



# **FINDING OUR VOICES**

Mapping Opportunities for Youth and Women in the Judiciary  
and Legal Profession in Kosovo  
June 2015



# **FINDING OUR VOICES**

Mapping Opportunities for Youth and Women in the Judiciary  
and Legal Profession in Kosovo  
June 2015

June 2015

This study was conducted by Florije Manaj-Zogaj, Legal Expert, and edited by Violaine Autheman, Senior Program Manager, with support from the National Center for State Courts (NCSC). Additional assistance for field research was provided by Suzana Manaj, UPLF Fourth Year Law Student, Rita Matoshi, UPLF Fourth Year Law Student and Donikë Kllokoqi, Iliria College Law Faculty second Year Law Student. Additional analysis and editing was provided by Rebecca Castellucci, Program Associate, National Center for State Courts, and John Satira, William and Mary School of Law first Year Law Student.



# Table of Contents

Acronyms List.....	4
Executive Summary.....	5
Introduction.....	8
Background and Context .....	9
Methodology .....	11
Analysis of Findings.....	13
<b>Profiles of Women and Youth in the Legal Workforce: Finding Our Voices through Professionalism and New Opportunities .....</b>	<b>27</b>
<b>Recommendations and Next Steps.....</b>	<b>31</b>
<b>Conclusion.....</b>	<b>33</b>
<b>Annex 1: About the National Center for State Courts.....</b>	<b>34</b>
<b>Annex 2: Youth and Gender Mapping Survey, Students.....</b>	<b>35</b>
<b>Annex 3: Youth and Gender Mapping Survey, Professionals.....</b>	<b>42</b>
<b>Annex 4: List of Interviews and Focus Group Discussions .....</b>	<b>50</b>

## Figures

Figure 1: Survey Sample.....	11
Figure 2: Professional Respondents by Occupation.....	13
Figure 3: Internship Enrollment among Law Students .....	14
Figure 4: Age of Respondents .....	14
Figure 5: Motivation for Pursuing Legal Careers .....	16
Figure 6: Comparison of Career Aspirations and Plans among Law Students.....	17
Figure 7: Level of Preparedness for the Workforce upon Graduation .....	18
Figure 8: The number of Professionals is “About Right” .....	19
Figure 9: The number of Professionals is “Too Low” .....	19
Figure 10: The number of Professionals is “Too High” .....	19
Figure 11: Prospects for Advancement.....	20
Figure 12: Perception of Challenges for Women in Legal Workforce .....	22
Figure 13: Gender-Driven Preferences among Parties and Clients.....	24
Figure 14: Contrasting Perceptions of the Workplace among Women Judges and Lawyers .....	24
Figure 15: Contrasting Perceptions of Challenges among Women Judges and Lawyers ....	24
Figure 16: Needs for a Successful Career .....	25
Figure 17: What do you need to succeed in your legal career?.....	25
Figure 18: Conditions to Attract Youth and Women to the Legal Workforce.....	26

# Acronyms List

CLARD	Center for Legal Aid and regional Development
KBA	Kosovo Bar Association
KLP	Kosovo Legal Profession [Program]
NCSC	National Center for State Courts
FGD	Focus Group Discussion
KII	Key Informant Interview
NGO	Non-Governmental Organization
UPLF	University of Pristina Law Faculty
UPHZ	University of Peja “Haxhi Zeka” Law Faculty
USAID	United States Agency for International Development

# Executive Summary

The challenge to connect young people and the workforce has long been understood as a core development problem in Kosovo. After more than a decade of assistance to the legal profession, the situation is no different in the legal realm. Through this study, we ask why and how

In April 2015, the National Center for State Courts (NCSC) in Kosovo initiated a Youth and Gender Mapping Initiative to analyze the barriers, real and perceived, of young people entering into justice sector professions following more than a decade of assistance from the donor community. The initiative builds upon a prior research project, *Counting What Counts*, which produced an analysis of membership data of the legal profession in Kosovo and concluded that there is a significant youth deficit within the legal profession in Kosovo. *Counting What Counts* was prepared by the Kosovo Legal Profession (KLP) Program, a three-year program funded by the U.S. Agency for International Development (USAID) and implemented by NCSC between January 2012 and March 2015. At a March 2015 KLP event organized in partnership with two partner universities—the University of Pristina Law Faculty (UPLF) and the Iliria College Law Faculty—and the Kosovo Bar Association (KBA), panelists concluded that more must be done to bridge the gap between legal education and the legal profession to attract a new generation of male and female legal professionals to the workforce. This report seeks to inform efforts to address the youth deficit in the legal workforce by mapping the aspirations, concerns, and challenges of young Kosovar law graduates to enter and stay in the legal profession.

