

**EGSIA Report**

for the program

**Sustainable and Inclusive Rural Economic Development (SIREG)**

**for**

**Caritas Switzerland**

**with funding from Austrian Development Agency**

Art Shala, Suzana Zivkovic, Tamara Zivadinovic (Social Impact Analysis)

Toralf Richter, Basri Pulaj (Environmental Impact Analysis)

**26.11.2020**

## List of abbreviations

Acronym	Description
ADA	Austrian Development Agency
DRR	Disaster Risk Reduction
EGSIM	Environmental, Gender and Social Impact Management
EU	European Union
GHG	Green House Gases
OSCE	Organization for Security and Co-operation in Europe
IFES	International Foundation for Electoral Systems
IADK	Initiative for Agricultural Development of Kosovo
IFES	International Foundation for Electoral Systems
KEPA	Kosovo Environmental Protection Agency
KWN	Kosovo Women Network
KAS	Kosovo Agency for Statistics
MAP	Medicinal and Aromatic Plants
MESP	Ministry of Environment and Spatial Planning of Kosovo
NWF	Non-Wood Forest Products
RCC	Regional Cooperation Council
RMSP	Risk Management and Sustainability Plan
SAA	Stabilization and Association Agreement
UNICEF	United Nations Children's Fund
UNDP	United Nations Development Program
CC	Communities Committees
MOCR	Municipal Office for Communities and Returns
MCSC	Municipal Community Safety Council

## Table of Contents

<b>1</b>	<b><u>Introduction.....</u></b>	<b>5</b>
1.1	<b>Social Impact Assessment.....</b>	<b>5</b>
1.2	<b>Environmental Impact Assessment.....</b>	<b>6</b>
<b>2</b>	<b><u>Methodology.....</u></b>	<b>7</b>
<b>3</b>	<b><u>Findings.....</u></b>	<b>8</b>
<b>3.1</b>	<b>Social Impact Assessment.....</b>	<b>8</b>
3.1.1	Barriers.....	8
3.1.2	Legal Framework.....	8
3.1.3	Working Life.....	10
3.1.4	Decision-Making Power.....	12
3.1.5	Municipal Community Offices.....	13
<b>3.2</b>	<b>Environmental Impact Assessment.....</b>	<b>13</b>
3.2.1	Legal Framework.....	13
3.2.2	Potential environmental impacts of project interventions.....	16
<b>4</b>	<b><u>Conclusions.....</u></b>	<b>17</b>
<b>4.1</b>	<b>Social Impact Assessment.....</b>	<b>17</b>
<b>4.2</b>	<b>Environmental Impact Assessment.....</b>	<b>18</b>
<b>5</b>	<b><u>Risk Management and Sustainability Plan (RMSP).....</u></b>	<b>19</b>
<b>5.1</b>	<b>Social Impact RMSP.....</b>	<b>19</b>
<b>5.2</b>	<b>Environmental Impact RMSP.....</b>	<b>20</b>

## Social and Environmental Impact Analyses

### Social impact assessment

The role of social impact analysis is crucial in identifying the limitations and obstacles that hinder social sustainability. Additionally, it serves as a fundamental mean for designing and promoting social standards and safeguards to achieve development goals. That said, to successfully implement the social impact analysis, potential risks and adverse impacts must be addressed at the earliest stage of project design and implementation.

As per EGSIM manual, the following standards must be considered with the purpose of achieving a quality project implementation.

- **Community Health, Safety and Working Conditions:** According to EGSIM manual, activities should anticipate and avoid potential risks that might hinder the health and safety of community members involved under the scope of the project. Specifically, the project should promote the rights of workers, such as: decent treatment and compensation, equal access to opportunities, protection from injuries and diseases.
- **Cultural Heritage:** According to EGSIM manual, project interventions should be in line with local and national policies and regulations on cultural heritage protection. More specifically, the project should aim to conserve cultural heritage, avoid damages and transformations as well as promote equal access and benefits for all community members.
- **Displacement and Resettlement:** According to EGSIM manual, the project should be implemented upon the standards of respecting the prohibition of forced evictions, avoiding limitations on land/resource usage, advancing the wellbeing of poor and vulnerable community members by providing increased access to resources, the security of tenure, and restored productive assets.
- **Indigenous Peoples:** According to EGSIM manual, project activities must be carried out in compliance with international standards on fostering and promoting the human rights of indigenous peoples, including their property, traditions, attitudes and practices, authorities, and so on. Moreover, the project seeks to increase benefits, derived from its implementation, for indigenous peoples.

### Environmental impact assessment

The key elements and indicators to assess the planned project interventions on environmental issues are oriented directly on the EGSIM handbook of ADA. It addresses the potential risks of project interventions to relevant issues of **climate change, biodiversity, resource efficiency, and the prevention of pollution** (water, soils).

- **Biodiversity Conservation and Sustainable Natural Resource Management:** According to the EGSIM manual, project activities should aim to protect and conserve biodiversity and habitats; to maintain and enhance the benefits of ecosystem services; to promote the sustainable management of living natural resources; to support the livelihoods of local communities, particularly vulnerable groups and inclusive economic development, through the adoption of practices that integrate conservation needs and development of priorities.
- **Climate Action:** According to the EGSIM manual, project activities should be sensitive to climate change risks in order to achieve sustainable development outcomes; to reduce programme/project-related greenhouse gas (GHG) emissions and intensity, and to ensure that DRR management measures are addressed.
- **Pollution prevention and Resource efficiency:** According to the EGSIM manual, project activities should aim to foster resource efficiency and a circular economy and to contribute to sustainable production and consumption patterns; to avoid or minimize adverse impacts on

human health and the environment by avoiding or minimizing pollution from programme/project activities; to ensure safe handling, to trade and dispose chemicals; to foster sustainable waste management; to reduce the losses from food waste and to minimize and manage the risks and impacts associated with pesticide use.

More information about the purpose and scope of EGSIA to assess the environmental impact can be found [here](#).

## 1 Introduction

### 1.1 Social Impact Assessment

Since its independence in 2008, Kosovo has introduced several legal and socio-economic reforms in line with international standards to successfully build a participatory democracy. Specifically, in 2015, Kosovo and EU signed the Stabilization and Association Agreement (SAA) to improve free trade, intellectual property, competition, employment, education, political dialog, justice, environment, and energy<sup>1</sup>. Kosovo still faces various socio-economic and political challenges that hinder citizens' welfare and prevent them from reaching their full potential. In particular, the population of Kosovo continues to suffer from corruption, ethnic divisions, unemployment, migration and post-war conflict<sup>2</sup>. The aforementioned barriers have significantly deterred the wellbeing of marginalized groups, such as, women, youth, elders, ethnic minorities and disabled persons, compared to other groups. According to KAS, the unemployment rate in 2020 reached 25%; unemployment for men accounts at 23%, whereas women 30%<sup>3</sup>. Additionally, according to the latest Human Development Report<sup>4</sup> published by UNDP in 2016, ethnic minorities continue to experience severe social exclusion, especially when it comes to economic opportunities. Around 40% of ethnic minorities (Roma, Ashkali, Egyptian) lack access to several crucial factors, such as capital and land. Additionally, according to UNICEF<sup>5</sup>, the status of disabled people remains concerning given that out of 43,000 disabled children, 37,700 are not enrolled in schools.

