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# GENDER AND SOCIAL INCLUSION PROTOCOL

## USAID Property Governance Activity

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# GENDER AND SOCIAL INCLUSION PROTOCOL

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## ACRONYMS AND ABBREVIATIONS

AGE	Agency for Gender Equality
AI	Administrative Instruction
CoP	Chief of Party
COR	Contracting Office Representative
GoK	Government of Kosovo
GSI	Gender and Social Inclusion
KCA	Kosovo Cadastral Agency
KCN	Kosovo Chamber of Notaries
KPGE	Kosovo Program on Gender Equality
KSA	Kosovo Statistics Agency
LFE	Law on Gender Equality
MCO	Municipal Cadastral Offices
MESPI	Ministry of Environment, Spatial Planning, and Infrastructure
PGA	Property Governance Activity
USAID	United States Agency for International Development

## INTRODUCTION

The aim of the Kosovo Property Governance Activity (PGA) is to improve the property rights system in Kosovo to reduce corruption, increase women's empowerment, and improve formal property rights and investment in real property to achieve the outcomes of a formal, gender-equitable and well-managed property system in Kosovo.

The Gender and Social Inclusion Protocol (hereinafter the GSI Protocol) will guide the integration of women's empowerment and social inclusion throughout PGA's implementation activities. The GSI Protocol also includes a monitoring and evaluation plan with baseline indicators and proposed evaluation and revision measures to undertake regular updating of the activities throughout the project implementation of the activities. The GSI Protocol is a living document intended to be up to date with the development of the project activities, regularly updated and should change as project activities are changed including the incorporation of new municipalities in the PGA activities. The update of the information as well as project activities should be in line with the proposed activities of the GSI Protocol and tailored to meet the needs of the municipalities. The purpose of the GSI Protocol is to set activities validated with the municipalities concerned, set concrete timelines for implementation, utilize the baseline indicators for monitoring and evaluating the project activities and identifying main stakeholders and resources needed to implement the activities proposed below.

## METHODOLOGY

The methodology utilized for drafting the Gender and Social inclusion Protocol followed the steps outlined below:

- **Consultation and dynamic document:** The GSI Protocol was drafted through close consultation with local actors. It is designed to be a dynamic document, allowing for updates and revisions as needed on an annual basis.
- **Identification of relevant actors and support:** The methodology involved identifying relevant actors who can contribute to the GSI Protocol's development and implementation. It also explores potential ways in which the Property Governance Activity can provide support in the future.
- **Interviews with local actors:** Interviews were conducted with relevant local stakeholders in five municipalities: Ferizaj/Uroševac, Suhareka/Suva Reka, Rahovec/Orahovac, Peja/Pec, and Lipjan/Lipljane. The proposed activities of the protocol were developed based on preliminary desk research, discussions with municipal stakeholders, and validated interventions with the initial five municipalities. Additionally, other interested parties, such as representatives from local civil society organizations focusing on women's rights, LGBTQI+ individuals, and persons with disabilities, were consulted to incorporate the perspectives of other vulnerable groups. The GSI Protocol interventions also consider intersectional analysis. The PGA core team members led by the GSI Advisor provided their insights and perspectives to ensure a mainstreaming perspective on gender and social inclusion in all areas of PGA interventions. To validate the proposed interventions, a workshop was conducted on May 16, 2023, in Pristina. The workshop included various municipal and central-level stakeholders, such as the Director of the Agency for Gender Equality, Advisory Office on Good Governance, Human Rights, Gender Equality and Equal opportunity of the Office of the Prime Minister of Kosovo, vice-mayor of Suhareka municipality, Gender

Equality Officers, Municipal Cadastral Officers, officers of the municipal Directorate of Property Tax, and civil status registration officers. The list of participants is available with the PGA Gender Advisor.

- **Literature analysis:** A thorough analysis of current literature related to the exercise of property rights in Kosovo by women and vulnerable groups was conducted. This analysis focused on gathering data and practical implementation findings from international and local reports, Kosovo legislation and by-laws, and existing strategies.

The entire process was undertaken from February 2023 to May 2023. Overall, the methodology aimed to develop a Protocol for Gender and Social Inclusion by engaging local actors, conducting interviews, analyzing relevant literature, and incorporating inputs from PGA's existing interventions. The process spans a specific period and emphasizes the importance of consultation, data gathering, and continuous updates to ensure that the document remains dynamic and effective.

## DESK RESEARCH FINDINGS AND RECOMMENDATIONS

### MAIN FINDINGS

Women in Kosovo face several legal and practical difficulties in realizing their property rights. These difficulties are also reflected in the very low number of women inheriting and owning property.

The right to property is constitutionally guaranteed in Kosovo, and the Constitution prohibits arbitrary deprivation of property, protects property ownership as a fundamental value and the right to property is guaranteed for all Kosovo citizens.<sup>1</sup> The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) is considered part of human rights standards in Kosovo and takes precedence in case of conflicts with other laws.<sup>2</sup> CEDAW recognizes that discrimination within the family hinders gender equality and requires states to take measures to eliminate discrimination against women in marriage and family relations, as stated in Article 16,<sup>3</sup> that women should have the same rights as their spouse in respect of ownership, acquisition, management, administration, enjoyment and disposition of property, whether free of charge or for a valuable consideration.

Further, General Recommendation No. 21 of the CEDAW Committee<sup>4</sup> emphasizes important principles such as a women's right to decide on childbearing and upbringing, protection against discrimination in divorce proceedings and wealth distribution, and the obligation of states to combat gender-based violence.

Kosovo also drafted and adopted several laws related to gender equality in property and inheritance. The Family Law in Kosovo has a chapter on property relations of spouses, stating that property acquired before marriage is considered separate, while property acquired during marriage is

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<sup>1</sup> See Article 7, paragraph 1 and Article 46, paragraph 1 of the Constitution of Republic of Kosovo (2008), available at [https://mapl.rks-gov.net/wp-content/uploads/2017/10/1.CONSTITUTION\\_OF\\_THE\\_REPUBLIC\\_OF\\_KOSOVO.pdf](https://mapl.rks-gov.net/wp-content/uploads/2017/10/1.CONSTITUTION_OF_THE_REPUBLIC_OF_KOSOVO.pdf).

<sup>2</sup> Direct applicability of international agreements and instruments, Article 22 of the Kosovo Constitution.

<sup>3</sup> See United Nations Convention on Elimination of All Forms of Discrimination against Women, available at <https://www.un.org/womenwatch/daw/cedaw/text/econvention.htm>.