Research was conducted between April and June 2015 by a team of field researchers coordinated by Ms. Florije Manaj-Zogaj, NCSC Legal Expert. The research included distribution of questionnaires, focus group discussions, and key informant interviews to collect information on the constraints and opportunities for entry, advancement, and professional development of youth and women as lawyers, judges, and other justice sector professionals. The target groups included male and female judges, lawyers, prosecutors, jurists working in public and private sector district, court staff, law school faculty, and law students. The Gender and Youth Mapping Initiative also included surveys and focus group discussions with students and interns to obtain important information from young jurists who are ready to enter legal profession and to note their thoughts on their professional aspirations after graduation. The Gender and Youth Mapping Initiative is designed to inform professional associations and development partners on how to support youth and women jurists through professional development opportunities and empower them to become active participants in the legal workforce.

Through the Gender and Youth Mapping Initiative, NCSC collected a total of 156 questionnaire responses and conducted 15 key informant interviews and six focus group discussions. The survey population included 100 student and 56 justice sector professionals, with 94 female and 58 male respondents. The professional respondents included 19 lawyers, 14 judges, and 12 prosecutors. The remaining 10 were professionals working in the justice sector as court administrators, legal associates and clerks, Ministry of Justice officials, and NGO workers.

The primary findings of the surveys, interviews, and focus group discussions indicate a strong need for increased access to internships and networking to facilitate access into the legal workforce. Among professionals, primary findings highlight the need to empower women as a sub-group of professionals through advancement opportunities and participation in leadership. During the research, the most significant challenges for youth and women were identified to be: (1) lack of practical opportunities enabling students or young graduates to define a career path within the legal workforce; (2) unemployment; (3) insufficient professional development opportunities in the form of internships; and (4) limited leadership roles for woman professionals resulting in self-imposed career limitations for young

women.

Although respondents cited the need for further empowerment, youth and women have the aspiration and motivation to both succeed in their careers and affect positive change. Nearly 80% of women professionals surveyed said they hope to stay in the legal profession for the next 10 years. More than 70% of professional respondents (and more than 60% of students) said they chose to enter the legal profession to ensure justice and more than 40% of professional respondents (and more than 50% of students) to change society. Lastly, more than 25% of professional respondents (and more than 55% of student respondents) decided on pursuing justice sector careers to either learn their rights or teach others their rights.

Based upon these findings, recommendations focus on enhancing professional development for legal professionals, increasing practical opportunities for young graduates and students, and developing leadership roles for woman professionals. The first recommendation is to strengthen professional development opportunities for both men and women legal professionals through partnership between the KBA Training Center, the Kosovo Judicial Institute, and law faculties. The second recommendation is to encourage young graduates to enter the legal workforce by facilitating more practical learning opportunities through internships and promoting empowerment for young women law students, lawyers, and judges through awareness and social media campaigns. The final recommendation is to promote leadership roles of woman professionals and mobilize successful women legal professionals to become models of leadership for young women.



### Fast Facts 2015

- 156 Kosovar law students, judges, and legal professionals were surveyed.
- 15 key informant interviews and six focus group discussions were conducted.
- Individuals in Kosovo's labor workforce represented 40% of the population. In 2015, there were 573 licensed lawyers licensed by the KBA and 358 judges and 137 prosecutors appointed in seven Basic Court divisions.
- The legal workforce is marked by a youth deficit and low representation of women. The legal workforce is aging rapidly across professions, with 79% of lawyers, 61% of prosecutors, and 54% of judges above the age of 50. Only 2% of lawyers are under the age of 30 and only 9% of judges and 4% of prosecutors under the age of 35. By contrast, youth makes up 56% of the labor workforce in Kosovo.
- Women are generally underrepresented in Kosovo's legal workforce, representing only 21%. Females represented 37% of the prosecutor profession, 29% of the judicial profession, 27% of the notary profession, and 13% of the legal profession.
- 85% of surveyed professional respondents were committed to justice sector professions for the long-term, while 72% of survey student respondents were committed to justice sector professions for the short-term.
- More than 60% of survey respondents chose to enter the judicial or legal profession to ensure justice or from having a desire to change society.
- More than 92% of respondents reported a positive experience studying at law faculty.
- More than 86% of respondents agreed that men and woman have equal access legal education.
- The majority of respondents perceived there to be gender equality in the justice sector, with 82% considering that men and women have the same job and internship opportunities and 67% considering that prospects for advancement are available equally for men and women professionals.
- 53% of professional respondents disagreed that women face obstacles when working in the justice sector, compared to 52% of students who believed women did face obstacles when working in the justice sector.
- Despite equality in opportunities, women believed that they had unequal influence when compared to men, with more than 30% of the female respondents replying that men and women do not participate equally in decision-making in justice sector institutions, and men and women do not have equal access to leadership roles, either.
- Male perspectives paint a different picture, with 88% of respondents stating that men and women have the same job opportunities and 90% expressing that men and women are treated the same in the work place.
- The survey also highlighted a divergence between perception and experience, with more than 80% of female respondents ranking professional development opportunities as the greatest need for them to succeed in their careers.
- Men were more likely than women to believe women are underrepresented in the judiciary, as 55% of male student respondents and 55% of male professional respondents believed the number of female judges was too low. Only 45% of female student respondents and 43% of female professional respondents believed that the number of female judges was too low.

