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Report on the position of women in Kosovo Police

Contents

Executive summary

I. Introduction

II. Research method

III. Laws and the manual on applicable Principles and Procedures of the Kosovo Police to support women on duty

IV. Office for Human Rights and Gender Equality

V. Position of women in the Kosovo Police

VI. Women's difficulties in exercising their duties

VII. Conclusions

VIII. Recommendations

Acronyms

KP – Kosovo Police

MIA – Ministry of Internal Affairs

MoJ – Ministry of Justice

UNIFEM - United Nations Development Fund for Women

PPM – Principles and Procedures Manual of KP

Executive summary

In performing their tasks as law enforcers, in addition to the application of specific provisions in the field of safety, KP members are tasked to implement the overall provisions, including constitutional and legal provisions, and to directly implement the instruments pertaining to gender equality, such as the Convention for the Elimination of all Forms of Discrimination Against Women, Law No. 2004/2 on Gender Equality and relevant international resolutions, such as Security Council Resolution 1325, etc.

The current overall gender structure of the Kosovo Police, in the category of police officers is as follows¹: from 7331 police officers employed in the Kosovo Police, 6412 are men and only 919 are women, expressed in percentages: 87.46% are men and 12.53% are women. This figure represents a rather low percentage of women police employment in KP. Furthermore, the trend of the decreasing number of KP policewomen over the years demonstrates that the opportunities provided to policewomen in KP are not satisfactory.

From the overall number of women once in KP, 33.26% of them have left their work, while the percentage of men leaving KP is 14%.

The difficulties faced by women in exercising their profession as police officers are many, however they are not included in the exit interviews². The “C” form is not appropriate, since other categories included as factors are not comprehensive and do not correspond with current circumstances. After an analysis of the statements and interviews with a certain number of policewomen (both active and those that have left the police force), the problems they face when carrying out their duties include: night shifts, short maternity leave, low salaries, lack of life insurance, lack of advancement possibilities, long commutes, transport, lack of a labor law, sexual harassment, societal mentality, etc.

In analyzing the statements of over 350 policewomen that have resigned, and analyzing the personal reasons and subjective categories from the data obtained through interviews, the following outputs may be noted:

Insufficient income/low salaries represent the basic problem for members of Kosovo Police, especially female members. This played a part in 38% of resignations. This is seen as an obstacle for women in KP, especially for mothers with children, as they are obligated to employ caretakers for their children, which is almost impossible to arrange with the income they have with KP

Around 20% of female KP members have stated that among the main factors for their resignation are the **work conditions**. The following work conditions have been deemed problematic for the resigning women police members: night shifts – especially for mothers with small children that require breastfeeding but also for women whose families impose regarding of their profession, followed by work position, official equipment, hierarchical responsibilities, etc.

Change of status that includes marriage according to the exit interviews. Based on the data obtained, women KP members have stated that this factor impacted around 10% of the resignations.

Advancement opportunities are seen as one of the factors for the resignation of KP policewomen. This factor prevails in 9% of the statements issued by KP policewomen. The analyses show that the number of women in leading positions is rather small, with less than 10% of policewomen in leading positions.

Service environment and relations – this resignation factor was stated by around 4% of KP policemen in their ‘exit statement’ forms. Usually, this factor included relations between colleagues, delegated tasks, respect from colleagues, support in cases where help or advice was required, etc.

Miscellaneous – factors noted in this category as impacting the resignation of KP policewomen were given in around 12% of the statements, including: new employment, change of position, difficult commute conditions, health, and in certain cases, factors from other categories listed in the “exit interview” form.

It is notable that the interviewees faced difficulties in filling the “exit interview” form and that many factors were not included in the exit interview, e.g. long commutes, especially for mothers with small children, which does not allow for the utilization of facilities granted by the law, such as two hours per day for breastfeeding (while even this is considered insufficient), maternity leave, mentality of the society, sexual harassment, etc.

In cases when sexual harassment is reported in KP, the lack of confidentiality with information is problematic, which further victimizes the victims. Cases of KP sexual harassment are stalled in Courts for years and this represents a serious problem.

I. Introduction

The objective of the study was to produce an analysis of all factors, from the normative aspects, to the basic problems women face in exercising their profession, with the aim of introducing complementary policies to prevent such difficulties and ensure a favorable environment for women police officers.

The report on the position of women police officers in the Kosovo Police is an analysis of the applicable legislation, statistics on the representation of shifts in this regard, and real problems faced by the women police officers in exercising their profession.

The first part of the report reviews the laws and principles of the Kosovo Police which seek to provide an environment of equal opportunities, and safety at work, eliminating all forms of discrimination in the KP³.

Analysis of the laws and principles individually brings into perspective the relevant parts regulating different segments in the Kosovo Police, from the working hours, to holidays, gender equality, non-discrimination, sexual harassment, etc.

In addition, this report elaborates on the importance of the efficiency of the Office for Human Rights and Gender Equality of the KP, and detailed activities undertaken by this Office, more broadly elaborated on in the Annex.

Notwithstanding the normative part, which is completed, the overview of the statistics in the second chapter creates room for concern regarding the inclusion of women in the Kosovo Police.

Gender ratio of the total number of police officers in the KP, is as follows: 87.08 % men and 12.92 % women.

³ In the Kosovo Police, recruitment in all levels reflects the multiethnic character of Kosovo, the need for an equal representation of all communities in Kosovo, and respect for the internationally recognized principles of gender equality embedded in the human rights' protection instruments.

The aim of the Gender Equality Office of the KP is gender mainstreaming and gender-based policies, which are double standard and supportive strategies aimed at gender equality.

Other statistics often reflect a decline in women's representation in the new KP generations, particularly in Generation XXIII, with a 0% percentage. It is interesting that we cannot speak of an increase of women's inclusion in the Kosovo Police.