As pointed out in the Findings section, there have been several policies and reforms that target marginalized groups that have not been successfully implemented across the country. Considering social aspects as a pillar for a successful transition to democracy, this analysis aims to provide an overview of the current status of marginalized groups. More specifically, it seeks to:

- Provide information regarding the conditions of marginalized, discriminated, and vulnerable groups, including their status, needs, access to resources and services, participation, and decision-making powers.
- Provide information on existing legislation and regulations as well as socio-cultural norms, which play a crucial role in social life.
- Highlight existing barriers and opportunities to build a successful social agenda.
- Propose measures for the project to mitigate the above.

Additionally, this study aims to provide practical recommendations on how to reduce social exclusion and increase civic engagement, which can be used from SIREN Project to foster the inclusion of marginalized groups through its planned activities.

---

1 <https://www.consilium.europa.eu/en/press/press-releases/2015/10/27/kosovo-eu-stabilisation-association-agreement>

2 <https://www.theguardian.com/world/2018/feb/16/kosovo-at-10-challenges-overshadow-independence-celebrations>

3 [sk.rks.gov.net/en/kosovo-agency-of-statistics/add-news/labor-force-survey-q1-2020](https://sk.rks.gov.net/en/kosovo-agency-of-statistics/add-news/labor-force-survey-q1-2020)

4 [hdr.undp.org/sites/default/files/human\\_development\\_report\\_2016.pdf](https://hdr.undp.org/sites/default/files/human_development_report_2016.pdf)

5 [www.unicef.org/kosovoprogramme/press-releases/estimated-38000-children-disabilities-kosovo-are-not-attending-school](https://www.unicef.org/kosovoprogramme/press-releases/estimated-38000-children-disabilities-kosovo-are-not-attending-school)

## 1.2 Environmental Impact Assessment

Kosovo provides great potential of environmental resources with its excellent soils, the water sources, the small structured farms, and the still existing rich biodiversity in the mostly less intensive cultivated areas (Sharku et al, 2018)<sup>6</sup>.

Regarding the agricultural sector, the authors also highlight some adverse environmental impacts, such as:

- Contamination of soils (e.g. by the application of pesticides and fertilizers or damage from vehicle pollution),
- Degradation of soils (erosion),
- Inadequate (organic) manure treatment,
- Inadequate treatment of wastewaters in farms,
- Not applying good practices for composting nutrients.

The potential and quality of the natural resources in Kosovo also have been assessed in a recently published study, which was conducted by GIZ in the frame of the European IPA program. The results of the study about agricultural land pollution in Kosovo suggest that the pollution of agricultural land is limited to a few site-specific and limited areas, which are already identified and mapped by MESP/KEPA. The study covered 17 municipalities (Prishtina, Mitrovicë, Leposaviq, Zubin Potok, Vushtrri, Fushë Kosova, Drenas, Malishevë, Podujeva, Lipjan, Rahovec, Shtime, Suharek, Novobërd, Prizren, Gjilan, and Ferizaj) with a total area of above 241,000 ha. Contaminated soil samples have been detected only near industrial sites. These zones have usually no agricultural operations. According to the report, the level of heavy metals (Zn, Cu, Cr, Ni, Hg, Zn, As) in the 17 analysed municipalities is within the accepted limits of soil contamination. Considering these facts and data, the impact on neighbouring agricultural land and soil and on the food/feed produced has been assessed as not significant<sup>7</sup>.

Nevertheless, the authors of the study recommend, among other things, a systematic monitoring of the farm soils and the promotion of Good Agriculture Practices, to preserve the environmental quality.

Regarding the Biodiversity Conservation and Sustainable Natural Resource Management, it has to be mentioned that despite the typical micro and small-scale character of agricultural operations in Kosovo, there are moderate risks for biodiversity. For instance, the genetic variety could be reduced in tendency due to economic pressure to generate a sufficient living income and to fulfil the quality standards in international trade.

Apart from agriculture, the project also focuses on the value chain development of Non-Wood Forest Products (NFW). Hence, the environmental assessment should take into account the collection areas for Medicinal and Aromatic Plants (MAPs) in forests and wild meadows as well. According to FAO, in Kosovo, the total forest area in 2003 amounted to 464,800 hectares (about 40 percent of total land area), of which 278,880 ha were public, under the control of the Kosovo Forest Agency, and 185,920 ha were in private hand. In the World Bank Report of 2013, the main problem is referred to the ecological degradation. After the war in the 1990<sup>th</sup>, a lot of timber was illegally harvested as firewood and as raw material to rebuild destroyed buildings. Even today, most of the forests do not provide a conducive habitat for biodiversity and wildlife<sup>8</sup>.

The forests in Kosovo produce a wide range of products beyond wood, such as herbs, mushrooms or berries, with an estimated economic value of around EUR 75 per hectare and year<sup>9</sup>. MAP are being

---

6 Sharku, A., S. Fetahu, F. Latifi, B. Imeri (2018)): Agri-Environmnetal Policy in Kosovo

7 [https://www.ammk-rks.net/repository/docs/ALPS\\_Final\\_Report\\_ENG.pdf](https://www.ammk-rks.net/repository/docs/ALPS_Final_Report_ENG.pdf)

8 The World Bank (2013): Kosovo – Environmental Country analysis.

9 The World Bank (2013): Kosovo – Environmental Country analysis.

increasingly used in pharmaceutical, food, cosmetics and other industries. Kosovo has ideal conditions for the vegetation of wild MAP due to specific soil and climate conditions. It is estimated that the flora of this area comprises more than 2500 plant species, which accounts for 20% of the entire Balkan flora<sup>10</sup>.

With the given economic value, there is also a pressure to overexploit that resource, when the wild collection process would not be regulated and properly inspected. Consequently, in 2018, a USAID project supported the elaboration of a guideline for harvesting MAP in wild collection areas. It can be understood as a tool to establish and promote a code of conduct in the wild collection. However, it is unknown how broadly this guideline has been distributed and implemented by pickers.

The last impact area deals with the influence of agriculture on climate and the effects of climate change on agriculture. Country-specific studies of climate trends, projections, and impacts are limited and neither focuses on the national nor the municipal level. According to local experts, the majority of municipalities suffer from water deficiencies due to drought and the abuse of water resources. Especially dry summer periods do affect agricultural production. Hence, annual variations in yields can be expected for the upcoming years as well as an increased exposure to new diseases and pests, which are related to drought stress.

Vice versa, the impact of the agricultural production in Kosovo can be neglected due to the small sector size, but in the downstream sector of agriculture, especially the storage and logistic schemes to export products have to be considered carefully in the project implementation.

## 2 Methodology

In order to establish a comprehensive overview regarding the current situation, the team of consultants used secondary data generated by national and international agencies and donor projects (Official Gazette of the Republic of Kosovo, Municipalities website, Ministries website, UNDP, KWN, OSCE and, UNICEF), analyses, conventions, legal policies and academic journals. Statistical data and in-depth insights are provided regarding the status of marginalized groups.

This analysis begins with a short description of the key concepts and the legal framework established to create the basis of an inclusive society by protecting and promoting individual human rights regardless of their backgrounds and personality traits. Then it continues by providing a critical assessment of the current status of marginalized groups regarding education, economic opportunities and political participation along with a thorough elaboration of challenges that hinder the full and equal participation of all citizens in socio-economic and political life. Additionally, this analysis provides practical insights on improving the involvement of disadvantaged and marginalized groups in the democratization process.

As less literature is available for environmental impacts of agricultural practices in Kosovo, the analysis is based on the legal framework and international literature, such as the OECD publication about Environmental Indicators and expert opinion of FiBL and IADK to assess the sustainability of the focused value chains.