# Introduction

Despite more than a decade of investments in outreach to underrepresented groups within the legal workforce, justice sector professions in Kosovo remain affected by a youth and gender deficit. More than half of judges, prosecutors, and lawyers are above the age of 50 and professionals under the age of 35 represent less than 10% of the legal workforce. While significant gains have been achieved in gender equity within these professions, women remain only a third of judges and prosecutors and only 13% of lawyers and their representation in leadership positions in the legal workforce is limited, resulting in a lack of role models for the next generation.

The purpose of the Youth and Gender Mapping Initiative is to identify the key challenges and strategic needs of Kosovo law students, male and female, with an emphasis on young women graduates, and to prioritize actions that can bridge the gap between education and entry into the legal workforce. The study also documents key challenges and strategic needs of women judges, prosecutors, and legal professionals to identify professional development opportunities that best meet those needs.

The Youth and Gender Mapping survey confirmed assumptions that professional respondents feel there is overall equality in legal education and training, although leadership roles are reserved for males and not females. The study also showed that student respondents, Kosovo's future young professionals, are eager to start a legal career to participate in change in society and ensure justice, but that they need further professional development and practice-oriented internships to choose a career path and prepare for entry in the legal workforce.

The findings of the survey reveal that gaps between perception and experience. While only half of women professional respondents indicated that women working in the justice sector are valued, respected, and treated the same by family and the community, they asserted that a lack of professional development opportunities, especially promotions, serves as their largest challenge in entering and advancing in the judiciary and the legal profession, not gender discrimination. In comparing the responses from male and female respondents, continued discrepancies were evident in the perception of gender dynamics by men and women in the judiciary and legal profession.

# Background and Context

As of December 2014, the population of Kosovo was 1.8 million with 61% of the population living in rural areas. Youth (ages 15-24) represent 55% of the total population and women represent approximately 50%. In 2013, only 41% of the working age population (ages 15-65) was economically active. Overall, labor rates were recorded at 13% among women and 40% among men. Among economically active citizens of working age, 30% are unemployed. Unemployment rates are particularly high among youth and women. Reportedly, 39% of women and 56% of young people of working age were unemployed. Youth unemployment stands at twice the unemployment rate of the working age population ages 25-65. Young women were particularly affected with 68% of young women unemployed. Women's participation in the workforce was 17% in 2012 and 21% in 2013, meaning that their entry into the workforce is slowly increasing. University graduates, including law students, represented 55% of those employed in the public sector compared to only 14% of those employed in the private sector. This is reflected in the legal workforce with expressed preference for the stability of public sector professions (judge, prosecutor) over private sector positions (lawyer, notaries, private bailiffs).<sup>1</sup>

In Kosovo, law faculties are among the schools that accept the highest number of students each year. UPLF, the largest law faculty, accepts around 1,000 new students annually. In academic year 2014-2015, UPLF accepted 1,192 new students, of which 633 were female.<sup>2</sup> Since opening four years ago, the University of Peja "Haxhi Zeka" Law Faculty (UPHZ) has enrolled about 2,689 students, of which 1,177 are female, in both bachelor and master level programs.<sup>3</sup> For the academic year 2014-2015, Iliria College has 226 students, of which 95 are female, in both bachelor and master level programs.<sup>4</sup>

For more than four years, Kosovo has been led by female president Atifete Jahjaga. During Jahjaga's presidency, female and youth participation in the workforce has increased every day. Yet, Kosovo lacks women in leadership roles and active female engagement in other professional sectors remains low. In the justice sector, the number of women judges, prosecutors, and lawyers also increased in past years, but these women continue to experience challenges advancing professionally in a predominantly patriarchal culture and society.

The legal workforce is marked by a youth deficit and low representation of women. At the beginning of 2015, there were 573 lawyers licensed by the KBA and 358 judges and 137 prosecutors appointed across a three-tier justice sector system (e.g., basic court/prosecution, appellate court/prosecution, and Supreme Court and state prosecution). The legal workforce is aging rapidly across professions, with 79% of lawyers, 61% of prosecutors, and 54% of judges above the age of 50. Within the KBA, the average age of membership is 56.8 and half of licensed lawyers are over the age of 60. Only 2% of KBA members under the age of 30. Youth is similarly underrepresented with the judicial and prosecutorial professions with only 9% of judges and 4% of prosecutors under the age of 35.

