



## **KOSOVO CHAMBER OF ADVOCATES**

### **DRAFT WORKING PLAN OF THE GENDER AND MINORITY COMMITTEE**

**JANUARY – DECEMBER 2013**

#### **INTRODUCTION**

The Mission of Kosovo Chamber of Advocates is to strengthen the rule of law in Kosovo by ensuring best practices and highest standards of rule of law, thus contributing to and protecting of an independent and impartial judiciary, and promoting understanding of the law and judicial systems amongst the public.

The mission of the KCA Gender and Minority Committee is to promote and facilitate the women and minority membership to KCA (continues).

Gender and Minority Committee provides services to its members through its two components: (1) gender issues component and (2) minority issues component.

#### **COMPONENT 1: GENDER ISSUES**

Gender and Minority Committee will cooperate with University of Prishtina – Law Faculty (private universities may also be included), NCSC/USAID Kosovo Law Program and with other partners in achieving its main objective, namely in increasing women membership to KCA.

During this period, the Committee will be specifically organizing the following activities:

- Lobbying with women students at the University of Prishtina;
- Publication of a competition for the best essay;
- Celebration of 8 March, Women's Day and awarding the price for the best essay;

- Meeting between lawyers and women judges and prosecutors – NCSC;
- Mentoring Program (in cooperation with NCSC);
- Committee’s involvement in communities’ membership to regional branches;
- Organizing a meeting between women lawyers of neighboring countries;
- Visiting women in prisons and tackling their concerns – UNDP;
- Visiting women lawyers of different communities in municipalities they are based;
- Women in Justice System Project – their experience and difficulties (lawyers, judges and prosecutors);
- Campaign through leaflets and TV shows aimed at awareness raising of women on the inheritance issues;
- Visiting raped women in shelters – UNDP;
- Documentary “Women in Justice” – experiences and difficulties.

People responsible for the development of these activities will be: Shpresa Rama (Head of Committee) and member (to be appointed)

<b>Outcomes</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Ap</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>	<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>
Meetings with UPLF bachelor and master degree students (and/or students of private universities)	+			+								
Mentoring Program drafted				+								
Advisory Program Initiative drafted	+	+										
Advisory Program Initiative implemented			+	+	+							
Annual competition on the best essay by community women students (awards)		+	+									
Celebration of 8 March, Women’s Day			+									
Encouraging women to start their own law firms				+	+	+						
Visiting raped women in their shelters						+				+	+	

Visiting women in prisons						+					+	+
Meeting between women lawyers, judges and prosecutors											+	
Campaign through leaflets and TV shows aimed at awareness raising of women on the inheritance issues									+			
Committee's involvement in communities' membership to regional branches					+	+					+	+
Organizing a meeting between women lawyers of neighboring countries										+		
Screening of the documentary "Women in Justice"											+	

## COMPONENT 2: **MINORITY ISSUES**

Gender and Minority Committee shall cooperate with NCSC/USAID Kosovo Law Program, Municipal Minority Councils and other partners in reaching its main objective, namely the increase of minority membership to KCA.

During this period, the Committee will be specifically organizing the following activities:

- Visiting lawyers from amongst various communities in different regions of Kosovo, with the purpose of encouraging them to work in legal profession;
- Facilitating the membership of community members through payment of membership fee through installments;
- Organizing three seminars with communities in municipalities where they are mainly concentrated;
- Organizing one visit in the countries where the issue of communities has been regulated;
- Organizing one seminar abroad;
- Organizing one seminar abroad with the members of minorities and Assembly Members;
- Changing of registration procedure for community members;
- Through the assistance of NCSC, providing a scholarship for community interns.

People responsible for the development of these activities will be: Shpresa Rama (Head of Committee) and members (to be appointed)

<b>Outcomes</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Ap</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>	<b>Au</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>
Meeting with lawyers from amongst the communities in the regions					+	+						
Request of Executive Board for payment of membership fee through installments	+											
Planning of visit and identification of participants in meeting with women lawyers from neighboring countries									+			
Visit to a country where the issue of communities is regulated										+		
Meeting between Committee on Interns and NCSC on the minority interns	+	+	+									
Organizing three seminars with communities within Kosovo						+			+	+		

## **PERFORMANCE INDICATORS**

These indicators will serve to measure the Program activities and to present their link to outcomes and objectives of the Working Plan. Detailed indicators for the respective activities are outlined below:

### **COMPONENT 1:**

<b>Outcomes</b>	<b>Indicators</b>
Meetings with UPLF bachelor and master degree students (and/or students of private universities)	Meetings held with x students of Law Faculty during September – December
Mentoring Program drafted	Program drafted and submitted for discussion at the Committee and Board  Selection of x women students and x lawyers for mentoring
Initiative on the Advisory Program drafted	Program drafted and presented for discussion to the Committee and Board
Initiative on Advisory Program implemented	Two advisory sessions held

### **COMPONENT 2:**

<b>Outcomes</b>	<b>Indicators</b>
Meetings with lawyers from amongst various communities in the region	Meeting carried out with x lawyers in regions
Request for Executive Board on payment through installments	Request submitted – Boards decision
Request for the Board/donors for the translation of magazine Avokati Kosovar in Serbian language	Request submitted – decision on approval
Planning of visit and identification of participants	Two meetings on identification and planning held
Visit implementation	Visit implemented
Request for Executive Board for the change of registration procedure	Request submitted – Boards decision
Meeting with Committee on Interns and NCSC on the topic of minority interns	Two meetings held