



**MILLENNIUM
FOUNDATION
KOSOVO**

Millennium Foundation Kosovo
Social and Gender Integration Plan
ANNUAL REVIEW AND UPDATE

August 2020

INTRODUCTION

In September 2017, the Governments of Kosovo and the United States signed a Threshold Program Agreement, providing \$49 million to Kosovo over four years to address two key constraints to economic growth: an unreliable supply of electricity and weakness in rule of law, government accountability and transparency. The threshold program started immediate implementation. A Social and Gender Integration Plan (SGIP) was completed and approved in May 2018, providing an overarching framework for the integration of social and gender issues and stipulating requirements across threshold program activities. The plan requires an annual review and update to account for programming changes, assess accomplishments against intended results, identify implementation challenges, and notify Millennium Foundation Kosovo (MFK) and Millennium Challenge Corporation (MCC) staff of new concerns that may impact project implementation.

This report represents the second annual update of the SGIP. This year's update is based on document reviews, individual meetings with relevant MCC and MFK team members, discussions with contractors, and consultations that took place in Kosovo in March 2020 and reflects progress up to that time. Shortly after these consultations, the threshold program experienced two significant interruptions. First, MCC announced on March 13 a hold on implementation until a resolution could be found on tariffs and reciprocal measures placed by Kosovo on Serbian goods. Program implementation didn't fully resume until June 6. Second, the Covid-19 pandemic halted travel and closed offices starting in March 2020, leading to further delays of activities planned for the spring and summer of 2020. These interruptions have led to delays in several GSI sub activities, including the women in energy internships and entrepreneurship grant activities and the second WiSci camp. The table below outlines the key impacts of these events on the major GSI-focused components in the Threshold. As the SGIP annual review is largely retroactive, a full assessment of impacts of the delays on GSI priorities and any proposed mitigations and course correction activities will be handled separately, outside this annual review and update.

Delays to Women in Energy activities caused by Pause/Covid-19 (as of August 2020)

ACTIVITY	STATUS
WE Entrepreneurs	Program launch and Santa Clara Miller Center training was scheduled to begin in March, but has been put on hold. Implementation will resume once the partner can safely travel to Kosovo. MFK is exploring with the Miller Center the option to conduct virtual training and mentoring of the women entrepreneurs.
WE Internships	On hold since March. MFK to send a letter to all host companies to confirm interest in hosting interns and to inquire about the possibility of remote internships. Select companies have expressed interest for 12 interns teleworking and positions were announced for interested for these positions. MFK is piloting this telework approach with select companies. Full resumption of the program, as originally envisaged, may not be possible until the pandemic subsides, due to exposure and health risks to the female interns and their host companies.
WE Scholarships	Program continues, but classes have been carried out online, as feasible. MFK has faced increased financial obligations due to the inability of students to participate in work study with DMACC and to return to Kosovo during summer break. MFK amended the DMACC partnership agreement to reflect new obligations.

WiSci	The 2020 camp was canceled due to travel restrictions and restrictions on groups congregating.
Other Activities	For all other Threshold program activities where GSI components are integrated in a standard, cross-cutting manner, GSI will resume work depending on the feasibility of resumption of each activity.

In the second year, the threshold program has made significant progress, primarily within the Women in Energy components of the Reliable Energy Landscape Project. The scholarships component enrolled 28 students from diverse backgrounds in an Associate’s Degree program in Des Moines Area Community College to study energy-related subjects. Twenty-eight institutions have agreed to host interns, offering a total of 237 positions. Nearly 500 students submitted expressions of interest from across Kosovo (majority outside the capital) and the first cohort of approx. 118 was scheduled to begin in June 2020, until the March 2020 delays to all programs. MFK had also initiated, but had to put on hold in March, the call for proposals for the entrepreneurship grants TA component, which now includes a business acceleration sub-component for applicants, in partnership with the Miller Center at Santa Clara University. MFK had planned a second WiSci camp in Prishtina, Kosovo, to take place in August 2020, but this has now been cancelled, as no international travel or large group congregating has been allowed. Last year’s camp provided skills and leadership training in science, technology, engineering, arts and math (STEAM) subjects to 100 high school girls from the across Kosovo as well as the United States, North Macedonia, and Serbia. Several Threshold activities are still in program inception stages, and GSI is engaging to make sure that SGIP requirements included in TORs are adequately incorporated into contractor staffing, inception reports, manuals, and training materials.

This SGIP update has revealed three areas needing attention/monitoring. First, implementing contractors for the District Heating and Metering and the Environmental Data Collection activities have had general delays during inception, including onboarding GSI support. Inception reports have only generally incorporated GSI requirements and contractors are still working to address GSI specific SOW requirements. MFK needs to closely monitor implementation and deliverables to make sure SGIP requirements are adopted into future implementing documents. Second, contractors and implementing entities responsible for household visits under RELP require social behavior orientation, with oversight by MFK, to ensure sensitivity to and appropriate behavior with women, minorities, and vulnerable groups on household visits. Contractors’ plans for training in this regard have been patchy, and content poorly designed. Third, while MFK has conducted national campaigns and has plans in place to reach beneficiaries across numerous municipalities, including minority municipalities, outreach to and engagement of minority communities continues to be a challenge. MFK will need to monitor to make sure contractors engage stakeholders with potential reach into this population and also consider adjusting selection criteria for WEE grants to be more inclusive, if initial cohorts of beneficiaries do not include minority groups.

As Kosovo was named as eligible for an MCC compact, possible linkages and opportunities to expand the Threshold program’s GSI-focused interventions through the compact are being considered, such as job opportunities for female interns and scholarship recipients in compact-funded projects. The compact under consideration will also address energy sector issues, and the current draft includes several GSI components, some of which build upon Threshold program work. As compact development proceeds and the timeline to compact signing and

implementation is clarified, further coordination with the Threshold program may be warranted to ensure appropriate linkages are built upon and maximized. In addition, the US government and the MCC have strengthened their focus on women's economic empowerment in international programming through the launch of the Women's Global Development and Prosperity Initiative (W-GDP). As a result, activities and projects that have a strong focus on women's economic opportunity, as the Threshold Program's RELP does, have been incorporated into these efforts and have received additional attention. MCC aims to continue to seek opportunities to highlight the Threshold program's lessons and successes on women's economic empowerment through these broader US government efforts.

The sections below provide updates and assessments on SGIP requirements for each of the two major projects being implemented under the Threshold program.

TRANSPARENT AND ACCOUNTABLE GOVERNANCE PROJECT

Most of the activities under this project are still under development, with the exception of the Open Data Challenge, which has been underway since the early days of Threshold implementation. For the activities under development, the focus has been on initial preparatory work and development implementation modalities and terms of reference (TORs). For the Open Data Challenge, the focus has been on continuing to implement GSI requirements already defined in the grant's manual.

Public Access to Judicial Information (PAJI)

MFK has finalized and published the RFP to hire a contractor to conduct a needs and technical assessment to determine what is required to successfully complete the four components of the PAJI Activity (1) Case Tracking Mechanism (2) Online Data Platform (3) Technical Assistance for Communications, Outreach, and Behavior Change to Justice Sector Institutions, Media, Civil Society, and the Private Sector; and (4) Information and Communication Technology. GSI's inputs into the TOR include data disaggregation by meaningful categories, TA for rule of law institutions on reaching disadvantaged groups, and engagement with civil society groups to promote data analysis on GSI-relevant judicial issues, particularly in relation to labor, property, and gender-based violence. GSI to monitor TOR finalization and selection of firm.

The Environmental Data Collection activity

The provision of equipment on air quality monitoring and data logging hardware and software has been completed. This component did not require GSI inputs.