Despite improvements in recent years as a result of concerted efforts to attract women to the legal workforce, women remain underrepresented across justice sector professions. Fewer than 13% of today's KBA members are women, with the majority operating in urban areas, especially Pristina.<sup>5</sup> Women represent 29% of judges and 36% of prosecutors.

---

<sup>1</sup> The Labor Force Survey (LFS), 2012-2013, Kosovo 2013 Labor Force Survey ([www.esk.rks-gov.net](http://www.esk.rks-gov.net))

<sup>2</sup> Data provided by UPLF's administration in June 2015.

<sup>3</sup> Data provided by the dean of Peja University "Haxhi Zeka" Law Faculty in June 2015. Numbers represents four generation of students (2011-2015).

<sup>4</sup> Data provided by the vice-dean of Iliria College Law Faculty in June 2015.

<sup>5</sup> KLP-NCSC "Counting What Counts", March 2015.

A concerted effort exists to bridge the gender and youth divide and attract more women and youth to join the judiciary and enter the legal profession. Woman judges are present in higher percentages in the upper judiciary. The Supreme Court of Kosovo has a total of 13 Judges, including 5 woman (38%), but only 2 out of 12 members within the Special Chamber of the Supreme Court (17%). At the Appeal Court, women represent one-third of the 30 judges (33%). Two Basic Courts—Peja and Mitrovica—are led by women presidents and women represent between around 20% of judges in Gjilan, Ferizaj, and Mitrovica, around 25% in Gjakova and Prizren, 30% in Peja, and as high as 42% in Pristina.

Within the prosecutorial service, a woman chief prosecutor leads the Special Prosecutor's Office, and a woman also heads a Basic Prosecutor's Office in Gjakova. Also, three female prosecutors are part of the Special Prosecutor's Office and one female prosecutor serves at the Appellate Prosecutor's Office.

Given that youth and women represent more than half of the potential workforce in Kosovo, the talents of women and youth are not being sufficiently utilized. There is a clear deficit of women and youth within the justice sector that needs to be addressed through promoting and ensuring equal opportunity for youth and women, with appropriate stakeholder involvement to guarantee sustainable changes.

# Methodology

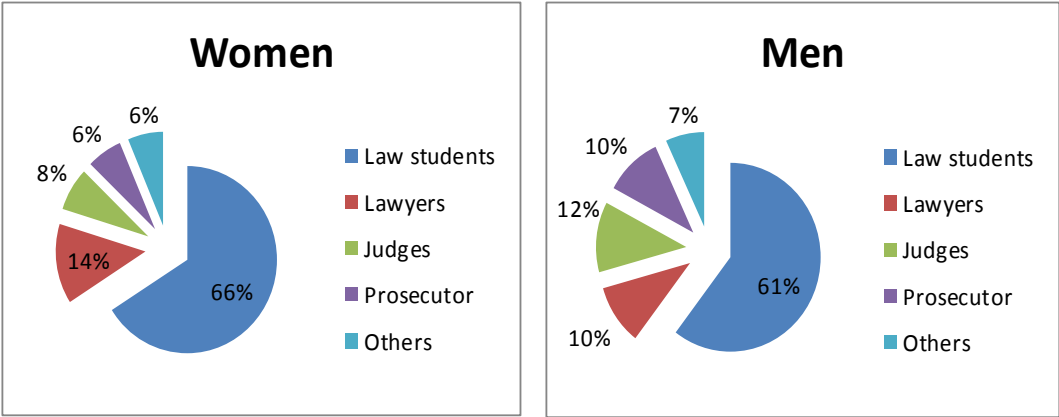
The methodology of the Youth and Gender Mapping Initiative incorporated a mixed methods approach, using both quantitative and qualitative research. A survey was conducted with two questionnaires, one for students and one for professionals, using similar questions to measure perceptions of opportunities, challenges, and gender equality in legal education and work environments, while also identifying strategic training needs and desired professional development opportunities among the target populations. The survey utilized separate questionnaires to measure professionals’ perception and experience, as well as measure students’ perspectives for the future and perception of their ability to enter into the legal workforce. The majority of survey questions utilize a psychometric five-point Likert scale to measure respondents’ beliefs and opinions about workforce dynamics in the justice sector. The survey also included several open-ended questions to capture additional qualitative data from respondents. The complete survey questionnaires are included in English as **Annex 2 (Students)** and **Annex 3 (Professionals)**.