<sup>4</sup> See General recommendation No. 21 -- thirteenth session, 1994 equality in marriage and family relations, available at <https://www.un.org/womenwatch/daw/cedaw/recommendations/recomm.htm#recom21>.

considered joint property.<sup>5</sup> The assessment of each spouse's share in joint property considers their contributions, including work, care of children, household chores, and property maintenance. Other laws in Kosovo also ensure equal rights in property ownership and guarantee equal de jure rights regarding the right to property and inheritance, such as the Law on Inheritance, Law on Property and Other Real Rights, Law on Obligations, Law on Uncontested Procedure, and Law for the Establishment of the Immovable Property Rights Register among other property related laws.<sup>6</sup>

Despite having a modern legal framework based on international standards related to gender equality and property rights in Kosovo, women continue to face practical and legal difficulties in realizing their right to property. This has resulted in a low percentage of women owning property and inheriting property from their families. The problems affecting women's ability to own property include cultural, social, and traditional factors, implementation issues with existing laws, lack of clarity in laws, non-harmonization of laws, and lengthy court proceedings in civil courts, among others.<sup>7</sup>

Data related to women ownership of property differ across reports. According to Kosovo Gender Analysis of 2018, quoting Kosovo Cadastral Agency data, as of September 2017 women owned 17% of all properties in Kosovo,<sup>8</sup> with an increase from 14% in 2016. Further, according to the Kosovo National Strategy of Property Rights in 2016, according to the 2011 Kosovo census, women made up 49.6% of the Kosovo population, and yet only owned 15.24% property in their name.<sup>9</sup> Further, only 7.5% of women have reported inheriting property from their families.<sup>10</sup> Women own 17.07% of businesses in 2021.<sup>11</sup> Recently published European Commission Report on Kosovo 2022<sup>12</sup> indicates that ownership of property by women has slightly increased with the affirmative measure for joint

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<sup>5</sup> Article 53 of the Kosovo Family Law, available at <https://gzk.rks-gov.net/ActDetail.aspx?ActID=2410>;

<sup>6</sup> Various legal instruments and documents guarantee the right to property in Kosovo. For example the Law on Inheritance of Kosovo (Law No.2004/26) ensures equal inheritance rights for all natural persons under the same conditions; Law on the Family (Law No.2004/33) under Article 53 pertains to property rights within family relationships; Law on Property and other Real Rights (Law No.03/L-154), addresses various aspects of property ownership and real rights; Law on Notary (Law No.06/L-010), outlines the responsibilities and functions of notaries in relation to property transactions and legal documentation; Law on Obligation Relations (Law No.04-L/077) pertains to legal obligations between parties and implications for property-related contracts and agreements; Law on Non-contentious Procedure (Law No.03-L/007), regulates the process of resolving legal matters without litigation, including property-related disputes; Law on the Establishment of the Register of Immovable Property Rights (Law No.2002/05) establishes and governs the register that records immovable property rights.

See Kosovo Official Gazette website at <https://gzk.rks-gov.net/Default.aspx?index=1&index=1>;

<sup>7</sup> USAID Property Rights Programme, "Gender, Property, and Economic Opportunity in Kosovo", 2015, available at [https://2017-2020.usaid.gov/sites/default/files/documents/1863/Kosovo%20PRP%20Report\\_Gender%20Property%20and%20Economic%20Opportunity%20in%20Kosovo\\_ENG....pdf](https://2017-2020.usaid.gov/sites/default/files/documents/1863/Kosovo%20PRP%20Report_Gender%20Property%20and%20Economic%20Opportunity%20in%20Kosovo_ENG....pdf).

<sup>8</sup> See Kosovo Gender Analysis, pg. 16 published by Kosovo Womens Network contracted by the European Union Office in Kosovo. Available at <https://womensnetwork.org/wp-content/uploads/2018/10/womens-network.pdf>

<sup>9</sup> See Kosovo National Strategy on Property Rights, 2016. Page 9.

<sup>10</sup> USAID Property Rights Programme, Midterm National Survey on Property Rights in Kosovo, 2018, available at [https://www.land-links.org/wp-content/uploads/2018/03/USAID\\_Land\\_Tenure\\_PRP\\_Midterm\\_National\\_Survey\\_Kosovo.pdf](https://www.land-links.org/wp-content/uploads/2018/03/USAID_Land_Tenure_PRP_Midterm_National_Survey_Kosovo.pdf).

<sup>11</sup> See Kosovo Agency of Statistics Report, Women and Men in Kosovo, 2020-2021. Available at <https://ask.rks-gov.net/media/7368/burrrat-dhe-grate-2020-2021.pdf>;

<sup>12</sup> See EU Commission Report Kosovo, 2022. Available at <https://neighbourhood-enlargement.ec.europa.eu/system/files/2022-10/Kosovo%20Report%202022.pdf>

property registration for both spouses remaining in effect as of 2016. According to the report this measure, which was introduced in 2016, and has been renewed on annual basis, has led to a noticeable increase in the registration of women as property. For example, from only 104 joint property registrations in 2016 to 7,417 in 2020 an additional 1,505 couples registered properties in 2021.<sup>13</sup> In 2022, there were in total 4,375 couples who have registered property in both names of spouses according to the Agency for Gender Equality.<sup>14</sup>

More recent data published by the Kosovo Cadastral Agency,<sup>15</sup> states that out of the total number of parcels of 2,213,773, there are a total number of buildings 30,010, total number of building parts 120,494 and total number of owners at 598,287. Out of these numbers there are male owners 471,376 (78.79%), female 115,299 (19.27%) and legal entities 11,612 (1.94%). The data indicates the total distribution of parcels, buildings, building parts, and ownership among different categories, including men, women, and legal entities. It shows that most of the owners are men, accounting for 78.79% of the total, followed by women at 19.27% and legal entities at 1.94%. The Cadastral Agency does not provide for ethnic breakdown of data. Further, there is no data including at municipal levels that reflect property ownership for vulnerable groups including persons with disabilities, LGBTQI+ individuals or ethnically disadvantaged groups such as Roma, Ashkali and Egyptian communities.<sup>16</sup>

Even though the numbers on property ownership for women differ from 17-19%, this percentage still indicates that there is still a significant gender gap in property ownership, with most of the property being owned by men.

## **CHALLENGES IN ACCESSING PROPERTY RIGHTS.**

Women continue to face unequal opportunities in various sectors such as the economy, politics, education, culture, and media. The high unemployment rate for women and low percentage of women-owned businesses contribute to economic inequality. Lack of property ownership among women is also evident, with a small percentage of women inheriting property from their birth families. Data from surveys conducted by statistical agencies and NGOs in Kosovo reveal the persistent gender inequality in various aspects of social and economic life.