Moreover, this is properly reflected in statistics speaking directly of the percentage of women who quit the Kosovo Police. Of total numbers, 33.26% of women and 14% men have quit their jobs.

Problems women face when exercising their profession as police officers is provided in the following chapters, also outlining problems that can potentially force women police officers to quit their job.

Problems they face are many, from the mentality of the society, to night shifts, short maternity leave, lack of life insurance, sexual harassment, etc. This chapter also provides an analysis of the reasons for quitting stated by more than 350 women police officers.

The last two chapters include the Conclusions and Recommendations for the Kosovo Police.

II. Research methods

This research was conducted during a 2-month period according to a suitable methodology, which was deemed the most efficient to gather the necessary research materials. The nature of the issue at hand, as an object of research, made it necessary to use qualitative research methods.

Consultation of all materials available at the Kosovo Police (laws, reports and statistics available) and the supplementation of findings with thorough interviews and discussions with professionals of the field served as the basic methodology for this research. Target group members were identified as those whose positions are relevant for the research. This research is of special importance also because of the fact that it is based on real, reliable data, which means that the results are not based on fragmented conclusions but rather in real terms with objective sources and figures. In conducting this research, high priority was granted to work ethics and the preservation of the anonymity of

interviewees, in order to avoid any eventual obstacles that these persons might face in their positions.

II. Laws and the Principles and Procedures Manual⁴ applicable in the Kosovo Police, supporting women on duty

Currently applicable legislation applied by the Kosovo Police in a way provides basic security for gender equality and non-discrimination on gender grounds. The current applicable principles also cover some legal gaps thus providing for a safer and more adequate representation for the Kosovo Police staff. The following are some portions of normative acts.

Principle: Gender equality and comprehensive inclusion in KP, No: P- 6.20:

This principle determines the “general measures of normative nature, which protects and guarantees gender equality and inclusion, prevents all forms of direct and indirect gender discrimination, and special measures of an interim nature aimed at guaranteeing equal gender rights and the promotion of gender equality in all spheres of Kosovo Police’s activities”⁵, as well as to authorize the gender equality official to perform his/her duties relating to gender equality in KP in general. It may be considered that the Gender Equality Law and the principle at hand provide for optimal possibilities to ensure gender equality in all levels of Kosovo Police. Another important aspect is the hierarchy and placement of the Office on Gender Equality and Human Rights⁶, which functions as part of the Office of the General Director of the Police, which entrusts this office of KP with a significant role and operational space. As this principle is rather general in nature, it is further elaborated on below and its application is ascertained.

Principle: Pregnancy, Light Tasks and Maternity Leave, No: P-3.21

This principle envisages early notification of pregnancy from its earliest stages, which will enable transfers of pregnant policewomen to lighter tasks from the earliest stages of pregnancy. In addition to notifications on inception of pregnancies, a similar obligation is also placed in this principle to issue notifications on conclusions of pregnancy. According to this principle “If a KP policewoman has notified the KP command structure of her pregnancy, as

⁴ Principles and procedures set forth in the Manual are compiled to ensure administrative and operational uniqueness and to increase efficiency of police operations.

⁵ Principle: Gender equality and comprehensive inclusion in KP, No: P-20, entered into force in January 2007 (as amended in October 2009).

⁶ Ibid

required on the basis of this principle, and if pregnancy has seized or is stopped for any reason”, the commanding structures need to be informed accordingly.

However, in cases of pregnancy seizure, such as miscarriages, no special leave is provided, except for sick leave allowance, “the policewoman shall notify her first supervisor and shall certify if there are any medical complications that require additional days of medical leave or compensatory time due to health-related reasons”. This is because in cases of pregnancy only maternity leave is provided, defined as “authorized leave of absence with or without leave or in accordance to a decreased salary scale from KP as a result of pregnancy, child birth or provision of care for infants or newborns”, while no other special leave is granted in cases of abortion. This principle also fails to foresee the necessary distance between the work place and the place of residence of mothers with small children, in order to breastfeeding.

Principle: Non-discrimination P-1.23

This principle may be considered as the most general principle on discrimination at the Kosovo Police. This principle ensures general equality of all KP members regardless of any distinctions. According to this principle “Kosovo Police shall not allow any direct or indirect discrimination based on gender, race, color, language, religion, political affiliation, nationality, ethnic or social origin, affiliation with a national community, wealth, birth, disability, family status, pregnancy, sexual orientation, age or any other status.”⁷

This principle does not contain any further elaboration on possible discrimination at different levels, however some of them are regulated with specific principles.

Principle: Sexual harassment P-1.48

This principle includes the protection of Kosovo Police staff from all forms of harassment in their working environment, including sexual harassment, which is also regulated by a special principle. This principle clearly defines what is considered harassment at work, and regulates reporting procedures and responsibilities of the Command Staff and Supervisors in this regard.

This principle also contains an important point that ensures the secrecy of all persons involved in such an endeavor; “Until the appeal is heard, the identity of all persons involved shall remain secret”⁸ and in order for the cases to be

⁷ Principle: Non-discrimination, No: P-1.23, entered into force on 01 January 2000 (as amended in October 2009)

⁸ Principle: Harassment, No: P-1.48, entered into force in October 2009

objectively addressed, this principle obliges the Command Staff and Supervisors to refer the cases to higher authorities.

Principle: Sexual assault investigation P- 6.19

This principle is very significant and is aimed at providing support for victims of sexual harassment both in the aspect of referring the case to higher instances and in the support that is to be provided to the victims in cases of sexual harassment, deemed a traumatic and denigrating criminal deed. This principle is evidently aimed at avoiding re-victimization, which is possible in cases of such complex nature.