---

10 Lonner, J; M. Thomas (2018): A Harvester's Handbook to Wild Medicinal Plant Collection in Kosovo. [www.kosovoherbs.com](http://www.kosovoherbs.com)

## 3 Findings

### 3.1 Social Impact Assessment

This section covers information on the inclusion of marginalized groups, namely youth, women, disabled persons and ethnic minorities in the society, such as existing legislation, social norms and attitudes, access to resources, control of assets and representation in decision-making processes. Additionally, it maps out in-depth insights on the barriers and opportunities for the inclusion of disadvantaged groups.

#### 3.1.1 Barriers

In Kosovo, marginalized and vulnerable groups experience a high level of social exclusion, which impedes their prosperity and welfare. Additionally, many suffer from severe, basic, living conditions, lacking water and electricity. Furthermore, conditions worsen if marginalized groups come from rural parts. Shortcomings in the legislation as well as socio-cultural norms have deterred their advancement significantly. In particular, they struggle with low access to education, employment, land, property and decision-making processes.

#### 3.1.2 Legal Framework

The legal framework of Kosovo established a solid basis for an equal representation of all community groups ensuring inclusion and unity at the national and local level. Specifically, various laws, as well as national and local strategies tackle social inclusion.

#### **Law on Labour<sup>11</sup>, No. 03/L-212:**

- *This law sets the basis for equal treatment of all people of Kosovo regarding employment opportunities. In particular, **Article 5** prohibits all forms of discrimination in various processes, such as recruitment, promotion and capacity-building opportunities. Additionally, **Articles 44, 45, 46, 47 and 48** guarantee special protection of vulnerable groups, such as women, youth and disabled persons in the workplace. Furthermore, **Article 49** ensures paid maternity leave of up to 12 months for pregnant women from any social background.*
- *According to this law, a working week is composed of 40 working hours. Overtime regulations state that employees are entitled to allowances, which are calculated upon employees' regular salaries. Such provisions are set for additional shifts, nights shifts extended working hours, national holidays, and weekends. Additionally, overtime is allowed up to 8 hours per week. Also, this law regulates part-time work, which allows employees to work for shorter hours and enjoy all benefits in proportion to the work schedule. Moreover, employees who work full-time have the right of enjoying a 30-minute break per day. Also, all employees are entitled to a paid leave of four weeks and to twenty days of sick leave. Weekends and official holidays are off.*
- *Furthermore, **Article 49** ensures paid maternity leave for pregnant women from any social background. The first six months, women are entitled to receive 70% of salary, the following three months, women are entitled to receive 50% of salary, whereas, if women decide to continue their leave, they can take another three months leave without payment. After the first six months, provisions are applicable for the father if the mother agrees to pass such rights to him.*
- *According to this law, employers have to ensure safe working conditions for employees. However, in several sectors, employees struggle with accidents and injuries in the workplace. For example, from 2013-2018, in the construction sector, 93 workers experienced fatal injuries in their workplaces<sup>12</sup>.*

<sup>11</sup> <https://gzk.rks-gov.net/ActDocumentDetail.aspx?ActID=2735>

<sup>12</sup> <https://prishtinainsight.com/kdi-condemns-safety-conditions-for-private-sector-employees/>



**Law on the Protection and Promotion of Communities and their Members in Kosovo<sup>13</sup>, No. 03/L-047:**

- *This law seeks to increase social inclusion by promoting the rights of minority groups in Kosovo, which are referred to as communities and are comprised of Serbs, Bosnian, Roma, Ashkali, Egyptian, Turks, Gorani and other smaller groups. **Article 3** guarantees full and effective equality of all community members in Kosovo. **Article 8** states that all community members shall enjoy the right to receive education at all levels. **Article 9** claims that all community members have the right to enjoy economic opportunities, such as property and employment, without any discrimination. Moreover, **Article 10** states that all people of Kosovo, including minority members shall enjoy equal accessibility to healthcare services. In addition, **Article 11** states that all community members have the right to actively participate in the political life, including all government levels. Furthermore, this law provides the right for the community members to freely maintain their identity, language, culture and traditions.*

**Law on Anti-Discrimination<sup>14</sup>, No. 2004/3:**

- *This law prohibits any form of discrimination, direct or indirect, such unfair treatment due to various traits, including gender, religion, age, race and ethnicity and so on.*

**Law on Gender Equality, No. 05/L-020<sup>15</sup>**

- *This law sets the legal basis for an equal treatment of women and men as a crucial factor in the democratization process. Specifically, **Article 2** claims that women and men must receive equal treatment in all areas of life, such as, health, education, employment, politics, sports, culture, and so on. Additionally, this law prohibits gender discrimination and provides roles and responsibilities of institutional mechanisms for gender equality, such as agencies, gender equality offices at the local and national level, ombudsperson, and so on.*
- *The law states that employees should enjoy work time flexibility with the purpose of balancing professional and personal or family duties, enabling the workforce to reach work-life balance.*

**Law on Disability Pensions, No. 2003/23<sup>16</sup>:**

- *This law ensures social assistance for disabled persons who cannot work due to their health circumstances*

**Law on Material Support for Families of Children with Permanent Disabilities, No. 03/L-022<sup>17</sup>:**

- *This law assures social support for all disabled persons, 1-18 years old who are not able to carry even daily activities with the purpose of improving their living conditions. However, this law does not take into account their social inclusion.*

**Law on Vocational Ability, Rehabilitation and Employment of Persons with Disabilities<sup>18</sup>, No. 03/L-019**

- *This law sets the ground for the promotion of employment opportunities for disabled persons by introducing various mechanisms which are obligatory for the labour market. Additionally, it introduced programs that seek to increase employment chances of disabled persons.*

---

13 [https://www.ecoi.net/en/file/local/1008121/1504\\_1220511796\\_law-on-the-protection-and-promotion-of-the-rights-of-communities-and-their-members-in-kosovo.pdf](https://www.ecoi.net/en/file/local/1008121/1504_1220511796_law-on-the-protection-and-promotion-of-the-rights-of-communities-and-their-members-in-kosovo.pdf)

14 [http://www.gazetazyrtare.com/e-gov/index.php?option=com\\_content&task=view&id=77&Itemid=28](http://www.gazetazyrtare.com/e-gov/index.php?option=com_content&task=view&id=77&Itemid=28)

15 [https://equineteurope.org/wp-content/uploads/2019/10/Annex-LAW\\_NO\\_05\\_L-020\\_ON\\_GENDER\\_EQUALITY.pdf](https://equineteurope.org/wp-content/uploads/2019/10/Annex-LAW_NO_05_L-020_ON_GENDER_EQUALITY.pdf)

16 [http://www.gazetazyrtare.com/e-gov/index.php?option=com\\_content&task=view&id=107&Itemid=28&lang=en](http://www.gazetazyrtare.com/e-gov/index.php?option=com_content&task=view&id=107&Itemid=28&lang=en)

17 [http://www.gazetazyrtare.com/e-gov/index.php?option=com\\_content&task=view&id=260&Itemid=28&lang=en](http://www.gazetazyrtare.com/e-gov/index.php?option=com_content&task=view&id=260&Itemid=28&lang=en)

18 [http://www.gazetazyrtare.com/e-gov/index.php?option=com\\_content&task=view&id=319&Itemid=28&lang=en](http://www.gazetazyrtare.com/e-gov/index.php?option=com_content&task=view&id=319&Itemid=28&lang=en)

### **Law on Agricultural and Rural Development, No. 03/L-098<sup>19</sup>**

- *Article 4 of this law states that agricultural and rural development policy aims to improve the wellbeing of rural population through providing more suitable working environments and equal opportunities for all community members.*

### **Law on Occupational Safety, Health, and the Working Environment, No. 2003/19<sup>20</sup>:**

- *This law aims to create suitable working environments that provide prevention of workplace injuries and accidents. Section 4 of this law protects pregnant women, youth and disabled persons from carrying out hard manual work. Additionally, it outlines various methods of penalties that must be applied if employers do not comply with the provisions set under this law.*

### **Law on Social Assistance Scheme, No.2003/15 and Law on Amending and Supplementing Law on Social Assistance Scheme, No No.04/L-096<sup>21</sup>**

Under these laws, only household who are unemployed are eligible for social assistance. These policies discourage marginalized and vulnerable groups from engaging in socio-economic activities, such as part-time and/or seasonal jobs.