Women continue to be underrepresented in the employment area and are in higher numbers economically inactive compared to men. Reasons for this include unpaid housework and childcare responsibilities, which result in economic dependence on other family members. Youth unemployment is also a significant issue, with young women facing higher unemployment rates

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<sup>13</sup> Ibid, at <https://neighbourhood-enlargement.ec.europa.eu/system/files/2022-10/Kosovo%20Report%202022.pdf>

<sup>14</sup> Validation workshop discussion with stakeholders, May 16, 2023.

<sup>15</sup> See Kosovo Cadastral Agency Statistical Information available as of May 11, 2023 at <https://akk-statistics.rks-gov.net/>

<sup>16</sup> Confirmed also in the discussion with the CSO representatives of LGBTQI+ and persons with disabilities at the validation workshop of the PGA project, May 16, 2023 in Pristina.



compared to young men.<sup>17</sup> There are continues gender disparities in economic participation and employment opportunities in Kosovo.<sup>18</sup>

Furthermore, gender disparities in employment rates persist with men having higher employment rates compared to women based on the data of the Labor Force Survey 2022 of the Kosovo Agency of Statistics (KSA) in 2023. Based on the data of the Labor Force Survey 2022 of the Statistics Agency of Kosovo, the employment rate is 32.2% where the highest employment is among men with 46.6%, while the lowest among women with 17.9%.<sup>19</sup> These gender disparities in employment make women more dependent from family male members. Women are employed, mainly in the education, trade, and health care sectors, with 46.4% of them, while men are mainly employed in the trade, construction, and production sectors with 36.0%.

The unemployment rate in Kosovo is reported to be 16.6%. Among the population, women experience a higher unemployment rate of 18.9% compared to men, who have an unemployment rate of 15.6%. The results also indicate a significant level of inactivity, with 61.4% of the population classified as inactive, particularly pronounced among women, with a rate of 77.9%, while men have an inactivity rate of 44.8%. These figures highlight the challenges faced by women in terms of labor force participation and the need for efforts to address gender disparities and increase economic opportunities for women in Kosovo.

The prevalence of gender-based violence, including domestic violence and sexual harassment, are also amongst key factors contributing to the unequal position of women in Kosovo. Surveys indicate that a significant percentage of women have experienced domestic violence and sexual harassment, both in public and private spaces.<sup>20</sup> The Kosovo Police have reported numerous cases of domestic violence, with most of the victims being women and girls.

The lack of property rights for women in Kosovo has wide-ranging effects on various sectors, including economic and social inequalities. Women's limited ownership of property results in difficulties in obtaining loans from commercial banks due to lack of collateral, with only a small percentage of women-owned businesses able to borrow from banks. Women-owned enterprises also receive fewer government subsidies compared to those run by men.<sup>21</sup> The reasons for this disparity include fewer enterprises registered in the name of women, limited opportunities for co-financing, and lower application rates for subsidies. The lack of property rights directly affects women's access to business and private loans,<sup>22</sup> and may be a factor contributing to the low ownership rate of businesses by women in Kosovo.

As stated also by PGA project documents women are excluded from the Death Certificate, and currently the Municipal Civil Registry Offices, Courts, and notaries do not have the means to independently verify the accuracy of the Act of Death document, creating ample opportunities for

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<sup>17</sup> See Banjska et al, Striking a balance; Political options for amending the Labor Law in Kosovo to benefit the employment of women, in Men, Employers and the State, (2016). At <https://womensnetwork.org/wp-content/uploads/2018/10/20160504154201373.pdf>

<sup>18</sup> Ibid.

<sup>19</sup> Kosovo Statistical Agency, Labour Force Survey, TMI 2022. Available at <https://ask.rks-gov.net/sq/agencia-e-statistikave-te-kosoves/add-news/anketa-e-fuqise-punetore-afp-tm1-2022>

<sup>20</sup> Kosovo Women's Network Report "From Laws to Action: Monitoring the Institutional Response to Gender Based Violence in Kosovo. 2021. Available at <https://womensnetwork.org/wp-content/uploads/2021/05/KWN-GBV-Report-ENG-Final-2.pdf>

<sup>21</sup> Kosovo Gender Analysis, 2018. Kosovo Women's Network for the European Union Office in Kosovo.

<sup>22</sup> Ibid.

families to exclude women heirs. According to the Law on Inheritance, women who renounce their property rights also renounce the rights on behalf of their children, who are minors. This practice is in discordance with European standards regarding the rights of children. In Kosovo, where minors are a large percentage of the population, this significantly impacts national welfare interest.

## THE LEGAL FRAMEWORK IN KOSOVO

The Kosovo legal framework provides for gender equality in property ownership. The Law on Gender Equality in Kosovo, adopted in 2015, prohibits discrimination based on gender in all areas of life, including property ownership.<sup>23</sup> Additionally, the Law on Property and other Real Right and the Law on Inheritance in Kosovo guarantee women's rights to own and inherit property on an equal basis with men.<sup>24</sup> The legal framework is contemporary and based on international standards and conventions. Nevertheless, several problems have been identified that directly affect women's ability to inherit and own property in Kosovo. These problems include cultural, social, and traditional factors, issues in implementing the existing legal framework, inconsistencies in existing legislation, and lack of legal clarity, expensive property registration procedures including payments for the notary and geodesy fees,<sup>25</sup> limited access to economic resources and credit.<sup>26</sup>

As stated even though rights are guaranteed legally, de facto women face many challenges to inherit and own property. These challenges include social and cultural norms, lack of awareness about women's property rights, discriminatory practices, and additionally, there is a lack of gender-disaggregated data and monitoring mechanisms to track progress on women's property ownership especially at local levels.<sup>27</sup> Efforts have been made by civil society organizations, international organizations, and the government of Kosovo to promote women's property ownership and address these challenges. These efforts include awareness-raising campaigns, legal reforms, capacity-building programs, and economic empowerment initiatives targeted at women. CSO representatives participating in the validation workshop for the drafting of the GSI Protocol have confirmed that such efforts have been lacking on increasing property ownership for vulnerable groups such as persons with disabilities and LGBTQI+ individuals.<sup>28</sup>

Other challenges women face in exercising their rights guaranteed by law, is the fact that there is prevalent belief among a significant percentage of men and women that women and girls should not inherit property from their birth families. The National Strategy for Property Rights notes that women are excluded from inheritance from their partners unless they have lived together for a minimum of ten years without children or five years with children born from the extramarital

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<sup>23</sup> Law on Gender Equality, Law No. 2004/02. Available at [http://old.kuvendikosoves.org/common/docs/ligjet/2004\\_2\\_en.pdf](http://old.kuvendikosoves.org/common/docs/ligjet/2004_2_en.pdf)

<sup>24</sup> Supra note at 6.