NIRAS was awarded the contract to implement the air quality information management, behavior change, and communication services. The TOR requires the contractor and any implementing entities to prioritize outreach and dissemination of data to groups affected by air pollution and other vulnerable groups and to provide training to government stakeholders involved in data dissemination on how to reach and engage target communities. NIRAS has completed an inception report and has hired a GSI specialist who drafted a GSI Policy for both components. The contractor also prepared a detailed and comprehensive gender and social inclusion plan. The plan commits to, among others: sex-disaggregated health data collection;

targeting of at-risk groups for pollution through appropriate channels, including for minority groups; integration of GSI messaging into training materials; and gender sensitive behavior change campaigns. The specialist has already started engaging civil society groups representing women and vulnerable communities and will support future trainings with government officials. Outreach is expected to begin in the fall of 2020, though the timeline might shift due to the ongoing pandemic.

Open Data Challenge

The first Open Data Challenge was successful in soliciting proposals that address GSI challenges in the labor market. Results so far include:

- An eleven month training program, Girls PowerUP, implemented by Toka for grade 9-11 adolescent girls from remote municipalities in Kosovo with the aim to identify, analyze and contribute in boosting self-confidence and resilience from societal pressures, as well as close the skill gap that is preventing girls from maximizing their opportunities in the labor market, and society in general. Initially, 560 girls signed up for the program, which exceeded the project target of 450 girls. However, only 299 of this group commenced the training, after obtaining parental authorization. The main challenge was insufficient parental support and lack of/unreliable transport options for the girls after school hours when the training sessions were being held. Of the 299 that started, 242 completed the training—a high completion rate of 81%. As a result, 242 high school girls from rural areas completed the career orientation tests and activities; 242 high school girls from rural areas gained practical skills, such as how to behave in a job interview and how to write a CV and Letter of Motivation; 32 high school girls from rural areas completed one-month internships in different organizations, businesses, and municipalities; 1 open data platform was published; and 1 training toolkit was published in Ministry of Education website.
- Workshops for Young Women in Technology through the “The Future Workplace” Project developed by Open Data Kosovo, during which 15 young women developed their software development skills and learned about open data, data analysis, and visualization.
- Three broadcasted short informative videos developed by Rrotull focusing on major reasons for economic inactivity by gender in Kosovo, the relationship between the number of graduated women in Kosovo and their labor force participation, and trends in women business ownership throughout the years.

The next two challenge windows are focusing on environmental and judicial data, respectively. In both cases, there are GSI-specific concerns of relevance. The environmental data included GSI requirements for applicants to describe what impact the proposed solution based on data will have on those who are more sensitive to air pollution (i.e., pregnant women, children, the elderly, etc.). The applicants were also asked to consider how information produced will be shared with people who are more sensitive to air pollution.

For the judicial data call, it will be very important to include a specific and targeted question to encourage organizations to research challenges in access to justice for women and

marginalized groups and to propose solutions to enable effective access to justice by women and marginalized groups. Towards this end, a specific question to incorporate into the call could be: How are women and marginalized groups able to effectively access justice, especially on issues of specific concern to them (e.g. property rights, gender-based violence)? GSI aims to work with project leads for this component to ensure inclusion of appropriate language into the call.

While 50 percent of grants disbursed under the first data challenge went to organizations led by women, minority group organizations did not participate as grantees. MFK has promoted the grant opportunity of the Open Data Challenge throughout minority owned media outlets and newspapers. However, in the first Open Data Challenge, no minority organization applied neither on their own, nor through a partnership with a larger organization. MFK has sought to expand outreach for future challenges to promote participation of minority group organizations. In this regard, for the second open data challenge focused on air quality data, MFK has carried out municipal outreach informative sessions with a special focus on minority concentrated municipalities including Prizren, Peja, Mitrovica North, Gracanica, Gjilan, Ferizaj, and Pristina, and has continued to promote the challenge through minority-owned media outlets and newspapers. However, MFK received only one application from a minority organization¹.

The table below summarizes progress against each GSI objective in this project, with the final column providing a brief descriptive assessment. Highlighted green are new modifications and new proposed components.

SOCIAL AND GENDER INTEGRATION ACTION PLAN: TRANSPARENT AND ACCOUNTABLE GOVERNANCE PROJECT

2020 revisions in green.

Compact project or activity	Key GSI objectives	Outputs	Responsible parties	1 st Annual Update	2 nd Annual Update
Public Access to Judicial Information					
CMIS Disaggregation	Ensure that the CMIS system allows for and collects data that is disaggregated by meaningful	CMIS includes disaggregation boxes in system.	MFK MFK, contractor	Due to programming delays, these activities have not yet started. However, TOR development is	The TOR has incorporated GSI inputs and is being finalized.

¹ Potential reasons for low minority turnover rate in the application process might be the limited capacities of minority organizations to analyze open data, a problem we have had even with bigger organizations which have worked with foreign funds in the past. One of the findings of both challenges that MFK carried out was that the ability of the organizations that have knowledge on open data concept and data analysis in general is limited, and as such we have been discussing to include data analysis training as part of the Open Data Challenge window in order to increase the capacities of the CSO's and private sector to work with open data.

	<p>categories, such as gender, region, or ethnicity through the inter-operability platform supported.</p> <p>MFK TOR for contractor tasked with developing the individual case tracking mechanism to include requirement for basic, user-friendly design to facilitate ease of use by individuals with limited computer literacy.</p> <p>TA on communications for rule of law institutions to include content and support for targeting disadvantaged groups.</p>		<p>MFK, contractor for TA activities</p>	<p>underway, and GSI inputs are to be incorporated.</p>	
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Data analysis	Engage civil society organizations and other users to support analysis of disaggregated data derived from the CMIS across a critical set of categories.	Target # of reports/pieces of analysis carried out on disaggregated data from the CMIS demonstrating effects on women, minorities, vulnerable groups	MFK, civil society	This activity has not yet started, and is foreseen for 2020.	This activity has not yet started, and is foreseen for 2020.
Outreach activities	Provide incentives and outreach to ensure that civil society organizations analyze data to identify barriers/shortcoming in effective access to justice for women, vulnerable groups, and minorities.	Target # of outreach activities organized.	MFK, civil society	This activity has not yet started, and is foreseen for 2020.	This activity has not yet started, and is foreseen for 2020.
Implementing entity agreements	Partnership agreements with organizations that will support the above activities should include explicit requirements on	Signed implementing entity agreements reflect GSI objectives	MFK, IEs	This work is expected to start in 2019 and will include relevant GSI clauses.	Partnerships have not been identified.

	gender and social inclusion.				
Environmental Data Collection					
Targeted Outreach and Data Dissemination	Prioritize outreach and dissemination of data to those demographic groups that are particularly affected by air pollution, including pregnant women, the elderly, children, and those with respiratory issues.	Targeted outreach events, information sessions, materials, leaflets etc.		The TOR for the Supply of Project Management, Air Quality Information Management and Behavior Change and Communication Services includes requirements for outreach and dissemination of data to such groups. Such outreach requirements are also included in the open data challenge.	Outreach will begin fall 2020. Signed contract with implementing consultant and first inception report both include GSI requirements.
Training for IEs	Ensure that training efforts for IEs include capacity building for tailoring outreach to groups that are particularly vulnerable to air pollution.	GSI module within the capacity building and training program.		This requirement is included in the above TOR.	Training module added as a requirement in the inception report. Implementing contractor requested to incorporate module for capacity building and training program.
Toolkit Development	Develop a toolkit for civil society, academics and media to	Toolkit drafted, inclusive of a section on differential		This requirement is included in the above TOR.	Toolkit will not be developed for this project. In its place, the implementing contractor has