Qualitative research tools, including key informant interviews (KIIs) and focus groups discussions (FGDs), supplemented data collection through the questionnaires. The KIIs and FGDs were conducted using pre-determined questions and guidelines. In April-May 2015, the NCSC legal advisor/consultant conducted a total of 15 KIIs and six FGDs. A complete list of interviews and discussion groups conducted can be found in **Annex 4**.

### Survey Sample

For the Gender and Youth Mapping Survey, NCSC received a total of 156 responses, including 94 women and 58 men. The 94 female respondents, included 62 law students, 13 lawyers, 7 judges, 6 prosecutors, and 6 other professionals working in the justice sector (teaching assistants, legal officer, and court clerk). The 58 male respondents included 35 students, 6 lawyers, 7 judges, 6 prosecutors, and 4 other professionals working in the justice sector (professor, NGO worker, court administrator). 4 male respondents did not specify their profession.

**Figure I: Survey Sample**  
**Total number of respondents 156 (Women 94, Men 58)**



The survey was conducted in all seven regions of Kosovo—Pristina, Peja, Prizren, Gjilan, Mitrovica Ferizaj, and Gjakova—to ensure a comprehensive geographic coverage.

To reach a diverse sample group for the Youth and Gender Mapping Initiative, the consultant primarily

used contacts and lists of judges, lawyers, prosecutors, and other professionals that NCSC supported during the past 15 years. To date, a current listing of women judges and prosecutors is not available online, but with the support of USAID/KLP, the KBA updates lists with all lawyers every year. Also, the Kosovo Chamber of Notaries maintains a published list with names of all Notaries on its official web page.

### ***Research Limitations***

Even with the inclusion of all Kosovo regions, the survey still cannot be said to be fully representative countrywide, as from some regions included only a few respondents. Another limitation is the use of the snowball sampling technique instead of random sampling to target the population of women judges, prosecutors, and legal professionals, and students. Lastly, while the primary target population for this survey was youth (male and female students) and women legal professionals, a considerable number of male professional respondents were also engaged. The male professional group was included to provide an important point of comparison for perceptions and beliefs about youth and gender dynamics in the justice sector.

Collecting completed questionnaires presented challenges, as all questionnaires were collected physically from the respondents. Similar research could potentially be disseminated online with responses entered directly into an online database or collected over the phone. Some respondents noted that the survey questionnaire was too long and that they would prefer a shorter questionnaire in the future surveys. Another challenge was that this research was coordinated as a “home-based” as opposed to “office-based” research project, which created some logistical complications, all of which were overcome by the consultant with the assistance of three committed young women law students.

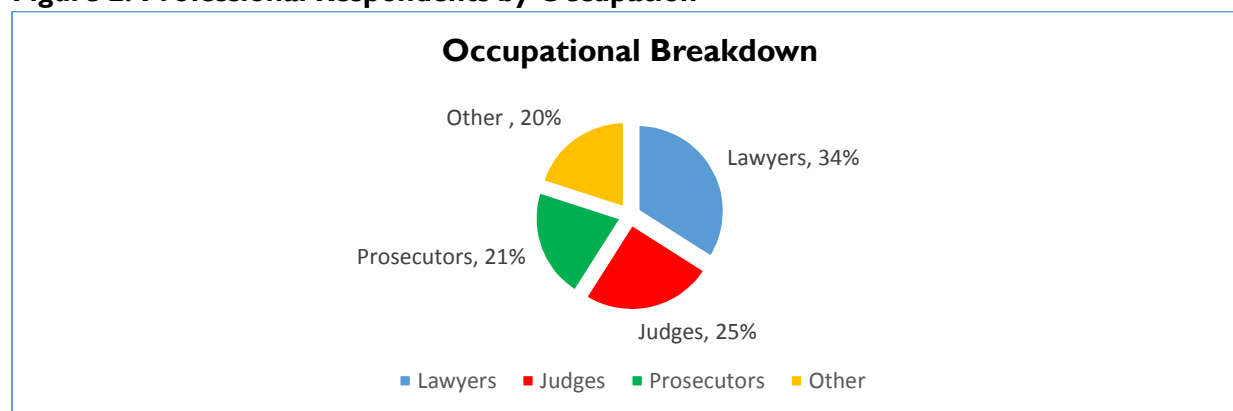
# Analysis of Findings

This section presents an analysis of the Youth and Gender Mapping survey responses and qualitative data gathered in interviews and discussion groups.