<sup>25</sup> Midterm National Survey on Property Rights in Kosovo, 2017, USAID Property Rights Program. Available at [https://www.land-links.org/wp-content/uploads/2018/03/USAID\\_Land\\_Tenure\\_PRP\\_Midterm\\_National\\_Survey\\_Kosovo.pdf](https://www.land-links.org/wp-content/uploads/2018/03/USAID_Land_Tenure_PRP_Midterm_National_Survey_Kosovo.pdf)

<sup>26</sup> USAID Property Rights Programme, "Gender, Property, and Economic Opportunity in Kosovo", 2015 and World Bank Group, "Kosovo Gender Assessment" (2017).

<sup>27</sup> United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) Kosovo, "Advancing Gender Equality in Kosovo: 20 Years of UN Resolution 1325" (2020). At [https://www.unwomen.org/sites/default/files/2023-04/2023\\_0206-UN\\_women\\_Peace%26Security%20doppie%20digital\\_0.pdf](https://www.unwomen.org/sites/default/files/2023-04/2023_0206-UN_women_Peace%26Security%20doppie%20digital_0.pdf)

<sup>28</sup> Held by PGA project, May 16, 2023 in Pristina.

unions. This was amended in 2018,<sup>29</sup> to allow for legal recognition of cohabiting relationships as marriages after five years or three years if there are children from the relationship in line with the practices of other countries in the region and as recommended by the National Strategy for Property Rights of 2016. Additionally, women can be excluded from inheriting property from their birth family if they are not included in the Death Certificate and men of the family do not report the existence of the female family members.<sup>30</sup> During the Validation Workshop for the drafting of the GSI Protocol, it has been recommended that Civil Registry Offices in respective municipalities should incorporate the development of a family tree feature to ensure accurate and inclusive documentation of inheritance cases and to undertake steps to prevent the potential exclusion of women from inheritance due to the non-declaration of inheritance.

The National Kosovo Property Strategy also estimates that around 19% of women in Kosovo give up their property or inheritance rights.<sup>31</sup> Factors contributing to women relinquishing their inheritance rights in Kosovo are related to traditions and cultural norms that favor male-line inheritance, as well as familial expectations that women should not inherit real estate from their birth family, make women often to waive their right to inheritance in the favor of their brothers. Other factors include fear of transferring property to their husband's family and the possibility of creating conflicts with members of the birth family.

The Government of Kosovo (GoK) has undertaken legal and strategic initiatives to address the challenges faced by women in realizing their property and inheritance rights. This includes drafting a new Civil Code to address the current problems. Additionally, the Agency for Gender Equality of Kosovo has developed an Administrative Instruction for the registration of joint real estate in the name of both spouses, which aims to facilitate the registration of such properties in public records.<sup>32</sup> The Administrative Instruction (AI) includes a waiver of service fees at municipal cadastral offices during property registration. The AI was initially applicable for one year, but its period of applicability has been extended up to April 2024.

The National Strategy for Property Rights in Kosovo has made recommendations to accelerate the realization of property rights for women. These recommendations include legal initiatives such as recognizing cohabitation as equivalent to marriage after a certain period of time, and introducing protection measures for female heirs to ensure they are informed about their property rights before making decisions related to giving up their inheritance rights.

To address implementation and access to the exercise of property rights, several municipalities have undertaken affirmative actions/measures to overcome inequality. For example, the Municipality of Suhareka/Suva Reka has undertaken an initiative to draft an affirmative action by removing property tax after consultations are done with the Ministry of Local Government Administration (MLGA). This action is intended to be voted on in the Municipal Assembly and will be sent for approval to the Ministry of Finance.<sup>33</sup> Also subsidies for women's businesses or start-up businesses up to 50,000

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<sup>29</sup> See Law No.06/L-008, on amending and supplementing the Law N.2004/26 on Inheritance in Kosovo, available at <https://gzk.rks-gov.net/ActDetail.aspx?ActID=18305>

<sup>30</sup> Confirmed in the validation workshop with municipal and central level stakeholders, PGA activity May 16, 2023 in Pristina.

<sup>31</sup> Page 10, 2016.

<sup>32</sup> See for example, the Administrative Instruction (QRK) no. 08/2018 for the amendment and completion of the Administrative Instruction (QRK) No. 03/2016 for the special measures for the registration of joint immovable property in the name of two spouses.

<sup>33</sup> Summary from the PGA Validation Workshop Findings, May 16, 2023 in Pristina.

Euros in total (2,500 Euros for each business) have been announced for 2023. The development of the details and application process for this subsidy are currently in procedure. The Municipality of Ferizaj/Urosevac in their grants for economic development, will be focusing on supporting small and medium-sized businesses in 2023. The maximum amount offered for support is 2,500 Euros from a total support fund of 100,000 Euros. They have proposed an additional criterion for selection to be provided as priority in cases when the ownership certificate is on the name of women or shared business property. The municipality of Rahovec/Orahovac similarly to Ferizaj/Urosevac municipality may also consider the mutual ownership certificate or female owned property as a selection criterion in grants or subsidies provided by the municipality. Further, a discount is offered on the percentage paid to obtain a permit for high-rise construction and the amount paid for the permit can be deducted if the property is in the name of both spouses. And in ending, the Municipality of Lipjan, other subsidies and support initiatives have been implemented with a focus on women and other marginalized groups as targets. For example, the municipality primarily offers subsidies for greenhouses to women, indicating a specific effort to support women in agricultural activities. In addition to supporting women for subsidies in agriculture, the municipality considers other specific criteria targeting single mums, children of war martyrs, and other social cases. Support for Roma, Ashkali, and Egyptian women during 2022, consisted in the support of the local NGO Integra that has provided funds to support repatriated women from the Roma, Ashkali, and Egyptian community. The funds were used to help women establish five businesses, promoting entrepreneurship and economic empowerment within this marginalized community.

These affirmative measures aim to promote equal access and opportunities in property rights and economic development, particularly for women and shared property ownership.