	<p>understand how to use air quality data. This includes analysis of the differential impacts on certain demographic groups as a specific topic.</p>	<p>impacts of air pollution.</p>			<p>developed a policy on gender mainstreaming for activity implementation, and a gender and social inclusion action plan.</p>
Open Data Challenge					
<p>Challenge outreach</p>	<p>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, judiciary CMIS, and environmental data (e.g. specific language on this to be included in advertisement</p>	<p>Leaflets, outreach events, and advertisements target women's, vulnerable, and minority groups.</p>	<p>MFK</p>	<p>The first Open Data Challenge focused on labor force data, including women in the labor force. Outreach events emphasized this component, and several grantees were chosen to address gender and labor market issues. Similar requirements are incorporated in the second Open Data Challenge focused on air quality, with outreach expected to start in June.</p> <p>Continued outreach to minority organizations is needed to improve</p>	<p>The first two data challenges worked with an NGO that helped reach out to local NGOs from each municipality. Other outreach efforts succeeded in soliciting applications from multiple women-led organizations, including Women for Women and Women for data. GSI to continue to monitor and advise.</p> <p>The program should review its outreach strategy to minorities and prepare a list of practical actions to strengthen minority participation and benefits.</p>

	of grant opportunities).			their participation, using communications channels and media accessed by these groups.	
Competition rules/ criteria for grant selection	<p>Ensure the process used to analyze and award grants includes criteria to enable equity of grant access by gender and inclusion of disadvantaged groups.</p> <p>Oversee grant implementation to ensure that grantees analyze, identify inequality, and produce creative solutions to respond to governmental needs.</p>	Inclusive and gender- aware grant criteria are incorporated into the selection process.		The grant manual includes specific GSI criteria. In the first completed challenge, this has resulted in MFK providing several grants to specifically address gender inequalities in the labor market.	<p>Grant manual with GSI selection criteria continues to instruct data challenges.</p> <p>The program to review criteria and strengthen the criteria related to minority group participation.</p>
Communications	Publicize the products and solutions developed by grantees that address inclusion and gender issues and facilitate	Seminars, events, and/or outreach sessions highlight grantee products and solutions with a		MFK has been publicizing the solutions of the first Open Data Challenge (labor) grantees that do address the issue of GSI (over social media,	In addition to MFK's efforts to publicize grantee stories and products, the Ministry of Education, Science, and Technology website is hosting

	dialogue to support the adoption of innovative solutions among public and private stakeholders.	GSI component.		events etc.) This activity will continue as the projects evolve in implementation.	Toka training toolkit for girls. Chamber of Commerce accepted grantee interns to develop a 2.0 version of thefutureworkplace .org, a skills development platform for careers in ICT.
Linkage with Equal Opportunity sub-activity	Assess the feasibility of using the Open Data Challenge as a vehicle to implement components of the Equal Opportunity sub-activity.	A decision on this is made in the course of implementing the Open Data Challenge.		This was not deemed feasible in a direct manner. However, some grantees (e.g. Toka) are addressing issues that are directly relevant to, and that support, the overall objectives of the Equal Opportunities sub-activity by, for example, working with young women to support confidence and skills building.	No new examples.

RELIABLE ENERGY LANDSCAPE PROJECT (RELP)

Since last year’s SGIP annual review and update, most project activities under RELP have secured contractor and other implementing partner resources, and their work has focused on early implementation planning. In this context, GSI efforts have centered around ensuring that initial contractor deliverables adequately understand and incorporate GSI requirements, such

as in inception reports, through drafting of GSI policies and GSI plans, operations manuals, trainings, and other contractor deliverables. GSI has also focused on information sharing, exchange and guidance for contractor GSI specialists.

Implementing contractors for both SEEK and DHM have GSI specialists on their teams, who broadly understand MFK SGIP expectations, and who show capacity to action GSI requirements. However, as the activities have not yet initiated any engagement with beneficiaries, work which may be further delayed due to the pandemic, ongoing monitoring by MFK GSI will be needed to ensure the policies, plans and requirements on GSI that have been agreed to in operations manuals are actually implemented.

A key issue that both activities SEEK and DHM contractors have struggled to incorporate relates to women's employment during project implementation. For example, the SGIP requirement to set a target for women's employment has not been met by any of the contractors. Moreover, IC GSI staff have reported resistance and lack of understanding among their teams, especially the engineers, of this requirement. However, in the announcement across the country for bid hiring Installers for HER within the SEEK activity, one of the technical evaluation criteria required is number of female staff proposed as key personnel to the composition of the company MFK will seek to strengthen its engagement with contractors on this issue in the coming year and share lessons learned on women's employment in other MCC compacts as a means of creating more momentum on and understanding of the requirement.

Some of the WEE components under RELP are independent, such as the scholarships, internships and WiSci camp programs. These have moved forward ahead of many other MFK activities, and they were advancing well until the operational hold and the pandemic caused a pause in programming. MFK is currently re-evaluating how best and safely to restart different components of WEE. Depending on when and how activities can resume safely, every effort is being made to modify programming requirements and expectations to ensure MFK can meet the original program objectives. For example, this has meant increasing emphasis on remote participation, such as for the internships or for women entrepreneur training (see sections below for a more detailed discussion).

A key area of concern under WE, is the poor participation of women from minority communities. This was evidenced in both the scholarship and the WiSci program. To address this issue, MFK will take additional effort to cooperate with civil society organization representing these groups and other relevant stakeholders to reach to these groups. In addition, WE Internship Program set target for 20% presentation of women from minorities groups while creating a specific outreach plan for companies owned and run from minorities in Kosovo to increase the chances of women from minority groups to apply. For the women entrepreneur grants program, the operational manual sets out a loose target for minority participation proportional to their representation in Kosovo society. This target should be emphasized in the outreach to minority communities, as a means of encouraging them to apply for the grants.

RELP Cross-Cutting

Environmental Health and Safety: GSI has ensured that procurement documents and contractor deliverables have included clear requirements around safety for women and vulnerable populations. Each SEEK activity includes a separate Environmental Health and Safety manual,

and GSI has ensured they include detailed instructions for preventing and properly addressing incidents of workplace sexual harassment, discrimination, and trafficking in persons (in compliance with MFK’s Sexual Harassment Policy and Anti-TIP Policy) and to ensure that female employees are not exposed to hazardous materials and are provided with suitable protective equipment and an overall safe work environment. In addition, operations manuals include training and staffing requirements so that implementing entities, in addition to becoming acquainted with EHS requirements, are equipped to ensure sensitivity to and appropriate behavior with females, minorities, and vulnerable groups on teams and in consumer households. As implementation of RELP activities accelerate, it will be important to continue to monitor the implementation of these requirements and to address gaps in understanding and capacity to implement them.

Anti-Sexual Harassment Policy: The MFK has drafted and approved an anti-sexual harassment policy. The policy was disseminated to all MFK staff and is publicly available on the MFK website. In addition, all contracts between MFK and contractors have special clauses in which the contractor is obliged to comply with MFK sexual harassment policy. Over the next year, MFK should consider if any staff training or other education on the topic is warranted to ensure adequate understanding of the policy among all staff. Alternatively, as all contractors for RELP also plan to carry out training on this topic, MFK staff could be invited to these sessions. Finally, it will be important to ensure coordination among the different contractors on this issue, to ensure consistency of training materials, messaging and approaches, such as on reporting.

Monitoring and Evaluation: M&E has been in the process of updating the M&E plan, and it aims to finalize revisions by September 2020. GSI has requested several indicator revisions to better align with those being reported to the Women’s Global Development and Prosperity (W-GDP) Initiative of the White House, and to better capture actual WEE components being undertaken. The following indicator updates are planned:

Indicator	Proposed Update
RELP 1.0: Internships for Kosovar women to join the energy sector (W-GDP 1.1)	Change to "women receiving internships or scholarships to join the energy sector."
RELP 2.0: Women employed in the energy sector through RELP (W-GDP 1.2)	Disaggregate by "energy sector" and "other sector." GSI to check if GFA is tracking women hired.
New proposed RELP indicator: “Number of female entrepreneurs receiving grants”	Disaggregate by grants only (W-GDP 2.1) and grants + TA (W-GDP 2.2).
Possible new RELP indicator	Indicator would align with W-GDP 3.3, “Number of persons participating in USG-supported activities promoting attitudes, behaviors, and actions to advance women’s economic empowerment.”
DHM 3.0: New District Heating Households	If possible, add disaggregation by HH sex, minority, disability, and income, depending on whether the implementer is collecting this data.

In addition, M&E has been working on finalizing the evaluation design for RELP. Through this process, it was decided that WEE activities would receive a standalone evaluation brief and a dedicated evaluation (to be included as a chapter of the broader evaluation). This change in plans for the evaluation is welcome, as it will allow for a more detailed assessment of WEE components.