### **National Strategy on the Rights of Disabled People 2013-2023<sup>22</sup>**

- *This strategy is established with the propose of addressing barriers, such as poor building infrastructure and lack of audible education materials, that prevent disabled people from exercising their rights as equal citizens. It aims to implement activities with the purpose of creating a suitable environment that enables equal access to socio-economic, cultural and political life for disabled persons.*

### **Strategy for the Inclusion of Roma and Ashkali in the Kosovo Society 2017-2021<sup>23</sup>**

- *This strategy sets the grounds for the inclusion of Roma and Ashkali in the Kosovo society by focusing in education, employment and social welfare, health and housing as the most critical areas.*

### **Strategy on Local Self-Government 2016-2026<sup>24</sup>**

- *It encourages supporting young people and women in business through offering loans with low interest rates, simplifying procedures for opening businesses or providing exemption from taxes. It obliges municipalities to draft policies for engaging disabled persons and policies for promoting participation of women and marginalized social categories.*

### **3.1.3 Working Life**

This section covers crucial information on working life in Kosovo, including barriers that prevent marginalized and vulnerable groups from improving their welfare and reaching economic prosperity.

#### **Access to Education**

The constitution of Kosovo ensures the right to attain education at all levels for all community groups. However, the vast majority of marginalized groups do not enjoy the right to education. According to

<sup>19</sup> [http://www.gazetazyrtare.com/e-gov/index.php?option=com\\_content&task=view&id=379&Itemid=28&lang=en](http://www.gazetazyrtare.com/e-gov/index.php?option=com_content&task=view&id=379&Itemid=28&lang=en)

<sup>20</sup> [http://www.gazetazyrtare.com/e-gov/index.php?option=com\\_content&task=view&id=83&Itemid=28&lang=en](http://www.gazetazyrtare.com/e-gov/index.php?option=com_content&task=view&id=83&Itemid=28&lang=en)

<sup>15</sup> Christoph Baumann and Nora Gola, Market System Analysis (SIREd)

<sup>22</sup> [https://childhub.org/en/system/tdf/library/attachments/national\\_strategy\\_on\\_the\\_rights\\_of\\_persons\\_with\\_disabilities\\_in\\_the\\_republic\\_of\\_kosovo\\_2013-2023\\_2.pdf?file=1&type=node&id=23564](https://childhub.org/en/system/tdf/library/attachments/national_strategy_on_the_rights_of_persons_with_disabilities_in_the_republic_of_kosovo_2013-2023_2.pdf?file=1&type=node&id=23564)

<sup>23</sup> <https://kryeministri-ks.net/documents/strategjia-per-perfshirjen-e-komuniteteve-rom-dhe-ashkali-ne-shoqerine-kosovare-2017-2021/>

<sup>24</sup> [https://kryeministri-ks.net/wp-content/uploads/docs/ACTION\\_PLAN\\_\\_STRATEGY\\_ON\\_LOCAL\\_SELF-\\_GOVERNMENT\\_\\_2016\\_-\\_2026\\_Eng.pdf](https://kryeministri-ks.net/wp-content/uploads/docs/ACTION_PLAN__STRATEGY_ON_LOCAL_SELF-_GOVERNMENT__2016_-_2026_Eng.pdf)

UNICEF<sup>25</sup>, it is estimated that out of 43,000 disabled children in Kosovo, 37,700 do not attend school. It is significant to note that out of 5,300 disabled students who are enrolled in schools, 59% are boys and 41% are girls. This report claims that among the main reason that prevent disabled people to reach their potential via education are social norms. In particular, existing social norms discourage disabled children to enrol and/or continue education in schools due to the socially constructed stigma. More specifically, non-disabled persons often express discriminatory comments towards disabled persons. Despite local norms, disabled children resist attending school due to lack of infrastructure, lack of adequate accommodation, and lack of trained tutors to properly assist children with special needs. As for the minority groups, according to OSCE<sup>26</sup>, the education attainment has been improving over the years. Out of 35,784 community members from Roma, Ashkali, and Egyptians, in 2018/2019, 1509 Roma, 3439 Ashkali and 847 Egyptian were enrolled in primary and lower secondary schools.

<b>Primary and Lower Secondary School Enrolment</b>		
Minorities	Boys	Girls
Roma	54%	46%
Ashkali	52%	49%
Egyptians	52%	48%

Table 1 Primary and Lower Secondary School Enrolment

<b>Secondary School Enrolment</b>		
Minorities	Boys	Girls
Roma	61%	39%
Ashkali	58%	42%
Egyptians	58%	42%

Table 2 Secondary School Enrolment

In addition, in 2018/19, 161 Roma, 262 Ashkali, and 160 Egyptians were enrolled in secondary schools: Furthermore, in 2018/19 around 42 young women and men from Roma, Ashkali and Egyptian community were enrolled in universities as well. Still, there is so much more to be done to improve the current level of education for minority groups.

This lack of access to education impedes the chances of marginalized and vulnerable groups to find better jobs and improve their socio-economic status.

### **Policies and Access to Financial Resources**

As explained in the previous section, the legislation of Kosovo provides a solid basis for the improvement of marginalized and vulnerable groups' living conditions. However, for the aforementioned groups to reach full prosperity, the legal framework must be amended. Various policies and regulations, such as schemes on social assistance, which are provided only for unemployed households discourage citizens, including marginalized groups, to join the labour market, even for seasonal jobs. Additionally, according to UNDP<sup>27</sup>, around 40% of Roma, Ashkali and Egyptian women and men lack access to land and property, impeding their growth opportunities. Furthermore, marginalized and vulnerable groups struggle with grant schemes, especially in the agricultural sector. They are, either, not eligible to receive grants due to their small farm sizes or they lack the means to afford co-sharing grants with others since they do not have jobs and steady incomes that would allow them to engage in this sector<sup>28</sup>. Hence, in addition to the lack of access to education, shortcomings in the legislation and lack of access to financial resources additionally lower employment opportunities for marginalized and vulnerable groups.

### **Current Employment Status**

Employment remains a challenge for all marginalized and vulnerable groups. Currently, there is lack of data that shows the level of employment of people with disabilities in Kosovo. According to

25 <https://www.unicef.org/kosovoprogramme/press-releases/estimated-38000-children-disabilities-kosovo-are-not-attending-school>

26 [https://www.osce.org/files/f/documents/6/7/443587\\_1.pdf](https://www.osce.org/files/f/documents/6/7/443587_1.pdf)

27 [http://hdr.undp.org/sites/default/files/human\\_development\\_report\\_2016.pdf](http://hdr.undp.org/sites/default/files/human_development_report_2016.pdf)

28 Intersectional Gender Analysis, (SIREG & ADA)

UNICEF<sup>29</sup>, it can be assumed that the low level of education explained above makes it difficult for them to fulfil the requirements set by the labour market.