## **CONTENT OF THE GENDER AND SOCIAL PROTOCOL:**

1. Outline of the main principles that the project will undertake to improve women's access to property and other socially vulnerable groups.
2. Actions/Interventions proposed for the Gender and Social Inclusion Protocol.
3. Prioritized interventions/actions in close consultation with the local stakeholders approved.
4. Proposed Action Plan including monitoring and evaluating breakdown of activities for the Gender and Social Inclusion Protocol throughout the project duration.

The protocol aims to ensure that women have equal access to and control over property, including land and housing, as men. To do so the PGA activities aim to specifically strengthen Kosovo's property rights regime through enhanced standardization, citizen engagement, and private sector involvement. Other gender and social inclusion activities should also be mainstreamed throughout the project activities and additional interventions should be proposed. All proposed activities/interventions of the GSI Protocol should take into account that women in Kosovo face challenges in securing land rights due to poor implementation and enforcement of land laws; generally lack awareness about existing laws; have limited understanding of legal compensation; face traditional attitudes and practices limiting their enjoyment of rights and lack co-ownership with spouses when registering property.<sup>34</sup> Women also widely renounce or withdraw property and inheritance rights, and very few households have registered female property owners.

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<sup>34</sup> See USAID Kosovo Country Profile 2016 at [https://www.land-links.org/wp-content/uploads/2016/09/USAID\\_Kosovo\\_Country\\_Profile\\_2016.pdf](https://www.land-links.org/wp-content/uploads/2016/09/USAID_Kosovo_Country_Profile_2016.pdf)

Significant challenges and gaps in the protection and promotion of rights for other marginalized groups in Kosovo, including Roma, Ashkali, Egyptian communities, LGBTQI+ individuals, and persons with disabilities, persist and are characterized by various challenges and inequalities. These groups often face discrimination, social exclusion, limited access to education, healthcare, employment opportunities, and inadequate legal protection. Roma, Ashkali, and Egyptian communities in Kosovo experience high levels of poverty, limited access to basic services, and discrimination in various aspects of life.<sup>35</sup> They often face difficulties in obtaining official documents, which further hinders their access to property rights and other services.<sup>36</sup>

Further, LGBTQI+ individuals face significant social stigma and discrimination in Kosovo, impacting their personal lives, employment opportunities, and access to healthcare. Legal protection for LGBTQI+ rights is still limited and hate crimes and harassment against this community remain a concern.<sup>37</sup> Persons with disabilities encounter barriers in accessing education, employment, and public facilities. Inadequate infrastructure and a lack of inclusive policies and services contribute to their marginalization and exclusion from society.<sup>38</sup> Overall, these marginalized groups face higher discrimination in enjoyment of property rights, and face gender-based violence largely under-reported or not properly addressed by Kosovo institutions. Lack of proper response and support perpetuates a cycle of violence and further hampers the enjoyment of rights and well-being of these individuals.

## **THE CORE OBJECTIVES OF THE PGA PROJECT ARE LISTED IN THREE MAIN CLUSTERS:**

**Objective 1:** Increase formal property rights by standardizing processes and practices in municipalities.

**Objective 2:** Increase civil society and citizen active engagement with institutions regarding property rights; and

**Objective 3:** Engage the private sector (PS) to strengthen Kosovo's property rights regime.

## **PROBLEM IDENTIFICATION:**

- **Informality** is manifested where citizens exercise de facto and uncontested possession of property but whose rights are not reflected in the Municipal Cadastral Office's (MCO's) and Immovable Property Rights Register (IPRR). Informality weighs most heavily on women, youth, and the underserved, disadvantaged, and marginalized who lack the power, time, resources, and wherewithal to secure property rights and defend them.
- **Gender-based discrimination** reflects cultural norms and beliefs which also contribute to informality by limiting citizen access to property rights, particularly among women. While legislation safeguards women's rights to inherit property women feel cultural pressure to

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<sup>35</sup> Strategy for the Advancement of the Rights of the Roma and Ashkali Communities in Kosovo 2022-2026 and Action Plan 2022-2024. Available at

<https://www.rcc.int/romaintegration2020/files/admin/docs/b1623eaca78e740ce79f50af0e2f9c51.pdf>

<sup>36</sup> Ibid.

<sup>37</sup> Page 24 of the Kosovo 2022 Human Rights Report, US Department of State. Available at

[https://www.state.gov/wp-content/uploads/2023/02/415610\\_KOSOVO-2022-HUMAN-RIGHTS-REPORT.pdf](https://www.state.gov/wp-content/uploads/2023/02/415610_KOSOVO-2022-HUMAN-RIGHTS-REPORT.pdf)

<sup>38</sup> Ibid, page 34.

renounce their inheritance rights or are excluded from the process by brothers or male family members not reporting having sisters, once the procedure for inheritance is initiated, confirmed also in interviews with municipal representatives in Ferizaj, Lipjan, Rahovec and Suhareka. Exact numbers of women's concealment from the death act are not known.

- **Gender-based violence (GBV)** impacts isolation and access to justice for women generally including enjoyment of the rights of inheritance and property.
- **Information asymmetries and corruption** followed by lack of transparency and accountability, result in or encouraging transactions that favour the privileged and well-connected members of the society.

## OVERALL AIM OF THE GSI PROTOCOL:

To strengthen Regulations and Service Delivery Implementation Plans (SDIPs) in targeted municipalities, provide training programs, and design information campaigns to promote a pro-women mindset and equity access to marginalized groups as well. The GSI protocol should promote a common vision for gender transformative interventions, protocols, and management tools to ensure all activity interventions consider gender, youth, and ethnic community risks and promote opportunities and access to resources. Various persons as women and girls, men and boys, and gender-diverse individuals are shaped by their sex and gender identity and other characteristics including age, marital status, ethnicity, disability status, geographic location, and sexual orientation, the protocol is in line with the requirements of the USAID Gender Equality and Female Empowerment Policy (2023) reflecting intersectional analysis and activity interventions.<sup>39</sup> It is also in line with the overall Objective 2 of the PGA scope of work to facilitate a citizen-centred approach and contribute to advance locally led development interventions by widely consulting local stakeholders at municipal, central and community levels. Accordingly, it divides the proposed activity interventions to be implemented by municipal level institutions, central level institutions and citizen-based interventions to increase non-discriminatory provision of services for citizens.

**Key deliverables expected:** Inclusion protocols, regulations drafted and adopted, regular GSI assessments, development of guidelines and tools, training materials, and delivery of trainings.

## EXPECTED RESULTS OF THE GSI PROTOCOL:

- **Conduct analysis of connections with existing strategies:** The protocol examines how it aligns with and complements with other strategies such as the Municipal Gender Action Plan, Municipal Strategies for persons with disabilities, and Action Plan for improving services in municipalities developed by the PGA project.