Subsidies for Energy Efficiency in Kosovo (SEEK)

GSI is actively coordinating with the implementing partner to ensure that SGIP requirements included in the contract TOR are fully implemented. Overall, the contractor efforts and progress have been largely positive, even if certain details still require agreement and resolution. The implementing contractor has developed a GSI strategy, which was feed into operation manuals for the separate components of the activity. Social and economic criteria for selecting municipalities are established to ensure beneficiaries include poor and minority populations. These provide a thorough and thoughtful approach to ensuring poor and disadvantaged households can participate in the program. In addition, household and building subsidies and incentives are scaled to encourage participation of different income and vulnerable groups. The Behavior change and outreach component is expected to begin soon, and GSI is involved in developing materials and strategy to optimize participation of target groups, particularly women as primary household energy managers and users in households. The implementing contractor GFA, however, has struggled to meet contractual obligations regarding the Women in Energy media campaign, and this effort will require additional focus. A second area where continued attention will be needed is the requirement for female employment in the project, which has been de-emphasized by the contractor compared to MFK's expectations on this issue.

MFK is working with the GFAs' GSI consultant to address GSI-related risks and opportunities, as per the SGIP and project requirements. The consultant has incorporated GSI comments to the EHS and ESMP operations manuals, which include a request for C-TIP classification reassessment, requirement for customer social behavior and sensitivity training, and special safety considerations for pregnant women, elderly, etc., who may be home during household works. The contractor has also developed anti-sexual harassment and customer engagement training material for teams making household visits.

District Heating Metering (DHM)

MFK hired a consortium led by Decon International to implement the activity and has drafted an MOU to coordinate with Termokos, which includes the following requirement on GSI, "Termokos will cooperate with Implementing Consultant and MFK social and gender specialist to furnish needed data, information, participate in relevant trainings, and otherwise to support the project's gender and social inclusion goals, objectives, and activities." The IC hired a GSI consultant who will be responsible for ensuring that deliverables include GSI requirements included in the TOR for the firm. The IC inception report was very general with regard to GSI, so the GSI consultant drafted a more detailed approach to addressing GSI requirements, which proposes a comprehensive approach to addressing GSI requirements in their contract. MFK has

reinforced the importance of providing adequate social behavior and sensitivity training for teams making household visits and including at least one woman per team. As of this review, all buildings in Pristina served in the system are expected to participate, so DHM will not require selection criteria, where GSI would have sought vulnerable group or minority household participation.

Independent Power Producer Project Finance Facilitation (IPP)

MFK recently hired the implementation contractor for this activity, and the TOR includes GSI requirements such as inclusive stakeholder outreach and communications, and a commitment to pursue opportunities to catalyze women-owned, vulnerable, and minority projects or project sponsors. Outreach and follow up with the contractor will be needed to ensure these TOR requirements are being addressed.

Ensuring Equal Economic Opportunities (EEO) in the Energy Sector Sub-Activity

Women Energy Entrepreneurs

The Women Energy Entrepreneurs activity aims to award small grants to encourage female entrepreneurs to make investments in energy efficiency and grow their businesses. Partial grants support female energy sector entrepreneurs and female-led enterprises that could benefit from energy efficiency savings and upgrades. In addition to grant support, the activity is providing mentoring and coaching for a select group of grant applicants, as part of the Business Acceleration Program in partnership with a U.S. university and a local “accelerator” organization. Engineers will also engage with applicants to help enterprises understand critically needed energy efficiency upgrades.

In late 2019 to early 2020 MFK’s implementing contractor GFA carried out an extensive nationwide consultation process and research to define the approach for the implementation of the women entrepreneur grant component. GFA has proposed a 3-tiered approach to the partial grants program: the smallest, Tier I grants (less than EUR 3000) will target micro-businesses of fewer than five employees operating in a vulnerable environment; the Tier II grants (up to EUR 10,000) will target female entrepreneurs of any business size; and the larger grants, Tier III (up to EUR 135,000) will target larger female-owned businesses with five or more employees with critical EE needs. The first tier is likely to be implemented through a partnership with a national NGO, with existing approaches, outreach and history of work with women entrepreneurs that will allow the program to reap benefits and efficiencies in working with the microentrepreneur population.

The environmental and social requirements for the WEE grants have required discussions with ESP to ensure an appropriate approach is applied to the different level of beneficiary and additional support provided to those that may need it to ensure compliance.

GFA has submitted a detailed operations’ manual for the WEE component, which has been under review. Overall, it sets out a sound approach to implementing the activity, though certain items still require discussions, such as how to ensure ESP requirements are met, and the coordination with the Women in Energy media campaign.

The implementing contractor plans to partner or subcontract with a non-profit organization to implement the smallest grants, with experience working with municipalities to provide small grants to businesses and female-owned microentrepreneurs based on specified social and economic criteria. This approach would help reap efficiencies from their existing outreach, relationships and approaches in reaching this category of beneficiaries.

While the first call for applications is scheduled for August 2020, this timeline may shift due to the ongoing pandemic and safety concerns.

Women in Energy Scholarship Program

The scholarship program provides 28 scholarships to young women to obtain two-year, vocational education Associate's degrees in energy-related subjects in Des Moines Area Community College (DMACC), Iowa, from September 2019 to May 2021; all 28 women are currently studying in DMACC. MFK issued a call for other English-language institutions in Europe and the US to compete for scholarship funding. MFK received proposals from 5 American educational institutions, and after reviewing the proposals against selection criteria, DMACC was selected since it was the college with the lowest cost and variety of study in energy-related fields.

Considering the lack of women involvement in the energy sector, to gain public awareness, MFK launched an outreach campaign in spring 2019 to inform women and girls around the country about the Women in Energy program, with emphasis on the scholarship program. With help from an NGO partner, MFK conducted eight information events in different regions of Kosovo (see table below). Two of the events were held in Serbian minority areas, with presentations conducted in English and Serbian. Response was excellent, with over 500 women attending the eight sessions, and 169 submitting applications.

Attendance at Scholarship Information Sessions

Session	Date	Municipality	Albanian Attendees	Serbian attendees	Other ethnicities	Total
1	4.03.2019	Gračanicë Gračanica	0	10	1	11
2	5.03.2019	Mitrovica Jugore Juzna Mitrovica	126	0	2	128
3	5.03.2019	Mitrovica Veriore Severna Mitrovica	0	11	1	12
4	12.03.2019	Gjilan/Gnjilane	91	0	1	92
5	14.03.2019	Prizren/Prizren	17	0	4	21
6	19.03.2019	Pejë/Peć	86	0	2	88
7	26.03.2019	Ferizaj/Uroševac	83	0	0	83
8	28.03.2019	Prishtinë/Priština	106	0	1	107
Total			509	22	12	543

The WE awareness campaign also included:

- [Testimonials](#) by the [women pioneers](#) in the energy sector in Kosovo to show the audience the potential of women to join the energy sector and the opportunities provided by this sector².
- [Brochures](#) containing thorough information about the Women in Energy program and [information](#) about the energy sector in Kosovo.
- [TV](#) and social media advertisements with women working in the energy sector to familiarize the public with women working in this men-dominated field.
- [Articles](#) and constant media appearances to promote the program and the inclusion of women in the energy sector.
- Promoting materials with WE logo and mission to introduce the concept.
- [Informative sessions](#) in eight municipalities of Kosovo to outreach women and inform them about the opportunities in the energy sector.

The WE Scholarship Program, apart from conducting a transparent and competitive selection process, succeeded in reaching women from diverse municipalities in Kosovo. Around 37% of applicants come from the rural or small municipalities, while only 24% of the applicants come from the capital city, Prishtina. 2 women, of the 28 students comes from Serbian and Turkish minority groups living in Kosovo.