According to RCC<sup>30</sup>, disabled persons in Kosovo are reluctant to join the labour market because of their low confidence, due to social norms and attitudes, including discriminatory comments from employers and inefficient legislation, such as the laws and regulations which promote social assistance without social integration.

Likewise, minority groups live in severe conditions due to the lack of employment opportunities. According to OSCE<sup>31</sup>, most of the municipalities in Kosovo have not fulfilled the threshold for minority employment. OSCE states that only around 5,000 Roma, Ashkali and Egyptian members across Kosovo are either employed or actively seeking employment. Additionally, this report states that minority members are mainly engaged in seasonal jobs, highlighting their economic instability. Furthermore, Roma, Ashkali and Egyptian women usually are not employed in either the formal or informal sector of the economy.

Furthermore, the youth of Kosovo still consider migration as an option due to the lack of employment opportunities<sup>32</sup>. In particular, according to the Kosovo Agency of Statistics (KAS), the unemployment rate reached 25% in the first quarter of 2020 and it is mainly pronounced among the youth, 15-24 years old, with 46% (43% young men and 54% young women).

For more details on employment status segregated by gender, please refer to the following table:

Key indicators of the labour market (%)	Male	Female	Total
Rate of participation in labour force	57,1	20,3	38,8
Inactivity rate	42,9	79,7	61,2
Employment to population ratio (employment rate)	44,0	14,1	29,1
Unemployment rate	23,0	30,6	25,0
Unemployment rate among young people (15-24 years of age)	42,9	53,6	46,4
Percentage of young people NEET youth population (15-24 years of age)	29,0	29,1	29,0
Percentage of unstable employment to total employment	18,1	11,2	16,5

### 3.1.4 Decision-Making Power

12 years after Kosovo's independence, marginalized and vulnerable groups still do not enjoy full access to various crucial political processes.

According to International Foundation for Electoral Systems (IFES), it is estimated that the population of Kosovo is composed of up to 200,000 disabled people (11.1% of total population)<sup>33</sup>. Considering this number, an active role in the decision-making processes would have a significant impact on political life. However, as reported by USAID, their involvement in political life is hindered by the lack of access to information and poor infrastructure<sup>34</sup>. Specifically, USAID reported that for the national elections in 2014, 90% of the campaign gatherings neither provided access nor voting materials for disabled persons. Additionally, 50% of monitored polling centres did not have adequate infrastructure for people in wheelchairs. Moreover, out of all the employed personnel for the election, only 0.03% were disabled persons.

29 <https://www.unicef.org/kosovoprogramme/press-releases/estimated-38000-children-disabilities-kosovo-are-not-attending-school>

30 <http://docplayer.net/168079235-Employment-of-persons-with-disabilities-in-kosovo-labour-market-in-kosovo-and-the-position-of-persons-with-disabilities.html>

31 [https://www.osce.org/files/f/documents/6/7/443587\\_1.pdf](https://www.osce.org/files/f/documents/6/7/443587_1.pdf)

32 <https://www.theguardian.com/world/2018/feb/16/kosovo-at-10-challenges-overshadow-independence-celebrations>

33 <https://www.ifes.org/publications/ifes-kosovo-promotes-inclusive-elections>

34 <https://www.usaid.gov/results-data/success-stories/improving-access-political-process-persons-disabilities-kosovo>

The constitution of Kosovo assures 20 seats for community members<sup>35</sup>, among which, 10 seats are shared by Serbs and 10 seats by other minorities. Additionally, at the national level, in the current government two ministries, namely the Ministry of Administration and Local Government, Ministry of Communities and Returns are led by Serbs and Turks. Furthermore, according to the OSCE<sup>36</sup>, in most of the municipalities Roma, Ashkali and Egyptian community members are represented at the local level through CC, MOCR and MSCS offices. However, more needs to be done to increase minority groups' representation in political life at the local and national level.

As for the youth, according to UNICEF<sup>37</sup> they lack the opportunities and skills to properly engage in socio-economic and political life, even though they comprise the majority of the population, with around 41% being under 25 years old (280,631 women, 412,129 men)<sup>38</sup>. Due to the low quality of education, a learning gap of 5.1 years as reported by World Bank and lack of employment opportunities, youth of Kosovo struggle to reach its potential and as such is left behind in all crucial state-building processes.

### 3.1.5 Municipal Community Offices

Specific institutions at the national and local levels include offices that represent the needs of the marginalized groups. 38 municipalities of Kosovo have created Offices for Human Rights and Communities<sup>39</sup>. These offices strive to increase social inclusion by improving the participation of women, youth and ethnic minorities in socio-economic and political life. Additionally, institutions at the national level ensure reserved seats for non-majority communities in the Assembly of Kosovo<sup>40</sup>: Other institutions in which community representatives are present are Minister's posts for representatives of non-majority communities, Committee for the Rights and Interest of Communities and Return in the Assembly of Kosovo, Ministry of Communities and Return, Communities Consultative Council under the President's Office, Language Commission, Prime Minister's Advisory Offices for Community Affairs, Return Support and Coordination Unit, Good Governance and Human Rights, Ministerial Human Rights Units.

Furthermore, several civil local organizations are established to increase the inclusion of marginalized and vulnerable groups. In total, 168 civil organizations address barriers and challenges faced by marginalized groups as well as promote their rights in the socio-economic, cultural and political activities<sup>41</sup>.

## 3.2 Environmental Impact Assessment

### 3.2.1 Legal Framework

Kosovo has developed and adopted its legislation based on the EU legislation's basic principles with regards to the preservation of nature, water and air protection. The establishment of environmental policies belongs to the Ministry of Environment, but other institutions of the government and especially the Ministry of Agriculture are involved in the creation of these policies.

The following paragraphs refer to relevant laws and administrative instructions in the interface between agriculture and environment:

---

35 [https://minorityrights.org/country/kosovo/#:~:text=Under%20the%20Kosovo%20Constitution%2C%20out,%2C%20Turkish%20\(2%20seats\)%20and](https://minorityrights.org/country/kosovo/#:~:text=Under%20the%20Kosovo%20Constitution%2C%20out,%2C%20Turkish%20(2%20seats)%20and)

36 [https://www.osce.org/files/f/documents/6/7/443587\\_1.pdf](https://www.osce.org/files/f/documents/6/7/443587_1.pdf)

37. <https://www.unicef.org/kosovoprogramme/what-we-do/adolescents-youth-innovation#:~:text=People%20under%20the%20age%20of,and%20skills%20for%20future%20employment.>

38 [https://www.cia.gov/library/publications/the-world-factbook/geos/print\\_kv.html](https://www.cia.gov/library/publications/the-world-factbook/geos/print_kv.html).