The Central Communication Center staff plays an important pre-determined role in this principle, by providing:

1. Determinations on the medical condition, needs and location of victims, time of incident, description of suspects and where they departed to and their means of transport,
2. To advise victims not to change their clothes, not to bathe, not to touch anything at the scene and not to urinate in cases when victims show signs or drug enticed sexual assaults; and
3. Staying on the phone with the victims, providing them with support and consolation until the patrol unit has approached the scene.⁹

This principle also clearly determines that the cases shall in general be referred to medical examinations, victim care and intervention shall be correct, while explanations will also be provided regarding the judicial processing of the case and continuous information for the victim regarding the investigation conducted and judicial proceedings.

Principle: Working hours – P-3.14

This principle clearly determines working hours, specifying the work in two or three shifts.

Principle: Leave and absence at the Kosovo Police

⁹ Principle: Investigation of sexual assaults, No. P-9.19, entered into force on 11 December 2003 (as amended in October 2009).

It may be considered that this principle is rather detailed as regards leave and absences at KP. This principle determines the days of annual, sick and maternity leave. In this section we will dwell more on the maternity leave and will elaborate on the points stipulated by this principle.

According to this principle: "Women employed in the Police, during their pregnancy and after labor, are entitled to six (6) months of uninterrupted maternity leave. Maternity leave is marked as a working period and for the first three (3) months is paid by the Police at a rate of no less than 70% (seventy percent) of the employee's wage, whereas for the following three (3) months the wage is carried by the Kosovo Government Fund and shall amount to no less than 70% (seventy percent) of the minimal wage in Kosovo."¹⁰

This represents a very short period of time, knowing how important the mother's care is for infants, and it endangers the very performance of police duties by mothers with small children.

However, this principle also entails a number of supporting points, such as: daily leave for breastfeeding. "Immediately upon recommencement of work after the elapse of the paid or unpaid maternity leave, the police member may also be granted in total two (2) hours of leave during working hours for the following three (3) months for breastfeeding purposes, continuing up to the end of the ninth month after the birth of the child."

III. Office on human rights and gender equality

In April 2004, Kosovo Police in close cooperation with the United Nations Police and UNIFEM, established the Office on Gender Equality within KP, and in the same year operationalized the Office on Gender Equality within KP.

This office employs one Police Sergeant holding the position of Gender Officer, aided and supported by the Deputy Coordinator and Coordinator for Gender Issues, which currently holds the position of General Director of Police.

The purpose of the establishment of the Gender Equality Office is to guarantee and promote gender equality as well as to provide trainings on equal opportunities and ensure the adoption of policies supporting comprehensive development of men and women, the improvement of their position and

¹⁰ Principle: Leave and absence at the Kosovo Police, P-3.20

representation and holding of similar responsibilities in all spheres of KP activities¹¹.

Internal organization and functioning of the KP office on Gender Equality is regulated in detail with the Standard Operating Procedures.

Gender Equality Office Procedures derive from the General Police Director, who authorizes the gender equality officer that functions as part of the General Police Director Office¹².

The KP gender equality officer closely cooperates and coordinates the activities with the respective office of the Ministry of Internal Affairs. The gender equality officer that acts as the gender coordinator holds responsibilities in implementing the KP mission from the gender equality aspect, pursuant to Law No. 2004/2 on Gender Equality and the KP Standard Operating Procedures.

Some of the tasks and responsibilities of the Gender Equality Officer are set forth by the job description (see the gender equality officer job description in the annex)¹³:

Gender Equality Office General Objectives:

- ✍ Institutionalization of Gender mainstreaming in KP;
- ✍ Promotion, information and communication of best practices related to Gender Issues;
- ✍ Advise and implement gender mainstreaming in KP
- ✍ Systematization and elaboration of strategic partnerships on gender;
- ✍ Monitoring and systematic reporting on gender;
- ✍ Identification of main (entry) points and various possibilities to address these matters in regular processes;
- ✍ Creation of good relations, equal opportunities, equal rights, equal responsibilities;
- ✍ Accomplish trustworthiness and implementation of Gender Equality.

Some of the activities of this office between 2004-2010 include:

- ✓ Inclusion of the gender equality office in the Kosovo Police organizational structure
- ✓ Drafting of job descriptions for gender equality officers
- ✓ Creation of a gender equality structure in the Police

¹¹ PPM-6.20

¹² PPM-6.20

¹³ PPM-6.20

- ❖ *Advisory board-*
- ❖ *Network of Police station - regions*

- ✓ **Establishment of a reporting system;**
- ✓ **Establishment of a monitoring system;**
- ✓ **Establishment of a gender structure outside police;**
 - ❖ *Steering board*
- ✓ **Drafting of internal regulations;**
- ✓ **Training and attendance in trainings –**
- ✓ Always in coordination with the KP Training Department and the Gender Equality Office, many activities were planned and organized aimed at training KP members. An important role in the trainings was played by UNIFEM, who provided technical, financial and advisory support.
- ✓ The Human Rights and Gender Equality Office of Kosovo Police, aided by the technical, financial and advisory assistance provided by UNIFEM, drafted a project that foresees a number of round tables on the topic; “Treatment of victims in legal proceedings”. As a result of this project, as foreseen in its proposal, five round tables were held in five police regions: Prishtina, Peja, Gjilan, Mitrovica and Prizren. Also, a special round table was organized with the Network of Kosovo-Serb women NGOs in Gushterica. Participating in these round tables were representatives of: Kosovo Police (Department of Community Issues, Domestic Violence and Child Mistreatment Unit, Community Police Unit, Anti-Trafficking Unit, Investigation Unit, etc.), Human Rights Unit Coordinator of the Ministry of Justice, Mayors, Deputy Majors, Centers for Social Welfare, Victim’s Advocates, Prosecutor’s Offices, Courts, municipal representatives, Correctional Centers, Senior Officials from the Ministry of Education, Science and Technology, UNIFEM representatives, Sheltering Offices, Kosovo Red Cross, Fire Brigade, Kosovo Probation Service, OSCE, UNHCR, KFOR, representatives of Radio and Television Stations, Handikos, SOS-children village, MVPT center, CBM, Safer World, Terre Des Hommes-TdH, NGO Mundësia, NGO CRP, KAAD, Zene Z, NGO Zana, NGO Jeta, NGO Medica, NGO “Luna”, NGO “Korak Napred”, NGO R+R, NGO “Lepsa Buducnost”, NGO WCPAR, etc,