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<sup>39</sup> See USAID Gender Equality and Female Empowerment Policy, (2023) Guiding Principles including principle on Intersectional approaches of USAID programming. Persons are influenced by various aspects of their identity, by factors such as sex, gender identity, age, marital status, social class, ethnicity, race, disability status, geographical location, and sexual orientation. For persons possessing multiple marginalized identities, they will encounter overlapping inequalities. For instance, gender-based violence (GBV) has a disproportionate impact on women and girls worldwide, with even higher rates observed among specific groups like lesbian or transgender women or women and girls with disabilities. At [https://www.usaid.gov/sites/default/files/2023-03/2023\\_Gender%20Policy\\_508.pdf](https://www.usaid.gov/sites/default/files/2023-03/2023_Gender%20Policy_508.pdf)



- **Draft and approve municipal regulations:** The GSI Protocol involves drafting and finalizing regulations that are necessary to implement the inclusion measures.
- **Call for regular evaluations:** The protocol emphasizes the importance of conducting regular evaluations to assess the gender aspect and social inclusion progress and effectiveness.
- **Develop guidelines for increasing access to property:** The protocol aims to develop guidelines and tools that will facilitate increased access to property for women and other vulnerable groups including service delivery by municipal officials in a non-discriminatory manner.
- **Organise and deliver training for municipal officials:** The protocol includes the development of training guidelines and the provision of training sessions for municipal officials. Additionally, municipal officials themselves will provide trainings to citizens in cooperation with CSO's. The gender inclusion module should help address the barriers women face to access services and exercise their rights to property through inheritance. The gender module will strengthen MCO staff understanding of new legislation and its procedural safeguards to mitigate the risk of concealment or exclusion of women from inheritance proceedings.
- **Develop and deliver awareness raising campaigns:** In cooperation with the central and municipal level institutions, the protocol seeks to develop awareness raising initiatives to increase change of attitude and knowledge of women and marginalized groups related to property ownership and inheritance rights.

**Target:**

**% increase in formalized rights registered in selected Municipal Cadastre Offices (MCO), disaggregated by type/cause of informality, sex, type of title (joint or individuals).**

The GSI Protocol also ensures that the representation, participation, and capacity building of underserved, disadvantaged, and marginalized populations, including women, men, and youth at all levels of interventions will be in line with USAID policies on gender equality and female empowerment.

## PROTOCOL ACTIVITY INTERVENTIONS:

### MUNICIPAL LEVEL

- The regular data entry and publication on official municipal websites of gender statistics and other available data including ethnic data breakdown, in accordance with the requirements of the Law on Gender Equality to increase the capacities of interest groups to regularly monitor property and inheritance data for women and men at municipal level.
- Organize and deliver regular awareness campaigns on an annual basis for the right to inheritance and property led by the municipal level institutions and CSO's active in their respective municipalities or central level CSOs focused on working with marginalized persons.
- Encourage the amendment of the administrative instruction on joint property registration and further expansion to include unmarried women, widowed women, and young single women.
- Amend municipal regulations on taxes and fees to include fee reduction of the construction permits tax fee for cases that register property jointly on the name of both spouses to increase joint registration.
- Conduct a gender-sensitive survey jointly with MCO staff to measure the dynamics and discriminatory behaviors that limit citizens, especially women and the marginalized, from accessing land and property services.
- Conduct regular Gender and Social Inclusion (GSI) assessments/analysis from a gender perspective of the PGA activities implementation with proposed timelines for implementation of the intervention. The GSI assessments should be on an annual basis with at least one report conducted for monitoring and evaluation purposes. The GSI assessments should also include regular review of the implementation of property rights at the municipal level for women and men from a gender and intersectional perspective.
- Municipal Gender Equality Officers should continue to regularly draft annual Municipal Gender Action Plans in accordance with the requirements of the Kosovo Programme on Gender Equality (2020-2024) and include concrete interventions on the implementation of the right to property and inheritance for women and men in their respective municipalities.
- The Gender Equality officers should develop a regular annual monitoring plan to evaluate the implementation of the Municipal Gender Action Plan by including data on the gender breakdown of property registration and inheritance right in line with the requirements of the Law on Gender Equality. The reports should be annually published in the municipal official sites.
- In cooperation with the municipal referral mechanisms on Gender-Based Violence, design protocols to report, refer and assist GBV cases once interventions are undertaken to increase knowledge of women to seek property registration. The design of the referral protocols aims to mitigate any fatal consequences with timely, appropriate, and accountable response by the municipal institutions.
- Municipalities should support information activity efforts and campaigns led by local NGOs to transform the cultural traditions that affect the ownership of property by women and



support them to seek their property rights, including providing information and support for legal aid.

- The PGA project should provide sufficient resources for gender equality officers and other municipal officials to undertake awareness campaigns in cooperation with CSO's due to human and budgetary limitations of municipalities, focusing on rural areas.
- Support the development of Service Delivery Plans for PGA targeted municipalities to create appropriate physical access to institutions and infrastructure for persons with disabilities in their respective municipality.
- The existing municipal strategies should also be analysed from the inter-sectional perspective including rights of women, vulnerable groups and recommendations should be part of the Gender and Social Inclusion Assessments led by PGA.
- Any existing or drafted new municipal regulation should be regularly monitored for implementation and reports and publicised regularly on annual basis by the municipal officials.
- The data management capacity in the Civil Status Registry Offices should be improved to enable municipal offices to produce an accurate list of the deceased's family members.
- The Civil Status Registry Offices should implement the legal provisions when issuing death certificates according to official duties and eliminate the possible exclusion of women from inheritance because of not being declared by family members as inheritors. For this purpose, the PGA should support the CSR officers to develop a civil status program to encompass the family tree in targeted municipalities. The intervention is in line with the PGA recommendation for municipalities<sup>40</sup> to assign one municipal status registry officer to issue proofs of death, to ensure professionalism, due diligence, and collection of all relevant information regarding the decedent, therefore preventing women or other heirs from being excluded from inheritance proceedings.
- The PGA project staff should jointly with the municipality officials identify trusted traditional male-led authoritative figures to serve as exemplary champions for awareness campaigns on property rights of women and marginalized groups.
- Cadastre officers should offer information to citizens related to property registration targeting women and marginalized groups including persons with disabilities and minorities. The information should be tailored to use various methods and systems designed to facilitate access to information for persons with disabilities such as sign language and production of materials in the Braille alphabet. Further, information should be made in all three official languages in Kosovo.
- Municipalities should develop digital platforms to include information on free legal aid for citizens and other information related to property access targeting women and vulnerable groups. The information should also be made available using the E-Kosova platform.