39 Received from the government via email

40 Data gathered by previous projects

41 Lista OIQ 2020

### **Law on Organic Production, No. 04/L-085**

*The purpose of this law is to create the basis for the sustainable development of organic production as well ensures the efficient functioning of the market by guaranteeing fair competition, consumer confidence and protection of consumer interests. The law sets basic principle in regards to production quality that affects the nature, environment, soil, water, plants and animals. Article 5 and 6 address exclusively issues related to soil, water, plants, and way to keep balance between them, maintain and improve. Furthermore, article 6 ensures to maintain and improve soil life and natural fertility, soil sustainability and its biodiversity by preventing compaction and erosion, plant nutrition mainly through the soil ecosystem.*

### **Administrative instruction on production rules and methods for organic processed product No. 08/2019**

*The instruction defines rules and procedures for the production of food and processing methods for organic products, it is obligatory for the operators.*

### **Law on plant protection products, No. 03/L-042**

*This law sets the basis for plant protection products about placement in the market and control of active substance of products. The law also regulates the residue of active substances of products for plant protection, waste of their packages and the method of emission in the environment (water, air, land, wild animal, plants, other).*

### **Law on Nature Protection, No. 03/L-233**

*This Law lays down a system for the general protection and conservation of nature and its values. Article 6 explains the implementation process leads to nature protection. Article 32 ensures and presents the optionality of using fertilizers and pesticides, which might have impact on the nature; therefore, they might be used only based on professional assessment. Furthermore, article 47 and 50 guarantee biodiversity conservation of forestry ecosystem and biodiversity protection during forest harvesting. Concerning agriculture, article 60 sets the ground for protection of agricultural landscape. Collection (wild species) of the plants, mushrooms and their parts are clearly mentioned under articles 90 to 100, therefore for processing, trade and other business is required a special permit from Ministry, if not set out by another law.*

### **Administrative instruction No. 08/2011, collection of protected wild plant species, with the purpose of processing and trading**

*This instruction (derives from law 03/L-233) determines the protection measures and conditions for obtaining permission to collect wild plants and their parts used for healing, food, ornamental plants or plant material for cultivation outside. The instruction does not apply to the collection of wild plants and their parts for personal needs, collection for personal needs is considered the following: 2kg stalk, 1kg of leaves, 1kg of flowers, 0.5kg seeds, 10 kg fruit and 0.5 kg of buds.*

### **Law on Environmental protection, No. 03/L-025**

*This law regulates the integral system of environmental protection, risk reduction for life and human health, in the concept of sustainable development, therefore Article 2 states the rules and measures (natural resources, pollutions, prevention, coordination etc) which need to be considered for environmental protection. Additionally, the law explains the responsibilities for the Government, Ministries and Municipalities for environmental protection in article 5. The law is composed by chapters in relation to use and protection of natural resources, environmental protection strategy – action plans, measures and conditions. Furthermore, article 52 states that institutions are obliged to have access to information as well as to disseminate this information for the interested stakeholders.*

*Article 53 stipulates as obligatory the establishment of a cadastre of polluters. To have better decision making, the state should create decision authorities, which ensure participation and an active role of the public on decisions with strategic impact.*

#### **Law on Waste, No. 04/L-060**

*This law seeks to regulate waste management, plans for environmental, obligation and rights of licensed persons who deal with waste management, collection, transport, treatment, processing and storage of waste and their final products. This law does not apply to gaseous effluents emitted into the atmosphere, land and radioactive waste as per article 3. Article 5 states that the Government should propose and take measures to integrate, facilitate and provide equipment for handling and disposal of waste.*

#### **Administrative instruction No. 14/2017 on waste management containing persistent organic pollutants (POPs)**

*The instruction (derives from law 04/L-060) regulates manner and procedures of management with POPs wastes, in this case includes also wastes from pesticides containing POP substances. Article 4, 5 and 6 presents the measures which needs to be considered related to prevention, packaging, transport and storage of waste containing POPs.*

#### **Law on air protection from pollution, No. 03/L-160**

*This law seeks to regulate and guarantee the rights of citizens to live in a healthy and clean environment. The law sets basis for air protection, considering the infrastructure, financing mechanism and measures which needs to be considered to reduce and protect the air. Article 20, aims to prevent and reduce air pollution that has impact on climate change, specifically the effect of greenhouse gases.*

#### **Administrative instruction N. 12/2017 for protected wild species**

*The instruction regulates and guarantees strictly protected wild species and permit for using the different wild species which might be subject of wild collection under NWFP. The administrative instruction is composed by an annex where these species are listed as are mentioned and based on the Red Book (decision no.514/15).*

#### **Strategy and Action Plan for Biodiversity 2011 - 2020, department for environmental protection**

*The strategy and action plan as fundamental document aimed to protect the nature and then determines medium- and long-term objectives for conservation of biodiversity. The document does not only raise the gaps, but provide measures and financing which needs to be considered.*

#### **Strategy on Air Quality 2013 - 2022**

*The purpose of the strategy is to develop and implement specific instruments, which will increase the quality of life by providing base to improve the air quality. Furthermore, it provides a framework through which the protection and reduction of air pollution will be achieved.*

#### **Strategy on Waste Management 2013 - 2022**

*The strategy sets the orientation and goals for waste management, which is in line with legislation on waste management as well as in the economic opportunities. The strategy is focused on reducing amount of waste to be disposed, developing mechanism and infrastructure for the establishment of an integrated waste management system.*

#### **Climate Change Strategy 2014 – 2024**

*The strategy aims to adapt measures that will boost sustainable development; therefore, the focus is to reduce risk and damage from current and future impacts of climate change in a cost-effective manner.*

## **Rural Development Program 2020 – 2021**

*The program is based on the seven-year program for Agriculture and Rural Development 2014-2020, prepared in line with the common agriculture policy of the European Union, respectively with the instrument for pre-accession for rural development. The program has three objectives, the last one aim to protect environmental and natural resources, by investing in water, water drainage, waste management and renewable energy.*

## **Kosovo Environmental Strategy (KES) 2013 – 2022**

*The overall objective of KES is to reduce pollution, ensure sustainable use of natural resources, protect biodiversity as well as protect valuable national landscape.*

### **3.2.2 Potential environmental impacts of project interventions**

The environmental impacts of the project interventions are assessed in the following way:

#### **Environmental sustainability**

- Due to project interventions in the value chain of NWFP/MAP and berries due to planned travel activities and increased export supplies, the CO<sub>2</sub> balance of the values chains could deteriorate.

#### **Biodiversity conservation and sustainable natural resource management**

- There are environmentally sensitive areas in Kosovo where the collection of NWFPs & MAPs is forbidden or restricted. Hence, the program has to define eligibility criteria for grantees, which would exclude any investments, which are tied to operations in these areas.
- Although as described above there is a handbook for wild collection of MAPs existing in Kosovo, there is a lack of management and monitoring of collection areas. There are illegal collectors, a constraint that shall be remedied with specific interventions, i.e. SIREN has to facilitate policies that lead to a sustainable and fair collection.

#### **Climate action**

- When exporting products or travelling to international trade shows additional Green House Gases will be emitted. Hence, the project should design a compensation model for such travel activities.

#### **Pollution prevention and resource efficiency**

- No explicit measures are planned in the project so far to improve the resource efficiency or to prevent pollutions. However, in the frame of the project, organic farming practices will be promoted which includes also increased expertise about resource-efficiency.
- Regarding the production, transportation, handling, storage, use of and/or disposal of hazardous chemicals, potentially, in berry production and vegetable production synthetic pesticides could be used by the farmers in production and storage process. The risks are assessed as just moderate, as smallholder farmers mostly avoid using bigger amounts of external inputs. Furthermore, the program foresees the capacity building of input suppliers and other measures that should promote organic or other methods of integrated pest management.



## 4 Conclusions

This section provides a summary of the main barriers and challenges that have a social impact on marginalized and vulnerable groups. Additionally, it covers recommendations and solutions to achieve quality project implementation in line with programme objectives and goals.