A number of recommendations derived from these round tables which encourage the Kosovo Police to continue with further activities.

- ✓ **Establishment of implementing mechanisms** comprising inter-institutional representatives, for the purpose of implementing the recommendations derived from the round tables. With the support of UNIFEM, this mechanism has already drafted the first strategy and action plan.
- ✓ **Studies and Analyses** – a number of analyses were conducted in units that directly or indirectly deal with gender issues, such as: Domestic Violence and Child Mistreatment Unit, Anti-Trafficking Unit, Personnel Department, etc. At the end of the study and analysis the Gender Equality Office provided a number of recommendations. Some of the planned analyses are currently being conducted. Analyses and studies are supported from a technical and advisory aspect by the entire KP management.
- ✓ **Establishment of contacts** – contacts are established with almost all relevant local and international institutions; Office of Prime Minister – GEA, Ministry of Internal Affairs, Ministry of Justice, Ministry of Health, Sheltering Centers, Victim Advocates, UNIFEM, OSCE, UNDP, UNHCR, etc. as well as with different NGOs, such as the Kosovo Women’s Network (representing over 60 NGOs), Serb Women Network (representing a number of Serb NGOs), that address women’s rights monitoring.

Preventive steps undertaken by the Gender Equality Office include:

- ❖ Preparation of internal KP normative acts;
- ❖ Office on gender matters has made a number of publications regarding the functions and activities carried out by the office in both print and electronic media;
- ❖ Publication of posters regarding United Nations Security Council Resolution 1325, funded by UNIFEM;
- ❖ Publication of brochures on gender based violence (on girls and women), funded by UNIFEM;
- ❖ Increase of knowledge and sensitivity of KP members regarding gender issues;
- ❖ Increase of the level of knowledge of KP members on legislation – through trainings, courses, seminars, etc. funded by UNIFEM;
- ❖ Support from the managers in treating gender-based violence as a priority objective.

IV. Position of women in Kosovo Police

International research demonstrates the crucial role women play in security bodies, initially viewed as an equal right and irreplaceable capacity to perform duties. The inclusion of women in Kosovo Police, notwithstanding the fact that satisfactory inclusion is often proclaimed– taking into account the continuous efforts to improve the conditions for female police officers through specific policies – is, indicated by data that there is a drop in the numbers of female police officers within Kosovo Police. This is confirmed by the fact that in 2006 the participation of women in KP was 15,20 percent whereas that figure has now dropped to 14,75 percent. Even though in principle it may be considered as very small drop of 0,45 percent, this fact is a matter of concern for the Kosovo Police. It is also important to clarify the categories of employees within Kosovo Police, in order for the analysis to include the conditions and possibilities of performing the occupation by police officers.

The Police of the Republic of Kosovo hires two categories of police personnel:

- a) Police officials, who take the oath and have the authority to exercise and discharge police tasks and authorizations; and
- b) Civilian staff, hired to provide support and carry out administrative services but who do not have the authority to exercise police authorizations.¹⁴

During the period when the Law on Kosovo Police was not in force, there was another category of police personnel known as security officers. However that category is in the final stage of processes and procedures for incorporation within the official police categories.

The latest statistical overview in Kosovo Police indicates that current gender structure of police officers in Kosovo Police¹⁵ is as follows: out of 7331 police officers, 6412 are male and only 919 are female. In percentage that is 87.46% male and only 12.53 % female police officers.

Male	87.46%
Female	12.53%

¹⁴ Article 56 of the Law on Kosovo Police.

¹⁵ Note: only the conditions of official police categories shall be discussed in the present report.

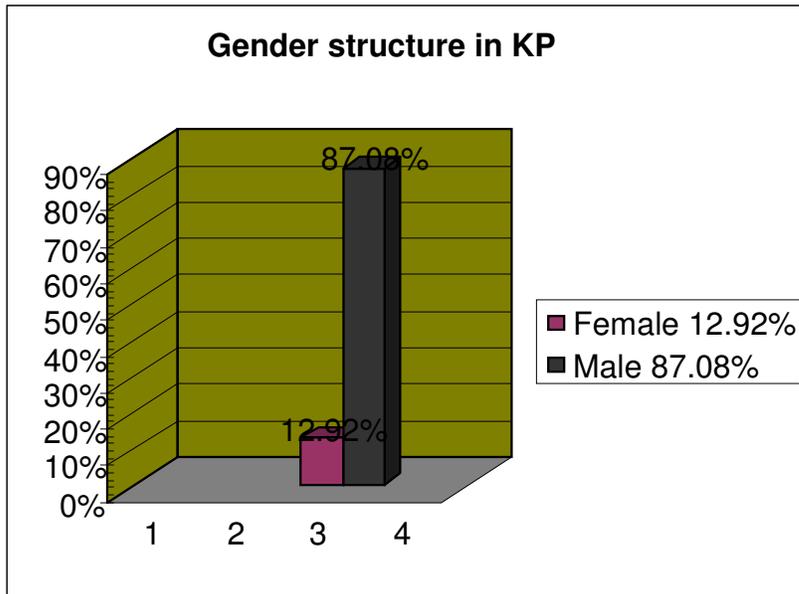


Table 1. Gender structure in Kosovo Police

The data from the recruitment of cadets of different generations presents a concern in relation to the gender balance in Kosovo Police, even though it is noted that efforts are being made to promote the inclusion of women, and as presented in the diagram below, the percentage of female cadets from the first generation constantly drops and this especially affected the twenty-third generation where the percentage is zero. This figure is on the rise starting with the initial figure, which was circa 17 percent. Such performance leads to the study on the effectiveness of current policies, the possibilities provided as well as the potential problems which are simultaneously the basic indicators that affected the drop of percentage of women in Kosovo Police.