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<sup>40</sup> See PGA Report Strengthening Procedures to Protect the Rights of Women to Inherit and Jointly Register Rights in Property, March 2023. Available with PGA GSI Advisor.

## CENTRAL LEVEL

- Conduct a monitoring report on the implementation of the Administrative Instruction amending the Administrative Instruction (QRK) No. 03/2016 for the special measures for the registration of joint immovable property in the name of both spouses, renewed until April 2024. The report should include impact measurement of the AI in joint property registration by spouses, through conducting focus group discussions, knowledge on existence of the AI by the target groups and qualitative and quantitative data analysis. It should also incorporate the recommendations to include widowed women and single young women as target groups for property registration and tax reduction.
- Amend the Administrative Instruction of the Ministry of Environment, Planning and Infrastructure 08/2014 for Service Fees for Registration of Real Property Rights by Municipal Cadastral Offices in line with the requirements of the Kosovo Program for Gender Equality, 2020-2024, SO: 1.2.39.
- The PGA should undertake regular cooperation with the Agency for Gender Equality (AGE) by signing a Memorandum of Understanding (MoU) for regular cooperation and participation of AGE in the PGA activities at municipal and central levels as well as conduct awareness raising campaigns for increasing knowledge of women and other marginalized groups on property ownership and inheritance rights.
- Develop standardized procedures and practices in municipalities by drafting municipal regulations in accordance with the Administrative Instruction for joint registration of property for both spouses, to allow for the complete removal of municipal taxes for women and men and include also widowed women, single young women, and female-headed households.
- Ensure sustainability of the Administrative Instruction for exemption of registration services fee for the joint property in the name of both spouses, by extending its application for longer periods (five years) or making it permanent and expand it to widowed women, female headed households', and young single women.
- The AGE should be supported to initiate the requirement that the heirs who initiate an inheritance procedure sign a declaration under oath before the court that they are not hiding any known heirs. The initiative should be undertaken in close consultation and cooperation with the Kosovo Judicial Council and/or the Kosovo Prosecutorial Council.
- Identify and work with authoritative and successful women in business, politics, or media at both municipal and central levels that can serve as champions for awareness campaigns to encourage women to register property on their names by not waiving their right to inheritance from birth families and property registration in general. The campaigns should also work with municipal representatives of persons with disabilities and other marginalized groups to encourage property registration and respect of inheritance rights by birth families.
- The Cadastral Agency of Kosovo should be supported to upgrade the software to include registration of data including gender-disaggregated data, age, and ethnicity of owners. The PGA project should investigate raising this awareness to the Cadastre Agency by requiring regular participation and coordination of activities with the AGE and the Cadastre Agency to fulfil the requirements of the Kosovo Law on Gender Equality.

- Initiate meetings with the Notary and Geodesy Chambers to discuss any potential waivers as affirmative measure by the Government of Kosovo (GoK) to reduce notary and geodesy expenses, evaluated as higher expenses for women and marginalized groups in comparison to the tax registration fees in municipal levels. The GoK should provide an incentive financial package to support for a certain period of time this affirmative measure in cooperation with the targeted chambers.
- Approval of the Civil Code, or of other special measures to include the development of affirmative measures to tackle discrimination against women in line with Article 6 on Special Measures foreseen in the Kosovo Law on Gender Equality to ensure equality in property ownership and inheritance rights.

**Note:** A set of additional activities to strengthen procedures and safeguards for the rights of women to inherit or jointly register rights in property have been developed by the PGA staff, recommending steps to be undertaken by the Kosovo Chamber of Notaries, Ministry of Justice, Ministry of Internal Affairs/Civil Registry Agency and Ministry of Environment, Spatial Planning and Infrastructure. Depending on the available human and budgetary resources of the PGA project, feedback is pending for timeline of implementation and inclusion of the interventions in the GSI Protocol.

#### **CITIZEN-BASED INTERVENTIONS TO INCREASE NON-DISCRIMINATORY PROVISION OF SERVICES FOR CITIZENS:**

- Conduct surveys with women and other marginalized groups, including minorities, to measure the perceptions of citizens of municipal representatives related to service delivery and whether services are offered in non-discriminatory manner.
- Provide gender sensitivity trainings to MCO and Civil Registry officials to raise awareness on roles and responsibilities of municipal staff to provide services in non-discriminatory manner.
- Trainings should also include topics related to organisational behaviours within the municipalities specifically enhancing municipal officials' communication skills through a non-discriminatory approach and importance of using gender sensitive language in all forms of communication with citizens by also ensuring confidentiality of cases requiring services within the municipality;
- Organise and deliver awareness raising campaigns for respecting the right to property and inheritance for persons with disabilities and other vulnerable social groups to avoid stigmatization in society, as well as general social awareness targeting women, youth and minorities by using an intersectional approach.
- Publish success stories with women and men promoted as role models for equitable division of property in their respective communities to drive reforms and facilitate change in targeted municipalities.
- Awareness raising campaigns should include information on the recent amendments of the Law on Inheritance recognising factual relationships after five years, or three years when couples have children to increase awareness of citizens and create opportunities for the registration of factual relationships and encourage joined property registration on names of both spouses.

The interventions will be implemented in cooperation with several responsible bodies involved in the registration and management of property rights, as well as promoting gender equality at municipal and central levels. These bodies include:

- Municipal Cadastral Offices, responsible for maintaining records and information related to land and property ownership within the municipality.
- Civil Status Offices: These offices handle vital records, such as birth certificates and marriage certificates, which are relevant for property rights registration.
- Municipal Directorate for Property Tax, body responsible to oversee the assessment and collection of property taxes in municipalities.
- Notaries are authorized individuals who authenticate and certify legal documents, including property-related transactions and contracts.
- Other bodies and institutions: Additional organizations and institutions involved in the registration and management of property rights, which could include land registries, land survey agencies, or relevant government departments, including Legal Aid Offices.
- Municipal Gender Equality Officer refers to officers within municipal structures tasked with ensuring gender mainstreaming and gender budgeting within municipal by-laws, policies, and activities undertaken.