### 4.1 Social Impact Assessment

To sum up, marginalized and vulnerable groups continue to face barriers and challenges in the social aspects seen from the economic and political perspective in Kosovo, which impedes the creation of sustainable and inclusive markets, reducing poverty and empowering citizens (Impact 1). Several policies and reforms have been introduced by the authorities to establish a solid legal framework to promote the rights of the aforementioned groups. However, these policies and laws often face shortcomings in their implementation, both on the national and local level. Despite various barriers, marginalized and vulnerable groups have managed to improve their participation in certain areas, such as decision making in politics. Their decision-making power has been improving due to participation in municipal and national committees, parliament and government through imposed laws and regulations enforcing equal representation of all communities residing in Kosovo.

Nevertheless, the development of the marginalized and vulnerable groups is far from being satisfactory due to the following **barriers**:

- *Various shortcomings in the legislation that discourage marginalized and vulnerable groups from finding jobs and receiving grants such as the Law on Social Assistance Scheme);*
- *Social norms and practices, mostly pronounced by prejudice and negative comments, but also anti-gypsyism and increased hate speech, prevent marginalized and vulnerable groups to engage in social activities;*
- *Lack of access to education impedes the chances of employment for marginalized and vulnerable groups since they do not possess the required knowledge and skills in the labour market;*
- *Lack of access to financial resources hinder the potential of marginalized groups to grow in different market sectors;*
- *Language barriers may pose a risk for minority groups to engage in project activities;*
- *The risk of spreading COVID-19 might negatively impact the implementation of activities;*
- *The risk of data unavailability might negatively impact the implementation of activities;*

The project team should aim to mitigate potential risks and the adverse impact that may result from such barriers. The following **recommendations** ensure quality project implementation:

- *Organize community awareness campaigns that address issues faced by marginalized and vulnerable groups, paying special attention to the use of minority languages (Activity 3.2.3);*
- *Improve access to finance through funds and subventions targeting marginalized groups. (Activity 1.4.1)*
- *Facilitate application procedures for marginalized and vulnerable groups owned business registration procedures. (Activity 3.1.5)*
- *Advocate for modifying policies and regulations through public discussions, debates, dialogue and social media campaigns (Activity 2.1.2)*
- *Organize debates and public discussions with marginalized and non-marginalized groups, including authorities and civil society organizations.*
- *Develop training sessions for project partners on the limitations and barriers faced by marginalized groups, as well as on related legislation and regulations. (Output 3.1; Activity 3.1.2)*

- Provide legal advice (e.g. on issues of property rights on land and decision making), for women or marginalized groups. (**Activity 3.2.2**)
- Include men (both at home and in partner associations) of all ethnic groups in the activities directed to women's economic empowerment (**Activity 3.1.2 and 3.2.3**)
- Support businesses to develop anti-harassment policies as part of their gender policy (**Output 3.1; Activity 3.1.1**)
- Develop guidelines for project partners on gender equality and inclusion and monitor their implementation. (**Activity 3.1.3**)

## 4.2 Environmental Impact Assessment

Based on an analysis of the logframe and activity plan, we expect only a few direct negative impacts of project activities on the environment, and also a few indirect negative impacts should be taken into consideration.

Outcome 1: Producers and other actors strengthened their position in the selected market systems and have increased their income and profitability.

*In many cases in agriculture or wild collection, there is a trade-off between increasing the profitability and the protection of natural resources or promoting the diversity of used genetic varieties. Hence, an indirect negative influence could be expected, when e.g. due to a promising market opportunity or quality and quantity requirements from traders the agricultural practice in a supply chain would be intensified or natural resources would be exploited (impact on biodiversity). Such tradeoffs between environmental and economic objectives have to be identified in detail and should be monitored systematically.*

Outcome 2: Growing cross-border trade and export opportunities enable a more diversified and profitable market access for diverse producers and other market actors.

*Negative impact by increasing food miles, which in many cases lead to worsening the CO<sub>2</sub> balance of supply chains.*

Output 2.1: Private actors (international buyers, exporters, processors and other traders) and producer organisations have improved their commercial linkages and ensured a better exchange of information.

*Negative impact by international travel activities, which in most cases lead to worsening the CO<sub>2</sub> balance.*

Activity 2.1.1: Support market actors to improve the market interaction through participating in regional and international events (e.g. BioFach Nürnberg)

*Negative impact by international travel activities, which in most cases lead to worsening the CO<sub>2</sub> balance.*

It is expected that the above-mentioned few negative direct and indirect impacts will be overcompensated in the project through the positive impacts of the planned ecologisation of the agriculture in Kosovo and the more sustainable way of wild collection, which is striven by the project.

The potential for ecological growth in Kosovo is enormous. Many of the farms are interested in organic agriculture and the international market for these products has been prosperous for decades. The sub-sector of collected products is climate-friendly and generally favourable to protect the biodiversity in Kosovo. The awareness for protected areas banned for collection mostly exists.

It will be up to the SIREP Project to foster the existing efforts to make the agricultural sector in Kosovo more sustainable and to protect the natural resources by promoting ecological production and collection practices.

## 5 Risk Management and Sustainability Plan (RMSP)

In the following tables, the identified risks areas are listed and measures are proposed to mitigate them as well as to monitor the development of related key indicators.

### 5.1 Social Impact RMSP

Potential impacts and risks	Recommended mitigation measures	Management of mitigation measures			
		Timeframe	Responsibilities <sup>42</sup>	Indicator, if adaptation is necessary	Budget Requirement
<b>Likelihood: 1 – very unlikely, 2 – unlikely, 3 – likely, 4 – very likely</b> <b>Possible impact: 1 - insignificant, 2 – significant, 3 – major</b>					
<b>Likelihood: (2)</b> <b>Possible impact: (2)</b>  Marginalized and vulnerable groups are at risk of not enjoying the benefits and opportunities of the programme/project. Causes are the patriarchal norms, a social assistance scheme that prevents these groups from finding jobs, the lack of access to land, capital and grants, as well as the lacking access to knowledge and information	<b>Causes:</b> <i>Social norms: the society has a predominantly patriarchal view that women's primary role is taking care of the family (i.e. childcare, care of older and sick family members, domestic chores, etc.), discriminatory comments (and at times, hate speech) discourage minorities and disabled people from engaging in social life.</i> <i>Policies: social assistance schemes are applicable only for unemployed people and as such prevent these groups to find jobs.</i> <i>Lack of access to financial resources: The aforementioned groups lack access to land, capital and grants.</i> <i>Lack of resources: The aforementioned groups lack access to knowledge and information that is taking their needs into consideration (and language knowledge)</i> <b>Measures:</b> <ul style="list-style-type: none"> <li>- Working on awareness-raising with male partners and/or family members to reduce the potential resistance or backlash that could come as a result of women's economic empowerment. The awareness-raising campaign (that should be produced in all minority languages) should address challenges faced by ethnicities and disabled people as well.</li> <li>- Improving access to finance through funds and subventions for marginalized groups.</li> <li>- Facilitate grant schemes and application procedures.</li> <li>- Facilitate marginalized groups owned business registration procedures.</li> <li>- Lobbying for better policies and regulations through public discussions, debates and social media campaigns.</li> </ul> Facilitate access to knowledge (training) and information to all marginalized groups.	The entire project cycle	<b>Experts:</b> A gender expert and a social expert to work with both project staff and stakeholders to prepare capacity building and awareness raising programs  <b>Project implementation staff</b> Work throughout the project to raise awareness with partners and beneficiaries	-No. of awareness raising sessions/trainings conducted -No. of participants (disaggregated by sex, ethnicity, etc.)	Will have some budget implications
<b>Likelihood: (1)</b> <b>Possible impact: (2)</b>  The social norms with the society's predominantly patriarchal view on the	<ul style="list-style-type: none"> <li>- Include men (both at home and in partner associations) in the activities directed to women's economic empowerment.</li> <li>- Support businesses to develop anti-harassment and anti-</li> </ul>	The entire project cycle	<b>Experts:</b> A gender expert and a social expert to work with both project staff and stakeholders to prepare capacity	# of guidelines on gender equality and social inclusion  # of trainings/work-	Will have implications on the project budget