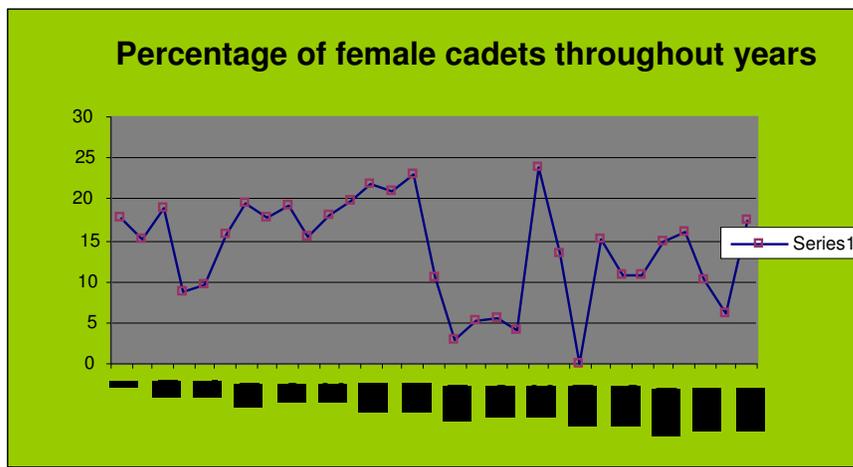


Table 2. Percentage of female cadets from the 1st to 32nd Class.

Therefore, the data indicate the police gender balance who resigned from work and this figure too presents a concern for the KP.

To date, from the total number of police officers in Kosovo Police 1220 left or were dismissed from the police. Out of that figure, 336 are female and 884 male.

On first glance, it may be noted that the figure is considerably higher among male but if that is compared to the total number of female police officers in KP and the female police officers who left or resigned from the KP, then that percentage turns out to be higher among female police officers than with their male counterparts. This is expressed in the following diagram.

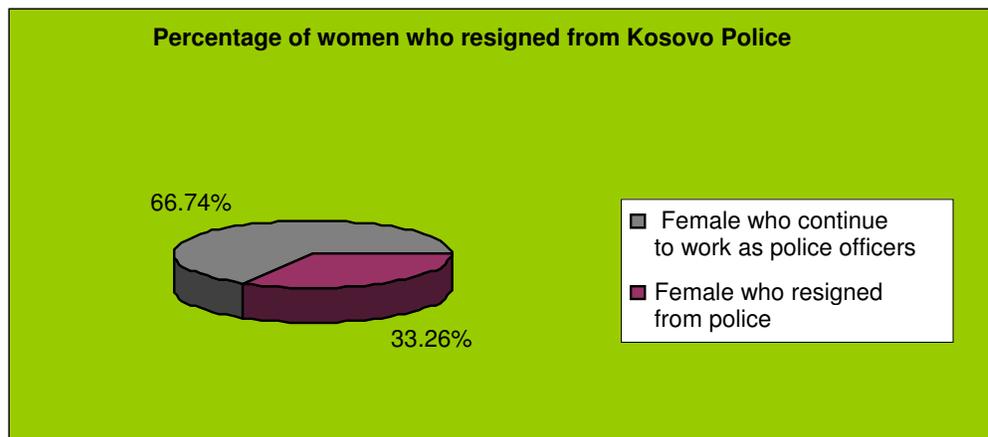


Table 3. Percentage of female who left the Kosovo Police

Table 4 presents the percentage of male who no longer are employed with the Kosovo Police, by comparing it with the total number of male police officers and it appears that the figure is considerably lower compared to the number of female police officers who left the Kosovo Police. Thus there is a proportion of 33.26% female and 14% male.

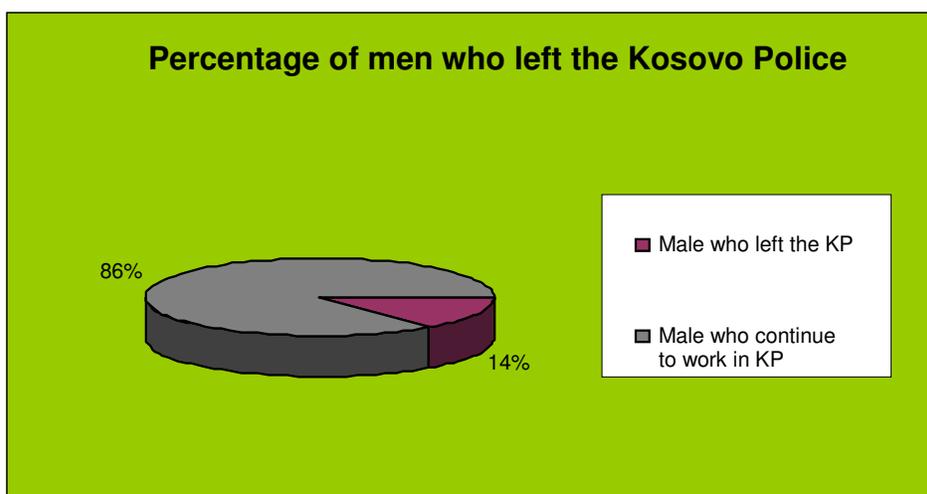


Table 4. Percentage of male who left the Kosovo Police.