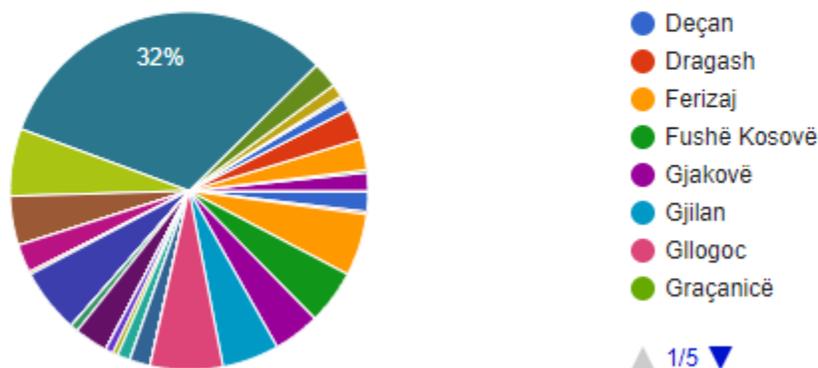
MFK/GSI constantly monitors the 28 women placed in DMACC. They received excellent grades overall and are participating in work study on campus. The events surrounding COVID-19 have required substantial adjustment and work to ensure the students can continue their studies. For example, from mid-March 2020 through the end of the school year, students were required to complete their studies primarily remotely. They were also unable to take part in the required work study program, due to the shelter-in-place orders at the time. This meant that MFK provided supplementary financial assistance during this time period, to cover the financial shortfall in student income due to the temporary loss of internships. As of this writing, most internship positions have resumed, However, the situation remains fluid and may evolve further, depending on the course of the pandemic through the fall. MFK will continue to monitor and address any issues as they arise, with the goal of ensuring successful program completion for all students.

Upon the completion of their studies, MFK plans to facilitate summer internship placements, career fairs and it plans to organize career events featuring the grantees upon their return.

Women in Energy Internship Program

The internship part of the program aims to place 200 female university students/graduates in energy-related internships. MFK/GSI, after the cancellation for contracting the IC, has designed the internship program and is now in the process of implementation. MFK/GSI has opened the [Expression of Interest](#) in three languages (Albanian, English, Serbian), and around 500 women have shown interest from across Kosovo. Chart 1 shows the municipalities from where the interested women are from; only 32% are from Prishtina.

² More in Millennium Foundation Kosovo YouTube Channel:
https://www.youtube.com/watch?v=sWcse57Uh6Y&list=PL_-hoJWMFIBwrdADxBKS6tkHVQFkJmDcm



In addition, MFK/GSI launched an open online [call for all the institutions/companies](#), in three languages (Albanian, English, Serbian), in the energy sector willing to host interns to apply and this activity has shown great success for the program. 25 entities - public institutions, private companies and NGOs - from the energy sector applied to host interns for the first cohort. These entities include: KEK, KEDS, KOSTT, KESCO, Agency for Energy Efficiency, Energy Regulatory Office, AkuoEnergy, Enerco, INDEP. The SEEK implementing contractor has requested four interns. Energy-related internship positions include: power generation, power distribution, energy efficiency research, manufacturing and construction, project development and management in energy, legal support, IT support, financial management, marketing and sales. The successful turnout in the applications from companies and interest from women is due in part to extensive media outreach, which included interviews for TV shows and news programs and social media.

MFK/GSI has contracted the IT company to develop the application form and the M&E platform for interns, after a thoroughly designed platform from the IT consultant at MFK Contracts for WE interns and partnership agreements with host companies and universities have been finalized and are being signed with the companies offering online internships. All these documents include the Anti-Sexual Harassment clause, among other rules and specifications.

Despite the success of the initial outreach, the ongoing pandemic has forced MFK to shift plans for the internships, as in-person work is no longer deemed safe for the time being. In the meanwhile, MFK has decided to shift course and offer an initial 12 internship positions for remote-based work, at a select number of companies that expressed interest. The call for applications was opened in July 2020. The WE Intern selection process will be followed by a transparent evaluation, selection and placement process

WiSci Camp

WiSci Camp is a new component that has been added to the Equal Opportunities sub-activity, as a result of an opportunity to partner with international organizations to promote girls in STEM. The program targets girls aged 14 to 18, a demographic group that is younger than the other GSI components supported through MFKs work on women in energy. It is therefore a complement to existing activities. The partnership involves MFK, together with U.S. Department of State, the Millennium Foundation Kosovo, Girl Up, Intel Corporation as well as local NGO Toka. In August 2019, the first international summer camp was held for girls focused on science, technology, arts, engineering and mathematics. Internationally, and in Kosovo as well, there is a strong gender imbalance in STEM fields. The WiSci Camp aims to help bridge that gap through access to education, mentorship opportunities, and leadership training.

Last year, the camp gathered girls from the Balkans (Kosovo, Serbia, Albania, Northern Macedonia, Montenegro) and the United States of America. Employees from INTEL, NASA, Microsoft, Bechtel, National Renewable Energy Laboratory (NREL) have educated and guided the campers towards robotics, coding, drone technology, renewable energy sources and identifying fake news. In addition, they provided life-skills mentoring via preparing campers for effective communication and professional presentation skills, public speaking, pitch making, storytelling and goal setting. Here are three sample classes:

- NASA's class provided girl campers with introductory skills to use and understand NASA Earth Observations. They were also introduced to [NASA SERVIR](#) - Open Source Earth Observation Data – which provides free data for helping developing countries all over the world. The aim of the class was to make the girls appreciate the Earth from the new perspective and acknowledge that there is a lot of information and data available for any research purpose.
- National Renewable Energy Laboratory (NREL) introduced girl campers to how energy transforms from one form to another: electrical to chemical, or chemical to thermal. The class, apart from providing the scientific proofs and explanations behind the transformation processes, also aimed to teach the girls that science does not always have the right answer. As practical exercise, they built [wind turbine](#) blades to generate electricity which were not expected to have the perfect design, but to be a work in progress.
- [INTEL](#)'s classes provided girls with coding and technical knowledge, as well as emotional intelligence skills. During the classes, girls engaged in the process of coding drones, robotics and trainings of artificial intelligence. They were also taught how to communicate properly, how to present professionally, and how to become emotionally intelligent. More importantly, INTEL taught them the tangibility of highly complicated technological processes and showed them that it is highly possible to join this seemingly complex industry.

Apart from learning, campers also visited Bechtel's recently completed Kosovo Route 6 motorway, the country's largest-ever construction job, which links the capital city of Pristina

to North Macedonia. They also enjoyed the views of Kosovo, the delicious food and have built long-lasting friendships. In the end, they had to present on their projects for the future; these projects were highly connected to women empowerment and technological advancements. They were congratulated by high officials from the US and the region during the opening and closing ceremony.

Until the COVID-19 pandemic, MFK planned to organize a second WiSci camp in August 2020. However, this is no longer considered viable due to safety concerns as well as travel restrictions. Instead, MFK is considering supporting a virtual version of the camp at some point in the coming year. In addition, all WiSci graduates from 2019 and other girls from the region were invited to sign up for [GirlUp Leadership Summit 2020](#); MFK has done the outreach part for the region. This Summit titled “We need to Talk” had a variety of special guests starting from Michelle Obama, Hillary Clinton, Priyanka Chopra, Megan Markle, and other inspirational women. The Summit was virtual, covering a [variety of topics](#) and it allowed for a lot of audience; one of WiSci Kosovo alumni held a presentation on gender issues.

SOCIAL AND GENDER INTEGRATION ACTION PLAN: RELIABLE ENERGY LANDSCAPE PROJECT

revisions in green.