<sup>42</sup> Project Coordinator: monitor and evaluate the whole process to ensure a quality and timely project implementation, manage risks and budget expenses, develop planning and scheduling of activities, assign tasks, draft in-depth project reports, draft communication plan-report to the donor.

women's role and discrimination of minorities and disabled people from engaging in social life.	<p><i>discrimination policies as part of their gender policy</i></p> <ul style="list-style-type: none"> <li>- <i>Develop guidelines for project partners on gender equality (taking intersectionality into consideration) and social inclusion and monitor their implementation</i></li> </ul>		<p>building and awareness raising programs</p> <p><b>Project implementation staff</b> Work throughout the project to raise awareness with partners and beneficiaries</p>	shops for both women and men on gender equality and social inclusion	
<p><b>Likelihood: (3)</b> <b>Possible impact: (2)</b></p> <p>Programme/project stakeholders and beneficiaries are at risk of attracting COVID-19.</p>	<p><i>The project implementation team should organize the planned activities in line with measures that prevent the spread of the virus.</i></p>	The entire project cycle	<p><b>Project Implementation Team:</b> Ensure that each activity is in line with the measures taken by authorities and health institute with the purpose of preventing the spread of the virus.</p>	-Follow guidelines from the authorities related to containment of COVID-19 spreading	Will have implications on the project budget

## 5.2 Environmental Impact RMSP

Potential impacts and risks	Recommended mitigation measures	Management of mitigation measures			
		Timeframe	Responsibilities <sup>43</sup>	Indicator, if adaptation is necessary	Budget Requirement
<p><b>Likelihood: 1 – very unlikely, 2 – unlikely, 3 – likely, 4 – very likely</b> <b>Possible impact: 1 - insignificant, 2 – significant, 3 – major</b></p>					
<p><b>Likelihood: (1)</b> <b>Possible impact: (1)</b></p> <p><i>Due to planned travel activities and increased export supplies the CO2 balance of the values chains could deteriorate</i></p>	<p><i>a) Awareness raising among project staff and project beneficiaries to look always for alternatives to substitute physical meetings abroad by online conferences.</i></p> <p><i>b) Include as an activity to calculate the ecological footprint of organic versus conventional production for Berry and MAP production as well as for different options of processing and logistics</i></p>	<p>a) The entire project cycle</p> <p>b) in the first project year</p>	<p><b>a) Project staff</b> <b>b) FiBL Expert:</b> An expert for carbon foot print calculation could calculate the carbon foot print for the whole supply chains of MAP, Berry and Vegetable production in Kosovo (from agricultural production to the gate of the first importer abroad or retailer in Kosovo)</p>	<p>a) No. of awareness raising sessions/trainings conducted b) a carbon footprint calculation is available for 3 supply chains</p>	Will have some budget implications
<p><b>Likelihood: (1)</b> <b>Possible impact: (2)</b></p> <p><i>Potentially, in berry production and vegetable production synthetic pesticides could be used by the farmers in production and storage process. The risks are assessed as not high, as smallholder farmers mostly avoid using bigger amounts of pesticides.</i></p>	<p><i>Since ecological practices are a central element of the program, additional specific budget lines for such measures are needed. Furthermore, the program foresees capacity building of input suppliers and other measures that should promote organic or other methods of integrated pest management.</i></p> <p><i>An additional budget should be planned to monitor the development of four key environmental indicators for a representative sample of farms in each supply chain,</i></p> <ul style="list-style-type: none"> <li>- <i>nitrogen input/output balance</i></li> <li>- <i>pesticide residues on the field and in</i></li> </ul>	At the beginning and end of the project (baseline and endline indicator)	<b>Experts:</b> International experts together with IADK staff	Tbd by expert team	It will have budget implications

<sup>43</sup> Project Coordinator: monitor and evaluate the whole process to ensure a quality and timely project implementation, manage risks and budget expenses, develop planning and scheduling of activities, assign tasks, draft in-depth project reports, draft communication plan-report to the donor.

	<p>products</p> <ul style="list-style-type: none"> <li>- soil quality by humus content</li> <li>- biodiversity</li> <li>- an indicator to measure the biodiversity quality in collection areas (tbd.)</li> </ul>				
<p><b>Likelihood: (1)</b> <b>Possible impact: (2)</b></p> <p>There are environmental sensitive areas where the collection of NWFPs &amp; MAPs are forbidden or restricted.</p>	<p>The program will develop eligibility criteria for grantees which exclude investment in protected areas in Kosovo</p>	The entire project cycle	<b>Project staff</b>	Grant programs entail as eligibility criteria that farmers will not work in protected areas	No budget implications expected
<p><b>Likelihood: (1)</b> <b>Possible impact: (2)</b></p> <p>Wild collection activities include harvesting in natural forests and meadows (MAPs, berries).</p>	<p>It is one important intervention of the SIREDA, that wild collection is better regulated and done sustainably (by promoting organic or Fair Wild standards).</p> <ul style="list-style-type: none"> <li>- Awareness creation for sustainable standards for wild collection</li> <li>- Training about relevant sustainability standards</li> <li>- Certification of groups with one of the existing sustainability standards</li> </ul>	The entire project cycle	<b>Experts: IADK plus FiBL</b> <b>Project staff</b>	<p>a) 50 producers are trained on relevant sustainability standards of wild collection</p> <p>b) 5 new groups are certified with at least one sustainability standard for wild collection</p>	No additional budget implications expected
<p><b>Likelihood: (2)</b> <b>Possible impact: (3)</b></p> <p>Droughts (prolonged period of abnormally low rainfall and shortage of water)</p>	<ul style="list-style-type: none"> <li>-Install water efficient irrigation devices, e.g. micro and drip irrigation.</li> <li>-Small water tanks nearby orchards.</li> <li>-Native and/or drought-tolerant grasses.</li> <li>-Link producers with existing agriculture insurance systems / companies.</li> </ul>	The entire project cycle	<b>Project staff</b> <b>Market actors</b>	# of grant packages distributed to the beneficiaries including irrigation system and water tanks	No additional budget implications expected
<p><b>Likelihood: (2)</b> <b>Possible impact: (3)</b></p> <p>Heavy rain, hail and floods</p>	<ul style="list-style-type: none"> <li>-Assess financial viability of netting/ cloches</li> <li>- Producers feed bees with sugar cakes and insulate hives.</li> <li>- Promote communication of weather forecasting information to producers</li> <li>- Convene discussions on farmer access to emergency compensation fund from government (local and national)</li> <li>- Link producers with existing agriculture insurance systems / companies to counter weather-related risks.</li> </ul>	The entire project cycle	<b>Project staff</b> <b>Market actors</b>	<p>a) # of meetings linking market actors with insurance companies</p> <p>b) # of meetings between market actors and government for emergency compensation</p>	It will have budget implications