All aforementioned data indicates a drop in the total number of female police officers in Kosovo Police. In addition, since 2007 there have been no vacancies announced for the recruitment of new police officers/cadets, therefore the trend might suffer extreme drops among female police officers in Kosovo Police.

In relation to promotion within the Kosovo Police, the table below indicates that the number of women in managerial positions is quite small. However whilst promotion is achieved through tests, which is the same for both genders and are open for application, then it may be concluded that there is sufficient room for female police officers to apply for higher ranks. Nevertheless, it must be stressed that with higher ranks comes higher responsibilities and since women are not relieved of the burden of family and children even when they work this often causes problems.

Title of rank	Female	Male	Total
GENERAL POLICE DIRECTOR		1	1
DEPUTY GENERAL POLICE DIRECTOR	1	1	2
ASSISTANT GENERAL POLICE DIRECTOR		5	5
POLICE COLONEL	2	12	14
POLICE LT. COLONEL	2	21	23
POLICE MAJOR	4	26	30
POLICE CAPTAIN	5	83	88
POLICE LIEUTENANT	26	270	296
POLICE SERGEANT	74	742	816
POLICE OFFICER	800	5026	5826
INTERN POLICE OFFICER	5	225	230

Total	919	6412	7331
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Table 5. Ranks of Kosovo Police as per gender

Table 5 indicates that women are merely symbolically present in decision-making positions.

V. Difficulties of women in performing police duties

On the basis of the general position of women in Kosovo and on the basis of the economic, social and political situation in Kosovo, the difficulties that women face in performing their duties are manifold. This chapter will present some of the problems that hinder the position of women in KP, which are potentially the indicators for the greatest number of women who leave KP.

Society's mentality

The initial problem that female police officers face is the decision to pursue a police career. According to the data from the field, the majority of women had problems persuading their families and peers regarding their decision to engage in this occupation, since the police job is not viewed as suitable for women and for that reason they accepted the decision with some difficulty. In addition to this, there were cases when female police officers encountered difficulties in performing their duties, respectively out in the field and in directing the traffic.

Low salaries

One of the main problems in Kosovo Police is that the salaries are insufficient. Even though considered a nation-wide issue, this problem poses an essential matter for KP members keeping in mind the sacrifice and devotion of Kosovo Police members during their service. This is an obstacle for KP female police officers, especially for mothers, and in order to continue their service in KP they are forced to hire babysitters, and this is something that they have difficulty covering or even cannot cover based on their income from the KP.

The lack of a labour law

The lack of a law on labour also poses a serious problem for all employees of Kosovo, including the members of Kosovo Police. This legal gap provides room for mistreatment of employees and cannot address the problems the employees face. The lack of a law that provides correct employer-employee rapport, and

that provides rights and obligations for both parties, leaves room for abuse of positions.

Night shift

The night shift is another segment that poses a difficulty for female police officers. There are several factors that hamper night shift work. Initially there are problems that might be encountered within the family, from the husband or other family members, and then there might be sleeping disorders and the lack of light might directly affect the psychological condition and thus pose other problems to perform police duties. This largely affects mothers who are breastfeeding children, but there are other family obligations imposed on women by the family regardless of their occupation.

Maternity leave

As discussed in Chapter I, the maternity leave is too short and poses a serious problem for women in general and also for female police officers. In principle, the maternity leave is 3 months of paid leave and the other 3 months are paid from the Kosovo Government budget up to 70 percent of the minimum wage in Kosovo. The insufficient maternity leave is a serious problem for new-born babies because they are kept away from their mothers at a very sensitive period. In addition, the insufficient maternity leave forces mothers to hire babysitters and expenses for such activities can barely be covered by the current salary that police officers receive. This is an obstacle that prevents mothers with new-born babies resuming their police career. On the basis of information, new mothers have the understanding of their superiors but this present a very serious matter that cannot be left at the mercy of the superiors or staff managers and for these reasons a suitable solution must be found and defined clearly by law or principle.

Long Commute to Work

Mothers with young babies are provided two hours per day for breastfeeding and this is not always sufficient for mothers with young babies that perform police duties a long distance from their homes.

The lack of life insurance

On the basis of the fact that the job of a police officer is considered as a high risk, the lack of health insurance is a major shortcoming and makes the employees feel quite uncertain when performing the duties of this occupation.

This presents a major security issue for all employees in Kosovo, but the burden is increased further for Kosovo Police members since they are exposed to different dangers. According to the data, this issue is one of the fundamental problems for female police officers.

Sexual intimidation

Despite the limited number of sexual intimidation incidents in workplace, it is believed that in fact there are cases of sexual intimidation more regularly. In the majority of cases they requested the assistance of a psychologist to face this emotional situation more easily. However they still hesitate to report these cases.¹⁶ On the basis of data from the field, it is noted that there is lack of trust from female police officers that the reported case for sexual intimidation shall be resolved. Thus they do not trust that measures shall be taken within Kosovo Police to tackle these issues. Another problem is the fact that it remains unknown how many female police officer are familiar with how to address these problems and how many are familiar with the rights enjoyed by them within Kosovo Police, or due to circumstances that the victims suffer this might affect lack of information about procedures. Another major concern is the lack of confidentiality within Kosovo Police, since in some cases the life of a female police officer –following the report of sexual intimidation – becomes unbearable and her confession was a discussion point for her colleagues. Another major negative impact is that in such legal matters, the courts delay cases for many years and do not adjudicate the case, which would provide for a safer working environment.