## Demographics

**Occupation:** Respondents included 64% law students and 36% legal professionals. Among professional respondents, 34% were lawyers, 25% were judges, 21% were prosecutors, and 20% were other professionals working in the justice sector (teaching assistants, legal officers, professional associates, and court clerks). (See figure 2.) Even though judges and prosecutors in Kosovo can join professional associations, less than half of the respondents reported being a member of a professional association. Among the judge and prosecutor respondents, only 26% were members of a professional association, with 4 being members of Kosovo State Prosecutors Association<sup>6</sup> and 3 being members of the Forum of Woman and Judges Association<sup>7</sup>. There were no members of the Kosovo Judges Association among the respondents.

**Figure 2: Professional Respondents by Occupation**

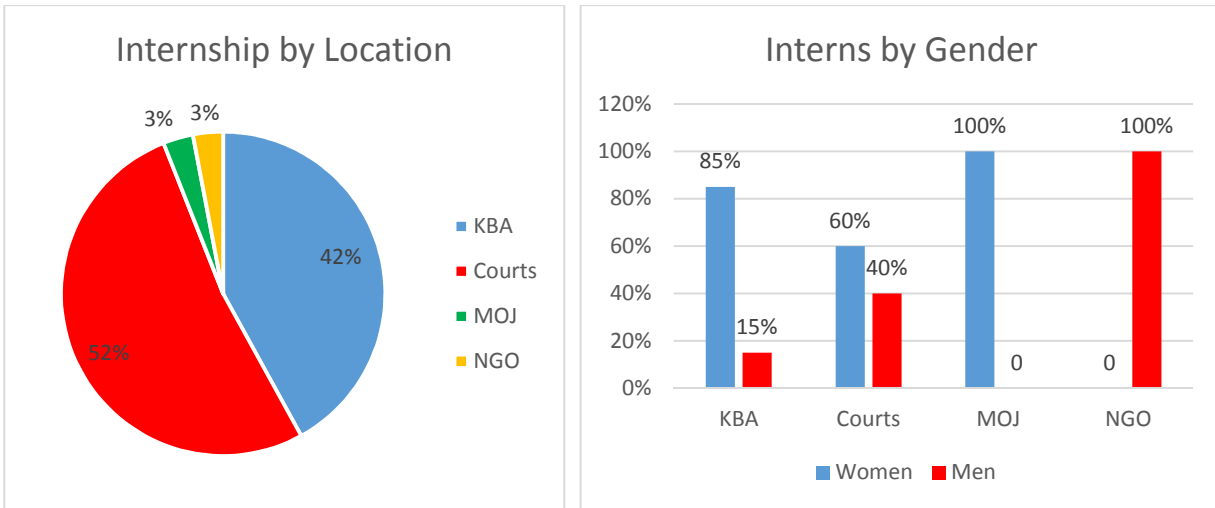


One third of the student respondents were enrolled in an internship. Among the students enrolled in an internship, 42% were with the KBA (85% female and 15% male) and 52% were with courts (60% female and 40% male). Among male interns, 70% were enrolled with a court. In addition, 3% of interns (all female) were enrolled with the Ministry of Justice, and 3% (all male) were enrolled with NGOs. (See figure 3.)

<sup>6</sup> For several years, the Chair of the State Prosecutors Association was a female prosecutor (Drita Hajdari Peci). Currently, the Association is headed by a male prosecutor (Haxhi Derguti). This information was provided by the ex-chair, prosecutor Drita Hajdari Peci in June 2015.