Threshold Program Activities	Key GSI objectives	Outputs	Responsible parties	1 st Annual Update	2nd Annual Update
Cross-Cutting RELP Requirements					
Contractor Selection	The Contractor implementing each component of RELP is responsible for relevant aspects of the SGIP and has the capacity to manage GSI interventions and to carry out GSI integration objectives.	The TOR requires evidence that the implementing company understands and has capacity to apply the GSI provisions or requirements for implementing entities, contractors, or partners (including grantees).	MFK, contractor	All RFPs clearly stipulate requirement to abide by SGIP and spell out GSI-specific activities to meet requirements.	ICs are all in place and have GSI staff on board with competence to provide adequate GSI integration needs to be continually monitored.
Partner Agreements	<p>Partner entities are thoroughly briefed on GSI approaches and goals and are contractually obligated to adhere to these approaches, and to specifically comply with the SGIP.</p> <p>The structure for any implementing entities and other</p>	<p>GSI clauses are included in agreements with partners (e.g. municipalities, financial institutions).</p> <p>Briefing packets & orientation events help clarify GSI provisions in partner agreements.</p>	MFK, IEs, contractor, partners	No partner agreements have been created yet, but any agreements signed should, at a minimum, include a clause on required SGIP compliance.	<p>The partnership agreement for the implementing entity (KGC) for the renewable energy IPP facilitation activity includes some general GSI language in the agreement.</p> <p>GSI requirements are covered in MOUs with</p>

	types of partners (e.g. municipalities, financial institutions) established to implement programs include GSI clauses and requirements.				DMACC for the scholarship program and Internship Program hosts and universities. A new MoU between MFK and Termokos includes a clause on GSI and SGIP compliance
Agreements/TORs	<p>Procurement language, contract clauses, agreements, responsibilities (e.g. for installers, auditors, outreach firms) include specific targets and other measures to promote the inclusion of female professionals as employees or female owned/managed firms in bids on RELP activities (e.g. ensuring at least one female on all teams conducting household interactions).</p> <p>TOR provisions specify partner commitment to ensure that women and poor, vulnerable and/or disadvantaged households (HHs)</p>	<p>TORs have gender and social inclusion employment targets and strategies specified.</p> <p>Contractor team composition and skillset includes female staff.</p>	MFK, Grant Manager, Contractors	<p>No awards have been made yet, but SEEK and WE – ISP RFPs have clearly articulated gender and social inclusion policies. SEEK and DHM RFPs require female participation/employment on project teams. SEEK’s TOR enables contractors to take the lead on creation of the women’s entrepreneurship activities, and this design should be vetted by GSI staff.</p> <p>ESMS policy and RFPs require participation/consultation of women/minority households.</p>	<p>TORs specify the need to hire women and have at least one woman on teams, but do not have specific targets. Continued monitoring is needed. MFK should discuss and ask IC contractors to set an appropriate target, to be included in their GSI strategies and operations manuals, as well as hold trainings to share practices and lessons learned. Future procurements for installers of household retrofits and district heating should include a specific agreed upon target for hiring of women.</p> <p>Training on customer</p>

	will be targeted and risks of exclusion addressed through contractor activities (such as in energy audits or EE information campaigns).				engagement included in TORs and trainings being developed. Inception reports and other documents produced until now by IC have included more specific GSI requirements. Projects activities have not been started. Agreements commit contractors to comply with MFK anti-sexual harassment policy.
Vulnerable group measures	Implementation of SEEK measures to reach adequate numbers of vulnerable groups	Operations manual includes measures	GFA and DHM IC		Structure of the subsidy is sufficiently sensitive to poor and vulnerable HH needs for vulnerable groups.
[missing title]	TA and capacity building for SEEK and DHM to identify GSI specific TA needs.	TA assessment includes GSI issues and TA priorities. This remains true only for the DHM program, and everything else applies.	MFK, implementati on consultant	New action proposed in the annual update	IC expected to produce TA assessment, but it is still uncertain whether GSI will be included. TOR for DH requires that in any capacity building training ensure equal

					opportunities for women and training for any new job opportunities for women.
Anti-Sexual Harassment Policy and Procedures	A transparent anti-sexual harassment policy and grievance procedure process is established and put into place by MFK, and is communicated to all SEEK contractors, and project partners.	Anti-sexual harassment policy and grievance processes are published and staff trained. Contractor compliance is established.	MFK, contractors, partners	MFK has created and finalized a policy. Basic training is being developed for delivery internally and to primary contractors. Contractors are to develop procedures for ensuring compliance and training staff.	Each contractor is required to develop training materials that comply with MFK policies. MFK and supervising consultant to ensure training is practical and relevant and that reporting mechanisms are clear. MFK shared with contractors sample training materials, provided by MCC.
Contractor capacity building and training	All implementing teams (contractors, and partners) organize and carry out gender and social behavior orientation training, with oversight by MFK, to ensure sensitivity to and appropriate behavior with females, minorities, and vulnerable groups on teams and in consumer households.	All staff have undergone basic gender and customer sensitivity orientation, and have passed an assessment demonstrating knowledge.	IEs/contractors	No RELP contracts have been awarded yet, but TORs call for sensitivity training for all teams entering households. Contractors are also expected to train their own staff on MFK's anti-harassment and ESMS policies.	No training has been provided to date. However, as activities ramp up, additional oversight will be needed to ensure contractors adequately cover this requirement, which they have not sufficiently focused on to date.

Main Activity: Pilot Incentives for Household Investment in Energy Efficiency (SEEK)					
Targeting of participating municipalities and households (HER)	<p>Selection of municipalities for inclusion in the program include among criteria a mix of municipalities with appropriate diversity in poverty levels, presence of minority populations, and urban/rural mix.</p> <p>Within chosen municipalities, specifically target inclusion of vulnerable HHs (poor, female headed, minority).</p> <p>TA facility structure, mechanisms, and provider teams create defined beneficiary targets established for female heads of households (FHH), minorities, and the poor.</p>	<p>Municipal selection reflects diverse criteria.</p> <p>Target # of FHHs, minority and poor/vulnerable HHs benefit from the project.</p>	Contractor, IEs and/or contractor teams, MFK	Draft selection criteria for SEEK municipalities include social criteria, including presence of poor, female-headed, and minority households.	Beneficiary households are selected based on national rural (57%) to urban (43%) distribution, and national representation of poor (7%), vulnerable (9%), female-headed (11%), and minority (7%).

<p>Determination of Incentives for households (HER)</p>	<p>Establish a transparent process for defining the appropriate level of incentive (through technical assistance and grant/TA/incentive package) to ensure participation of vulnerable HHs. Tailor incentives to ability to pay while accounting for appropriate safeguards required to avoid abuse of the program.</p> <p>Income, ethnicity, and the gender of household head should be explicitly considered when the appropriate incentive level is defined.</p>	<p>Incentives are established which account for ability to pay and mitigate risk of program abuse, and these take into consideration gender of household head, income and ethnicity of households.</p>	<p>Contractor, IEs and/or sub-contractor teams, MFK</p>	<p>Incentives will be determined once implementation begins. The TOR calls for gender, income, and other social criteria to be considered.</p>	<p>Subsidies are scaled for different documented groups: 80% for low income and vulnerable; 60% for female headed household, minorities, and PwD; and all others receive 40%.</p>
<p>Determination of Incentives for Multi-family Apartment Buildings (AER)</p>	<p>Establish a transparent process for defining the appropriate level of incentive (through technical assistance and grant/TA/incentive package) to ensure participation of multi-family apartment buildings with vulnerable HHs. Tailor incentives to ability</p>	<p>Incentives are established which account for ability to pay and mitigate risk of program abuse, and take into consideration gender of household head, income and ethnicity of households in multi-unit buildings.</p> <p>Newly created homeowner associations include</p>	<p>Contractor, IEs and/or sub-contractor teams, MFK</p>	<p>Incentive criteria will be set once the implementing contractor is on board and municipalities are selected.</p>	<p>Building subsidies are scaled for different income and vulnerable groups. To ease project complexity and avoid potential objections, individual units will not include scaled subsidies.</p>