## DRAFT MONITORING AND EVALUATION PLAN:

OBJECTIVE I	ACTIVITY	INDICATORS	DATA SOURCES	FREQUENCY	RESPONSIBILITY
Increase formal property rights by standardizing processes and practices in municipalities	1. Monitor the implementation of the Administrative Instruction amending AI (QRK) No. 03/2016 on Joint Property Registration on the name of both spouses	Percentage of administrative units complying with the amended Administrative Instruction  Number of joint property registered on both spouses	Monitoring report drafted, compliance assessments	One-time off activity (Year 2 of the PGA activity)	PGA Project Team
	2. Amend the Administrative Instruction of the Ministry of Environment, Planning and Infrastructure 08/2014	The AI amended Timeliness of the amendment process	Timeline analysis, progress work reports	One-time off activity (Year 2 of the PGA activity)	Project Team
	3. Standardize procedures by drafting municipal regulations in accordance with the Administrative Instruction for	Number of municipalities with drafted regulations in accordance with Administrative Instruction	Municipal reports, administrative records	Annually	MCOs and Project Team

	joint registration of property for both spouses, to allow for the complete removal of municipal taxes for women and men				
	4. Ensure sustainability of the Administrative Instruction for exemption of registration services fee for the joint property in the name of both spouses, by extending its application for longer periods	Duration of the extended application of the Administrative Instruction for exemption of registration service fees  Number of joint property registrations benefiting from the extended application of the Administrative Instruction	Registration records, government data	One-time off activity	AGE supported by Project Team
	5. Support AGE in drafting and implementing the declaration under oath requirement	Compliance rate of heirs signing the declaration under oath  Number of inheritance procedures with signed declarations under oath	Court records, reports Data analysis and monitoring reports	Annually	AGE
	6. Identify and work with influential women as champions for awareness campaigns	Number of influential women identified and engaged  Reach and impact of awareness campaigns on property registration	Stakeholder interviews Surveys, media monitoring	Annually	Project Team, AGE and MCO's, Cadastral Offices, Municipal Office for Public Information
	7. Support the upgrade of Cadastre Agency software and initiate	Integration of gender-disaggregated data, age, and ethnicity in the upgraded	Software documentation, reports Meeting minutes	Annually	Project Team and KCA and KCN

	meetings with Notary and Geodesy Chambers to reflect gender-disaggregated data	Cadastre Agency software			
	8. Approve special measures to tackle discrimination against women in the Civil Code or other legislation	Approval and implementation of the Civil Code or other special measures	Government records, legislation amended or adopted	Annually	GoK-Moj supported by the Project Team
	9. Improve data transparency and availability	Number of municipalities with regularly updated gender statistics and ethnic data breakdown on official websites	Municipal website data, reports	Annually	MCOs supported by MGEO
	10. Expand joint property registration to include unmarried, widowed, and young single women	Amendments made to the administrative instruction on joint property registration	Documentation, reports	Annually	AGE and Project Team
	11. Reduce construction permit tax for joint property registration	Percentage reduction in construction permit tax fee for joint property registration	Tax records, official reports	Annually	Municipal institutions, MCO
	12. Conduct Gender and Social Inclusion (GSI) assessments	Number of GSI assessments conducted from a gender perspective and intersectional perspective	Assessment Reports, analysis	Annually	Project Team

OBJECTIVE 2	ACTIVITY	INDICATORS	DATA SOURCES	FREQUENCY	RESPONSIBILITY
Increase civil society and citizen active engagement with institutions regarding property rights	1. Establish regular cooperation between the PGA and the Agency for Gender Equality (AGE)	Number of activities conducted jointly by PGA and AGE	Activity reports, partnership agreements	Quarterly	PGA and AGE

	2. Raise awareness on the right to inheritance and property	Number of awareness campaigns conducted annually	Campaign reports, attendance records	Annually	Municipal institutions, CSO's
	3. Assess dynamics and discriminatory behaviors limiting access to land and property services	Gender-sensitive survey conducted jointly with MCO staff	Survey data, interviews	Year 2 of Project Implementation Phase	Project Team
	4. Monitor the implementation of the Municipal Gender Action Plan	Annual monitoring plan developed for the Municipal Gender Action Plan  Gender breakdown of property registration included in the monitoring plan	Monitoring Plan, reports	Annually	Gender Equality Officers
	5. Design protocols for reporting and assisting GBV cases	Number of protocols developed in cooperation with municipal referral mechanisms on GBV	Protocol documents, reports	Annually	Project team and Municipal Referral Mechanisms on GBV cases
	6. Conduct awareness campaigns in rural areas	Number of awareness campaigns conducted in rural areas in cooperation with CSOs	Campaign reports, participants lists	Annually	Gender equality officers, CSOs

OBJECTIVE	ACTIVITY	INDICATORS	DATA SOURCES	FREQUENCY	RESPONSIBILITY
Objective 3: Develop standards to equitably improve service delivery	1. Provide tailored information on property registration for women and marginalized groups	Number of information sessions conducted by Cadastre officers targeting women and marginalized groups	Session records, list of participants, reports	Once a year	Municipal Cadastre Offices
	2. Improve physical access and data management in municipalities	Number of Service Delivery Plans developed with appropriate	Service Delivery Plans developed, reports	Annually	Project team

		physical access to institutions and infrastructure for persons with disabilities			
	3. Develop digital platforms for property-related information	Number of municipalities with developed digital platforms including information on free legal aid and property access for women and vulnerable groups	Digital platform record, reports	Annually	Municipal RO
...	4. Physical persons and entities should be proposed to be exempted from payments in the services of the Municipal Directorate in cases when property is registered equally				

**Note:** Evaluation work should also identify unanticipated concerns or unintended consequences that arise during project implementation, enabling course correction. Data should be both sex and age disaggregated.

The monitoring indicators should measure:

- Percentage of women who report an incidence of partner or family violence associated with obtaining or exercising a right to land or property.
- Percentage increase in inheritance claims filed, disaggregated by sex of the file.
- Percentage of women who believe their status has increased within the household (and community) because of obtaining or exercising land and property rights.
- Percentage of citizens who perceive institutions/officials as less discriminatory targeting women and marginalized groups including minorities.
- Measure number of persons trained to advance outcomes consistent with gender equality in line with the target to reach in total 5000 persons (women) empowered, including also data disaggregated by trainees (officials, citizens, private sector).



- Percentage of target audience that has been exposed to communications/behavior change messages related to discontinuing intimate partner and family violence when women obtain and exercise land and property rights.<sup>41</sup>

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<sup>41</sup> See also USAID Intimate Partner Violence Toolkit and Land Toolkit at [https://www.land-links.org/wp-content/uploads/2018/04/USAID\\_Land\\_Tenure\\_IPV\\_Toolkit.pdf](https://www.land-links.org/wp-content/uploads/2018/04/USAID_Land_Tenure_IPV_Toolkit.pdf)

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