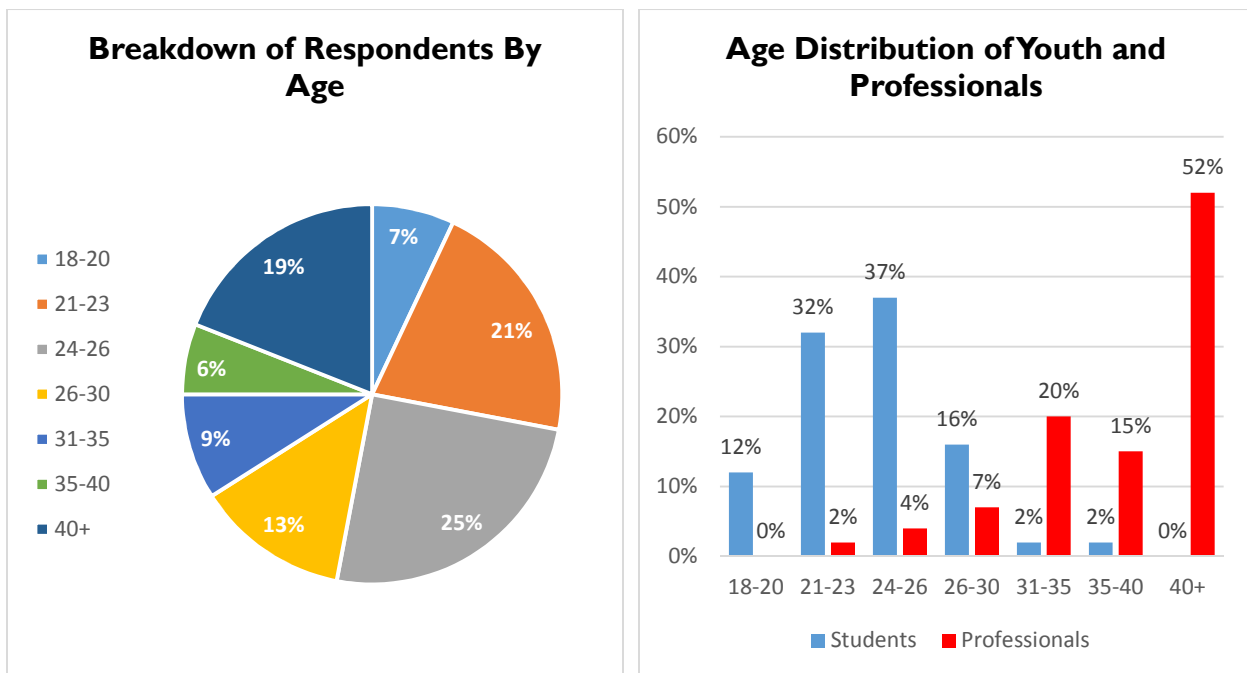
<sup>7</sup> The Chair of the Forum of Women Judges and Prosecutors Association is Judge Biljana Rexhiq. This information was provided by Judge Rexhiq in May 2015.

**Figure 3: Internship Enrollment among Law Students**



**Age:** The age range of respondents varied from 18 to 60 years old. The majority of respondents were between the ages of 24 and 40 years old. Among student respondents, 44% were under the age of 23 years old, and an additional 37% were between 24 and 26 years old. A total of 3% of student respondents were above the age of 31 years old. Among professional respondents, 52% were more than 40 years old and 33% were between 21 and 35 years old, with only 13% under the age of 30 years old. Of the professional respondents, 39% have been in the legal profession for 10 to 20 years, and 27% have been in the legal profession for 20 years or more. (See Figure 4.)

**Figure 4: Age of Respondents**



**District and Law School:** The survey population included respondents living and working in the seven regions of Kosovo. 51% of respondents lived in Pristina, 12% in Gjakova, 14% in Peja, 10% in Mitrovica,



5% in Gjilan, 4% in Ferizaj, and 4% in Prizren. The majority of respondents graduated or were enrolled in law studies from UPLF (71%). The remaining respondents attended law faculty at Iliria College (14%), AAB College (8%), and UPHZ (5%).

Marital Status and Family Responsibility: Of all respondents, 35% were married, 63% were single, 2% were widowed, and less than 1% were divorced or separated. The high percentage of single respondents can be attributed to the proportion of students in the survey sample, although 11% of students were already married. Among legal professionals, 71% were married.

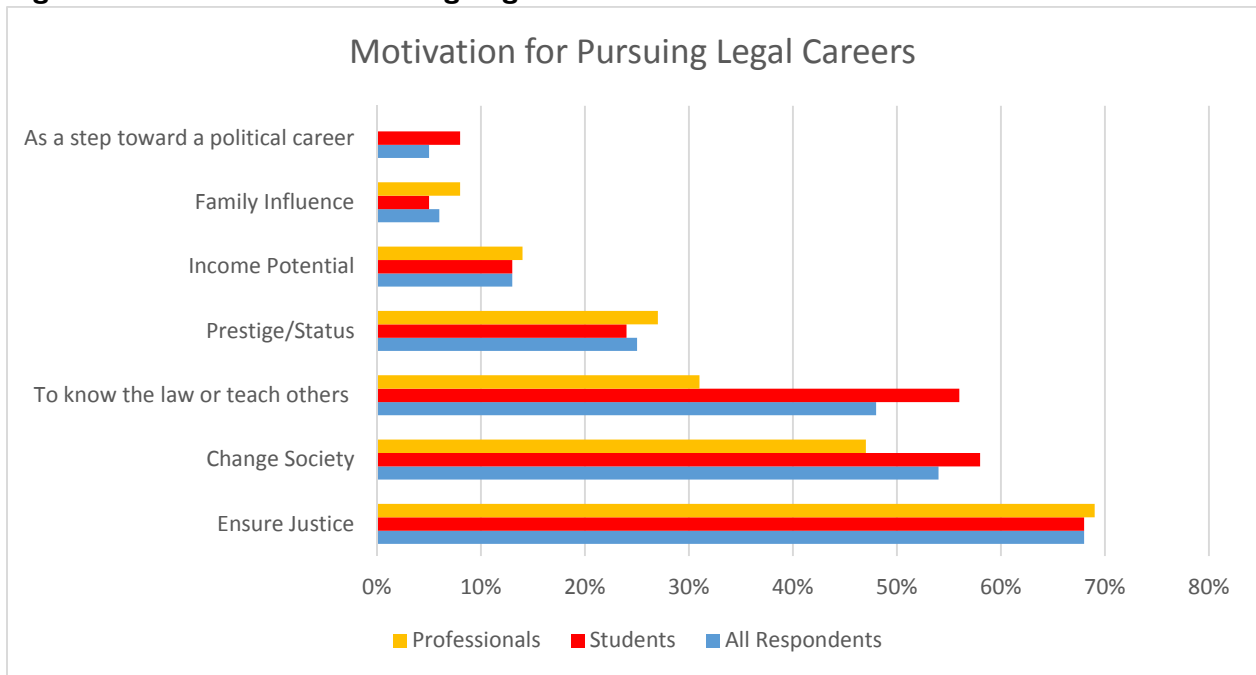
Among the 33% of respondents who answered the question about number of children, 59% said they had either one or two children. Among the 49% of respondents who answered the question about dependents they care for, 47% said they take care of children living with them, and 49% said they take care of parents, parents-in-law, or other relatives.