	<p>to pay while accounting for appropriate safeguards required to avoid abuse of the program.</p> <p>Ensure women, minority, and disadvantaged/vulnerable households are represented in newly created homeowner associations, and have adequate access to HOA meetings and information.</p>	<p>diverse participation on boards and amongst members, striving for representation across gender, age, income, and ethnicity</p>		<p>MFK no longer considers it feasible to intervene in HOA operational details. But MFK will ensure that information is disseminated to diverse groups residing in apartments and that their opinions are taken into account throughout the process.</p>	
<p>Behavior change campaign</p>	<p>Contractors conducting HH outreach to adopt inclusive and gender-sensitive practices and educational/informational/outreach campaigns for women, and poor, minority and/or disadvantaged households to</p>	<p>BCC reflects an understanding of differential consumer preferences and includes targeted outreach.</p>	<p>Contractor, IEs and/or sub-contractor teams, MFK</p>	<p>While the outreach and the behavior change campaign have not started yet, the TOR calls for a BC&O campaign that can cover multiple groups, including poor/minority/persons with disability (PwD). Women are to be targeted as primary household energy users.</p>	<p>Outreach expected to begin soon. Campaign materials are being developed with GSI inputs. GSI to continue to monitor.</p>

	optimize their participation in the EE program. Behavior change campaign in particular targets women as primary household energy managers and users in households.				
Female-friendly pilot policies	Consider opportunities to support a pilot for gender equitable, pro-family policies and practices, more specifically: (a) childcare pilot and (b) flexible work hours with a selected partner entity or business in the energy sector.	Childcare and flexible working hours program pilot assessed and considered.	MFK, Energy organizations that agree to pilots	MFK has decided not to include the pilots, due to time/budget constraints.	Pilots no longer included.
Sub-Activity: Ensuring Equal Economic Opportunities in the Energy Sector					
Women Entrepreneurs for Grants and TA	Grants activity structure is focused on supporting a) female energy sector entrepreneurs and b) female-led enterprises that could benefit from EE savings and upgrades. The	The target # of female entrepreneurs benefit from the program. Criteria for participation are drafted.	Grant facility Manager/IE/ MFK/female entrepreneurs , Santa Clara Miller Center	The entrepreneurship activity, including targets, eligibility for participation, and TA/grant packages, will be developed by the implementing contractor, once selected. Criteria must ensure that	IC is in place and is in the final stages of designing the program of TA and grants. Program rollout has been delayed due to the pandemic and the operational hold.

	<p>support would include a mix of technical assistance to help enterprises understand critically needed EE upgrades, monitoring of energy and/or financial savings, business development assistance, and partial grants to make needed investments in their operations to reap efficiencies and grow their businesses.</p> <p>Define criteria for participation, including the level of grant or subsidy to be provided by the enterprise.</p> <p>Design mechanism for validating firm ownership and management.</p>	<p>Female enterprises make investments in EE.</p>		<p>upgrade benefits accrue to the entrepreneur, rather than the landlord.</p>	<p>Participation criteria were drafted and will be validated in the first round of applicants, then modified if needed. The criteria establish 3 levels of grants, based on entrepreneur characteristics, each with different ceiling amounts.</p> <p>Mechanism for validation and monitoring included in selection criteria. The concept includes mechanisms for estimating benefits of EE savings. It also includes an approach satisfactory to MFK for validating firm ownership, to ensure women-owned firms are indeed the beneficiaries.</p> <p>The call for the first cohort of business acceleration program</p>
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	Implement mentoring and coaching for a select group of grant applicants (Business acceleration program). Consider expansion of acceleration program for future cohorts.				trainees was advertised February for well-established companies with 5 or more employees, but the process was put on hold due to the Kosovo operational hold and the pandemic. It is slated to resume in August 2020. Expansion of the program will be considered, if the initial cohort is determined to be successful.
Grant outreach	Design an outreach program to encourage women to apply for grants.	Outreach program designed.	Grant facility Manager	An outreach program will be designed once SEEK is awarded.	Outreach activities announcing grant opportunity began March 2020, were paused, and will resume again in August 2020. The approach to the outreach is satisfactorily described in the WEE operations manual.
Internship and Scholarship Program	Select scholarships/stipends are offered for energy relevant studies at the tertiary level or at vocational schools abroad, using a competitive	Implement a female internship program for tertiary-level students and recent graduates.	MFK WE Internship/Scholarship Team, universities, educational institutions, host	Prior to selection of the WE -Internship and Scholarship contractor, MFK conducted a national outreach program to advertise the scholarship program.	28 scholarship recipients enrolled at DMACC for 2-year Associates' program. Internship program generated strong interest from 28 host

	<p>selection process, to select females focused on upgrading technical skills in areas critical to employment needs in the energy sector in the country</p> <p>All partners hosting interns ensure that female interns are adequately protected from harassment, violence, and discrimination in the workplace or in field activities.</p> <p>Consider cooperation to support a module and educational content on women in energy/STEM with an interested educational institution.</p> <p>Scholarship recipient 2-day trip to Washington, DC,</p>		<p>institutions, energy sector partners who hire interns.</p>	<p>The 8 events reached over 500 people and resulted in 169 applications.</p> <p>The WE – ISP TOR requires implementer and partner MOUs to include language on anti-harassment policies and procedures.</p> <p>MFK has decided not to develop a module on STEM, but is developing content on women in energy under the media campaign.</p> <p>Stronger and additional outreach is needed to ensure representation of minorities in the program going forward, most notably in the upcoming internship and entrepreneurship opportunities.</p>	<p>institutions, offering 118 positions for the first cohort (237 altogether). 476 interns submitted expressions of interest from across Kosovo (majority outside Prishtina). All internship agreements will include workplace protection requirements. Due to the operational hold and the pandemic, the internship program had to be put on hold. For safety reasons, it is resuming as an online only option for a limited number of interns. A call for applications for an initial 12 slots was launched in July 2020 DC trip agenda was drafted but this component is on hold due to the pandemic. The viability for completing this will be re-evaluated.</p>
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	<p>during second academic year.</p> <p>Develop internship and scholarship database to track job placements.</p> <p>Facilitate job search via career fair and other outreach and networking activities for participants.</p>				
Media Campaign	<p>Media campaigns are carried out to enhance interest among young females in applying for energy sector jobs and the internships/scholarship program.</p> <p>Showcase successful females in the energy sector to inspire younger women to pursue energy sector studies (STEM programs) & careers.</p>	<p>“Women in Energy” campaign implemented.</p> <p>Females and female-owned energy enterprises are attracted to participate in tenders for RELP activities.</p>	<p>SEEK and WE -ISP contractors, MFK, universities, educational institutions, host institutions, energy sector partners who hire interns</p>	<p>MFK has begun some activities related to the Women in Energy media campaign. MFK created and posted 4 videos of successful women in Kosovo’s energy sector on its website. The videos are in Albanian, with English subtitles. MFK should add Serbian subtitles.</p> <p>SEEK contractor will take over responsibility for the Women in Energy campaign once that contract is awarded. WE – ISP and DHM will also have communications functions to develop content on women and disadvantaged populations.</p>	<p>Scholarship and internship outreach conducted in Albanian, English, and Serbian, and included calls for expressions of interest and media outreach, such as interviews for TV shows and News programs and social media. As a result, most applicants were from outside Prishtina, from a variety of income and social backgrounds.</p> <p>Outreach campaign has included videos of WE scholarship recipients and young women already</p>

					working in the energy sector.
WiSci Camp	Organize WiSci camps to provide leadership training in STEAM fields to girls aged 14 to 18.	Girls are recruited and participate in WiSci camps to receive leadership training in STEAM.	MFK, Implementing partners (Girl Up, embassies)		First WiSci held in Prishtina in August 2019 in partnership with GirlUp. It was attended by 100 girls from the United States, Kosovo, North Macedonia, and Serbia. Second WiSci camp, scheduled for August 2020, was cancelled due to the ongoing pandemic.
Main Activity: District Heating Metering					
Performance Requirements	GSI considerations and performance requirements are integrated in an IE Agreement with Termokos and TORs for contractors.	GSI considerations and performance requirements are defined in an IE Agreement with Termokos.	MFK	An agreement with Termokos has not been created yet. GSI consideration and performance requirements are integrated into the TOR in the RFP. GSI considerations are also included in RFP evaluation criteria.	A consultant company was hired to implement this activity. IC TOR includes GSI performance requirements. Termokos will work in partnership with the contractor. MOU with Termokos was drafted and includes a clause on GSI requirements.