Justification of resignations by KP female police officers

It is worthwhile to stress that the present report is the first ever drafted that includes the component of analysis of factors behind the resignation of KP female police officers on the basis of Form “C” (Departure Interview), which must be filled in line with the resignation procedures.

The research method for drafting the present report was used by employing multidimensional analysis methods and by disaggregating the quantitative and qualitative measurements. In addition, a comparative study is under way with respect to the material that was researched.

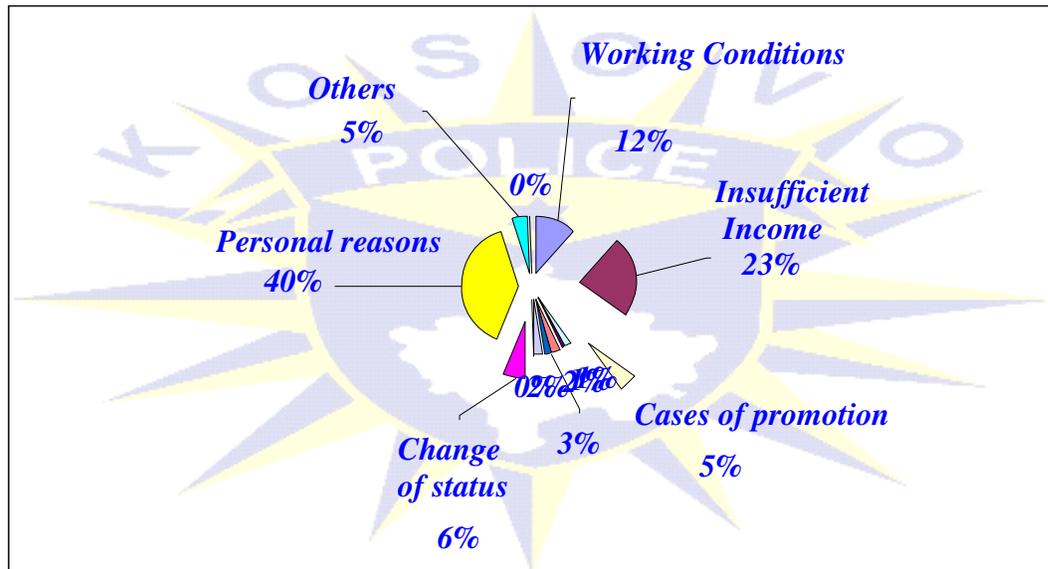
¹⁶ The Health Service within Kosovo Police.

The results are not founded on fragmentary conclusions, but on objective sources. Therefore, the paper has a special importance since it is based on positive-normative acts, interviews and authentic sources.

During the analysis of KP female police officers files, it was noted that the standard form¹⁷ that must be filled for resignation is not suitable and that separate categories, viewed as factors, are not comprehensive compared to the current circumstances. In addition, the question must be reformulated since there are technical and lingual errors. This is justified based on the response provided in the factor “Others”, which was stated by female police officers during their resignation (see the data in the table).

The data presented in the diagram below was extracted from the statements given by KP female police officers when filling Form C, “Departure Interview”.

Based on the analysis of over 350 statements by KP female police officers, who resigned, the following data is as follows:



Thus, based on the table above it appears that KP female officers resigned for different reasons and sometimes one factor was included in many others.

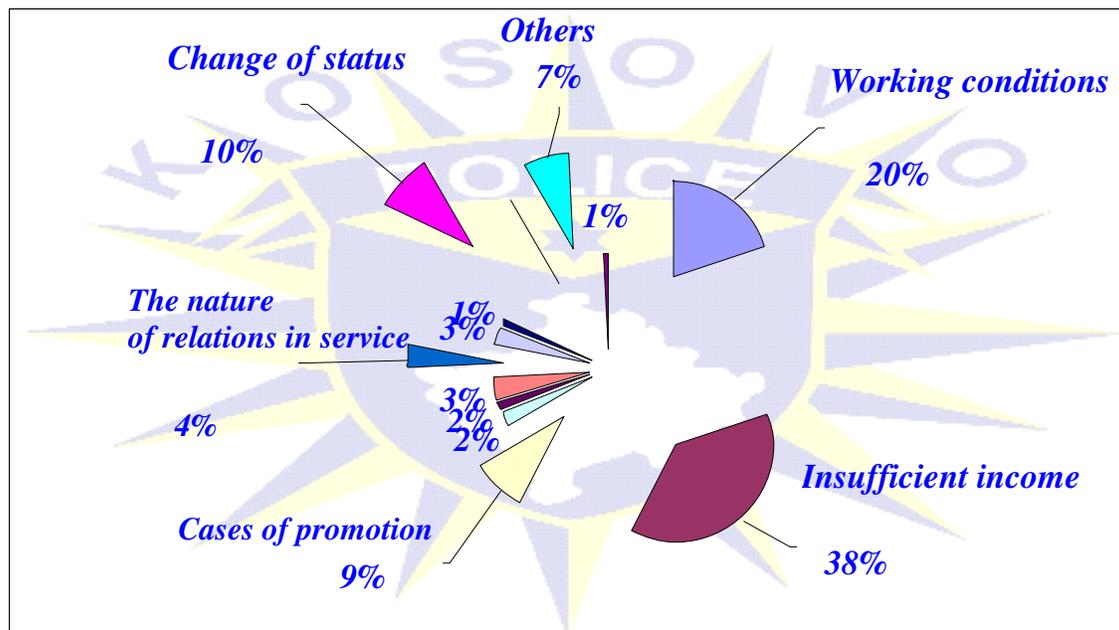
The following are the factors of resignation as per given statements:

1. Personal reasons
2. Insufficient income
3. Working conditions
4. Change of status

¹⁷ PPM-FormC, Departure Interview.

