energy sector which will target female students and graduates from relevant universities by providing practical job experience.**
- **Scholarships will be offered for female students to upgrade their skills relevant to the energy sector.**

Empowering women's businesses in the energy sector will include the following:

Technical assistance and partial grants for women entrepreneurs



As energy service providers to increase their activity in the energy sector



As energy consumers by reducing electricity costs or greater productivity achievable through energy efficiency practices and technology upgrades



The project will also feature a nation-wide “Women in Energy” campaign to inspire and attract young females to careers in the energy sector.



Cross-cutting requirements to promote inclusion and gender equity

In addition to the above, RELP will incorporate strategies that promote the inclusion of women and other socially excluded groups in its implementation and as beneficiaries. This will be done through explicit requirements in the Program's operational manual, participation targets, procurement language, implementing agreements, contracts and terms of reference, and in required training for participating entities and personnel.

The following are examples of gender and social inclusion measures that will be implemented

Inclusion of low-income, female-headed, minority and vulnerable households in energy efficiency and district heating metering measures through targeted incentives and income-adjusted rebate amounts to ensure uptake among such groups.

Staff and organizational policies that are women friendly and inclusive, e.g., gender sensitization training, anti-harassment and anti-discrimination policies, training and mentoring opportunities for female employees at partner organizations and contractor companies.

Incentives, requirements and targets for inclusion of female professional staff in RELP-related procurements and recruitment and hiring
Inclusion of appropriate language

Targeted messaging to minority groups through communications channels they access in all publicity, education, and outreach campaigns.



Provision for placement of female interns and/or apprentices on implementing contractor teams working on RELP activities.

Socially inclusive and gender-sensitive behavior change, information and education campaigns targeting women in their roles as managers of household heating practices.

Team composition for all those interfacing with households, customers and vendors will require at least one female staff and one female intern apprentice, and ensuring that each team is able to communicate in the relevant languages of the target households.



Transparent and Accountable Governance Project

The Transparent and Accountable Governance Project has three key components:

I) a publicly accessible judicial case management information system (CMIS),

II) improvement in the collection and sharing of environmental data, and

III) an open innovation competition that engages civil society, private sector actors and the government in proposing creative, cooperative solutions.

Judiciary Data



MFK will support the implementation of an electronic CMIS to make judicial information publicly available. One outcome of the Kosovo Judicial Council's implementation of the CMIS is that there will be a host of new statistics available on the functionality of the judiciary. This will enable disaggregation and analysis of data by meaningful categories, such as by gender, region, or ethnicity. Depending on the level of functionality of the CMIS system, it should be possible to explore issues of equal access to justice such as whether court decisions exhibit gender bias, or whether different regions or different communities have unequal access to justice or routinely experience different outcomes in cases. The need for such intervention is critical in order to mitigate the perception and potential practice of bias.

In supporting improvement in communications and outreach by the judiciary and other rule of law institutions, attention will be paid to outreach to disadvantaged groups, on issues of particular concern to them.

This project will provide incentives and outreach to ensure that civil society organizations analyze data to identify barriers and shortcomings in effective access to justice for women, vulnerable groups, and minorities.

Environmental Data



This activity will support government institutions involved in environmental protection and health, such as the Kosovo Environmental Protection Agency (KEPA), the Kosovo Hydro Meteorological Institute (KHMI), and the Kosovo Institute of Public Health (KIPH) to effectively monitor and report on select environmental indicators to stakeholders, and will strengthen the ability of civil society to interpret the data in order to engage more productively with the government on environmental and health issues.

At present, there is limited data or understanding of differential impacts of pollution to inform the policies, plans or assessments of environment-related interventions. This is a critical weakness as different societal groups face different environmental challenges, needs, and impacts. For instance, with regards to gender, women tend to be more greatly affected by pollution, as they tend to be poorer, use less clean technologies, and suffer greater health and livelihood-related impacts. Women are also more heavily exposed to some pollutants, such as the smoke from indoor stoves. Studies have associated air pollution with greater likelihood of miscarriages, preterm birth complications, and low birth weight. Children and the elderly, as well as individuals with certain health conditions are also more vulnerable to the effects of air pollution.

By improving the collection of data and making such data publicly available and interactive, the government and civil society can help different stakeholders understand and minimize exposure risks, in particular through targeted outreach and messaging to at-risk population groups. This activity will make efforts to ensure the participation of women's civil society organizations and those of social minority groups, and to highlight environmental risks of particular relevance to these groups. Supporting improved understanding and outreach for at-risk groups will be done through capacity building efforts for relevant entities, including civil society groups, in understanding and communicating risks to citizens, as well as communications and outreach campaigns.

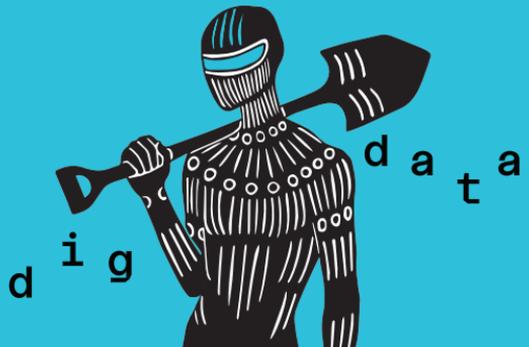
The Open Data Challenge Activity

Kosovo Open Data Challenge (KODC) will award grants through multiple challenge windows to individuals or organizations that have creative ideas about how to use, analyze, and present data to support government's analytical and public communication needs in the areas of:

- Time and labor force data, with a particular emphasis on analysis of gender-specific barriers;
- Judicial data;
- Environmental and energy data.

The labor force survey funded by MCC during Threshold Program development identified a number of gender-specific barriers in the labor market. The Open Data challenges includes a focus on time and labor force data with an emphasis on analysis of gender-specific barriers and solutions to these. The first competition being launched is inviting applicants to identify creative solutions to the challenges facing women in the labor market and rewards those applicants that demonstrate good gender integration into their proposals.

The Open Data Challenge will carry out targeted outreach to encourage women's NGOs and other civil society organizations to apply for grants in order to analyze available data disaggregated by gender, ethnicity or region in the time use survey, judicial, and environmental data.



For more information on the Threshold Program signed between Kosovo and United States, please check:

<https://www.mcc.gov/where-we-work/program/kosovo-threshold-program>

For more information on the Procurement Guidelines for the projects financed by the MCC, please check:
<https://www.mcc.gov/resources/doc/program-procurement-guidelines>

Presentations during Industry Days may not reflect the content of the final Terms of References for the project. Please, check: **www.millenniumkosovo.org** for the announcements regarding procurement events.



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