<p>Outreach and BCC/IEC Campaigns</p>	<p>Contractor(s) conducting HH outreach to adopt social inclusive & gender sensitive practices & educational/informational/outreach campaigns for women and poor, minority and other disadvantaged households to optimize their participation in the DHM program and to enable them to understand usage, control, and savings practices.</p> <p>Behavior change campaigns directed at all HHs include targeting of women in particular, as often they are the main managers of household heating practices.</p>	<p>Inclusive/gender informed BCC and outreach is launched.</p>	<p>MFK, grant manager, contractors, IEs</p>	<p>Contractors for this component have not been hired yet. However, the TOR calls for a socially inclusive BC&O campaign, and requires development of specialized indicators and reporting in quarterly reports.</p>	<p>OM's of the contractor for implementation of the DHM activity includes GSI requirements for outreach and BCC/IEC. MFK will monitor in the implementation phase any activity related to behavior change campaigns to ensure inclusion of GSI requirements</p>
<p>Support for beneficiary EE investments</p>	<p>DHM beneficiaries to be offered participation in additional EE measures, with vulnerable HHs informed of and supported with additional subsidy</p>	<p>FHHs, minority, and poor HHs are assisted to undertake EE investments in tandem with DHM metering activities.</p>	<p>MFK, grant manager,</p>	<p>The TOR calls for inclusion of vulnerable HHs, but subsidy structures will not be determined until program begins implementation.</p>	<p>Contractor may refer HH to GFA for SEEK subsidies, depending on approach of implementation of EE measures. No mechanisms included so far and it</p>

	options for EE measures.				is unlikely to be included this year.
Beneficiary selection criteria	If the DHM intervention cannot be offered to all buildings in Pristina served by the system, a process for selecting households for participation will be adopted. Selection criteria should include poverty/income, and FHH status as factors.	Household selection process includes GSI criteria – income/poverty/FH Hs.	MFK, grant manager	While these criteria can be kept in mind, MFK will have to prioritize technical restrictions, such as technical readiness of the building, leakage issues, or proximity to pipeline.	The measures are expected to be offered to all buildings, and therefore this requirement is no longer applicable.
GSI Capacity Building	Implementers/contractor teams interacting with HHs will have to participate in gender and social behavior orientation training to ensure sensitivity to and appropriate, professional behavior (e.g. prohibition of sexual harassment) with females and vulnerable groups on teams and in consumer households.	Contract/TOR requirements provide IEs/contractors/ partners with training, female employment and workplace policy requirements.	MFK, contractors, IEs	The TOR calls for all implementers to adhere to MFK SGI rules and for HH teams to receive gender sensitivity training. As implementation starts, it will be important for MFK to ensure contractor adherence to this requirement.	Materials are being finalized and trainings planned for this year. GSI will continue to monitor, as this was an area of weakness for all ICs.

Female employment promotion	Agreements and contracts for contractors to require participation of females on teams visiting households and to require appropriate workplace policies and practices.	Target # of females hired through MFK contracts.	MFK, contractors, IEs	The TOR calls for at least 1 female on HH teams; there is some discrepancy whether there must also be an intern or the intern can count as the female employee. MFK will need to ensure coordination between the 2 programs for intern placement purposes.	GSI will continue to reinforce this requirement and monitor its implementation. Intern support is still a possibility but positions are unconfirmed, and the program will have a slower rollout due to the ongoing pandemic
District Heating Tariff	The TA supporting the district heating tariff framework should take into account poverty and social criteria and support disaggregated analysis of consumer behavior.	Tariff redesign includes poverty criteria, disaggregation.	MFK, tariff redesign consultant, ERO	The TA work has not started yet and will be undertaken by the implementing consultant, once hired.	Implementing consultant has not yet been contracted. GSI will continue to monitor to ensure the TOR includes attention to poverty and social impacts..
Metering and control technology	Consider appropriateness and accessibility of meter or control technologies, for less educated and PwD groups.	Metering and control technologies include accessibility concerns.	ERO, Termokos, contractors, MFK	This is not explicitly stated in TOR, but is covered in broader GSI language. Given that a separate tender will be developed for procurement of the equipment, this language should be incorporated into that tender.	This procurement has yet started yet.
Sub-Activity: IPP Project Finance Facilitation					

<p>IPP Project Finance Facility</p>	<p>To expand development impacts and to reduce barriers to independent power producer (IPP) entrants to the market, consider providing more flexible and/or incrementally favorable terms to extend guarantees to women-owned, vulnerable, and/or minority projects, or project sponsors.</p> <p>In determining awardees, apply relevant lessons on inclusion and gender equity requirements currently being supported by the KCGF.</p> <p>The PMC will coordinate with MFK and advise MFK regarding opportunities to integrate female interns or include work study opportunities in the energy sector, as agreed upon with MFK.</p>	<p>Agreement between MFK and credit guarantee fund includes relevant conditions.</p>	<p>MFK, Facility Manager, IPPs</p>	<p>It is unclear whether this activity will proceed. No agreements or procurement materials have been developed.</p>	<p>Agreement between MFK and KCGF, IC includes general GSI requirements conditions.</p> <p>This process is on an early phase and not able to be determined.</p> <p>This process is on an early phase and not able to be determined.</p>

REL P Social and Gender Risks					
Contractor clauses on safety and GSI	<p>Contracts to include clauses and required conduct and training guidance for contractors on safety measures to address personal safety risks to participating HHs and professional conduct requirements with clients especially females and vulnerable groups, such as those with disabilities that may require extra assistance.</p> <p>MFK and contractor ESMS to include GSI issues and relevant mitigation measures outlined in the Environmental and Social Performance section of this SGIP.</p>	<p>Contractors provide basic training to their staff that will be engaging with customers inside their homes and develop relevant policies.</p> <p>Contractor TORs include appropriate clauses.</p> <p>MFK and contractor ESMS includes key GSI safeguards.</p>	MFK, implementers	MFK has added draft GSI language to its ESMS, and all RFPs require contractors to provide training to staff, especially those entering households.	<p>SEEK contractor has developed training materials and environmental health and safety manual. Training is expected to take place in 2020, though delays are possible due to the safety risks of gathering amidst the pandemic.</p> <p>MFK and contractor ESMS both include clauses on GSI, were reviewed by GSI specialists, and found to have sufficient integration.</p>
Inclusion of minority communities across RELP activities	<p>Program outreach conducted to make consumers aware of the offerings. A behavior change campaign on project activities & offerings should be rolled out to minority communities via</p>	<p>Appropriate information & educational programs developed & disseminated in relevant written, verbal, & visual formats in all regions of country.</p>	Grant manager, contractors, NGOs	<p>The TORs call for use of appropriate language materials/outlets within respective communication campaigns, once they begin. WE – ISP scholarship outreach was conducted with assistance from an</p>	<p>As a result of national and targeted outreach towards minority communities conducted in 3 languages, WE scholarships program has accepted applications from</p>

	<p>language-appropriate communications and should focus on outlets through which these groups receive news.</p> <p>Outreach could be done in partnership with NGOs or other organizations/ companies that have good local presence and can identify and secure support in minority communities.</p> <p>Outreach to and communications with minority groups could be done by minority groups themselves as a means of fostering trust and buy-in and using culturally appropriate messaging.</p>	<p>NGO partnerships established.</p> <p>Culturally appropriate outreach conducted.</p>		<p>NGO with presence/contacts in minority areas. Information sessions were held in Serbian areas. Presentations were made in Serbian and English in these areas.</p> <p>Additional targeted outreach to minority groups will be needed to ensure participation in the internship and entrepreneurship opportunities. If minority representatives are successfully recruited for any activities, they should be used as ‘ambassadors’ to encourage others from their communities to participate.</p>	<p>diverse municipalities in Kosovo. Around 37% of applicants come from the rural or small municipalities, while only 24% of the applicants come from Prishtina. Among 28 scholarships recipients two women belong to minorities. WE internship program plan similar targeting outreach for inclusion of minorities into this program. WEEIP grant outreach is beginning in March and will include outreach to target communities with NGO support.</p>
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