5. Cases of promotion
6. Others (health, new employment, personal reasons, studies, marriage and studies abroad)
7. The nature of relations in service
8. Work facilities
9. Supervisor's support related to an issue at workplace
10. Performance of duties
11. Handout of Principles and Procedures
12. Familiarization with work procedures
13. Under investigation

Personal reasons – means many aggregated factors in this reason. Some of the stated factors within “personal reasons” are: all of the abovementioned factors; health, marriage, studies, studies abroad, etc. It is noted that these statements were brief and were summarized in the term “personal reasons”, which implied all factors for resignation. From the abovementioned, it appears that the factor “Personal Reasons” must be distributed throughout all other statements and the diagram below presents the following data:



In the following text, we shall refer to the order of reasons provided in the diagram above, and a separate interpretation of factors shall be provided:

Insufficient income- means the basic monthly salary, but since 2009 this changed and currently in addition to the salary there is the hazard and the night shift payments. If we further discuss the factors of resignation which were stated

by the KP female police officers, then it appears that – even though in principle it is ranked as the second factor for the declared resignations – this factor is considered the first declared factor of resignation by KP female police officers. As indicated in the table above, this factor composes 38 percent of declared factors on the case of resignation by KP female police officers.

Working conditions – based on the diagram above it is noted that 20 percent of KP female police officers consider this as a factor for resignation or it is ranked second from the declared factors in the case of resignation by KP female police officers. The working conditions, stated during the interview, as a reason for resignation mean: the night shift, the post, the official equipment and command responsibility. KP, within its competences and authority, is making efforts to provide conditions and a suitable environment in the workplace.

Change of status – means marriage as stated in the statement for the departure interview. The factor “change of status” appeared even after marriage and when other circumstances also changed, such as: change of residence, giving birth, caretaking of the husband, caretaking of children, the lack of kindergarten, short maternity leave, etc. On the basis of the diagram above, KP female police officers stated that this factor affected them around 10 percent to resign from KP.

Case of promotion- means promotion and new position. Obtaining new rank appears an important factor with Police Officials, whereas promotion appears as a significant factor among the female civilian staff. Even though the Law on Police and the Handout on Principles and Procedures provides promotion and completion for vacant positions without any discrimination, this again appears as one of the factors pushing KP female police officers to resign. This factor composes 9 percent of statements given by KP female police officers.

Others - Factors affecting the resignation of KP female police officers and which compose around 7 percent of given statements. This factor also included: new employment, change of position, difficult travel conditions, and health and in some cases all factors emphasized in the Form “Departure Interview”. Therefore, within this factor it is noted that the interview personnel had difficulties filling the Form “Departure Interview”.

The nature of relations– this factor of resignation was declared by 4 percent of KP female police members when filling the Form “Departure Interview”. Usually, this factor included the relations between the colleagues, the duties assigned, the respect from colleagues and the support in case of requested assistance or advice.

Other factors – are factors which include: work facilities, supervisor’s support related to an issue at the workplace, performance of duties, Handout of Principles and Procedures. This factor is around 12 percent of factors declared in the case of resignations by KP female police members. It is noted that these factors were selected by the interview personnel only to complete the procedures for resignation as fast as possible.

VI. Conclusions

- The number of women police officers in the Kosovo Police is small;
- The inclusion of women police officers in the KP has suffered a decline and women police officers’ dropout from the Kosovo Police has marked a considerable increase;
- The majority of women police officers face difficulties in convincing their family members and their relatives to become police officers;
- Maternity leave is very short, and it presents a problem for mothers to care for their children and pursue their career as police officers;
- The transfer to remote areas disables the possibility for women police officers to care for their children, particularly for breastfeeding mothers.
- Low salaries have been identified as the biggest problem for police officers of the Kosovo Police, particularly women police officers.

- When reporting sexual harassment within KP, lack of confidentiality of information is a major problem, which further victimizes victims;
- There are cases of sexual harassment in the KP, pending resolution in Courts, which is a serious problem in having faith in reporting such cases;
- There are good practices; women police officers have maternity leave, and the incorporation of reduced business hours from three months to nine months after the birth of the child;
- Problems and causes forcing women police officers to quit the service are complex and interrelated. Thus, it is impossible for the exit questionnaire, as currently structured, to bring to light the real reasons for leaving. The unified form "Form C, - Exit Interview", is not appropriate, includes technical and linguistic, and categories listed do not comply with the actual circumstances;

VII. Recommendations

- Draft specific programs/strategies that encourage the inclusion of women in Kosovo Police, and the allocation of appropriate budgets for the implementation of such programs/strategies;
- Ensure increased admission of female cadets in the Police Academy; aim for at least 20% of KP members;
- Take into consideration the problems that policewomen face in leaving their profession and talk with them in order to avoid quitting by KP policewomen;

- Apply advanced gender equality policies in KP practice, including allocation of financial means for their applications;
- Functionalize the Association of Kosovo Policewomen;
- Support policewomen in occupational advancement;
- In cases of sexual harassment in KP, the institution should be much stricter in preserving the confidentiality of information and should shorten the reporting chain;
- Insist on providing the courts with all information required in cases of KP sexual harassment, in order to proceed with the cases and issue decisions on the merits promptly;
- Extend maternity leave, by intervening in relevant policies;
- Intervene in “Form C – Exit Interview”, to remove technical and lingual omissions, and to characterize clearly all factors pertaining to current circumstances, in order to identify the factors of resignation and to prevent resignations;
- In cases when change of status/marriage leads to a change of residence, when necessary the female police officers should be transferred to an appropriate position.
- Relieve women with small children from night shifts and long-distance tasks.