48% of all respondents considered males and females to have the same responsibility for childcare and family, with 30% answering no, 22% were undecided. Although only 11% of students are currently married, their perception about the increased demands on women in child and family care was more significant than among professionals who do have experience with balancing work and family obligations. While similar percentages of student respondents (47%) and professional respondents (50%) considered male and female legal professionals to have the same childcare and family considerations, the percentage of respondents considering these responsibilities to be a more significant burden on women professionals was higher among students (33%) than professionals (24%). When asked to explain, respondents who disagreed that male and females had the same familial responsibilities stated that women were more responsible in taking care for the family and more committed to the family, while some also said that the higher level of familial responsibility for women was only due to the persistent mentality that women needed to be more responsible for family and children.

### **Motivation and Aspirations**

Survey results show that the driving force for studying law and entering the legal workforce was the protection of justice and rights. Among respondents, 68% wanted to ensure justice, 54% wanted to change society, and 48% wanted to know their rights or teach others their rights. While the desire to ensure justice was similar among both student (68%) and professional (69%) respondents, younger respondents expressed higher aspirations to change society (58% among students compared to 47% among professionals) or know and teach rights (56% among students compared to 31% among professionals). The aspiration to change society did not go as far as perceiving a legal career as an entry point for a political career, with only 8% of students and none of the professional respondents reporting a future political career as a reason for choosing law studies. **(See Figure 5.)**

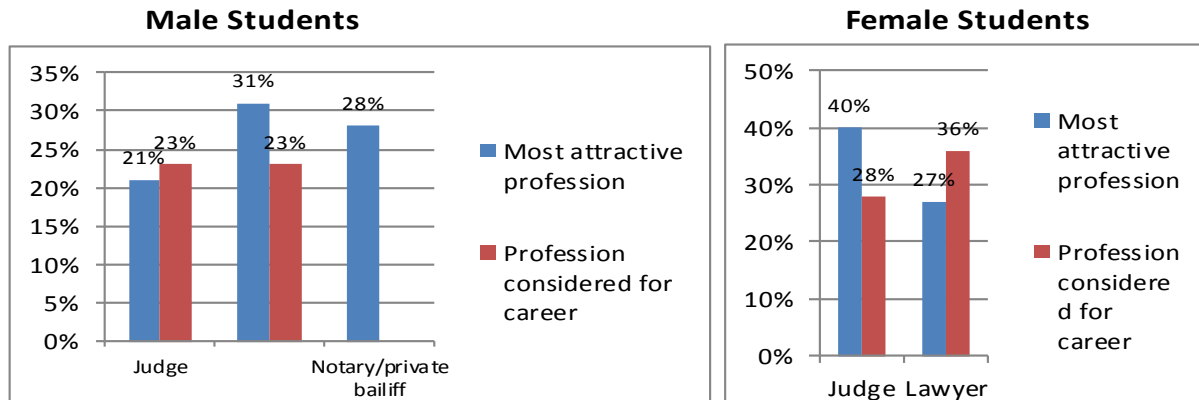
**Figure 5: Motivation for Pursuing Legal Careers**



A total of 27% of professional respondents noted that they chose law studies for the prestige and status of the professions. The professional respondents also saw themselves in their profession for the long term, with 85% reporting that they want to stay in legal profession for more than 10 years. By comparison, students expressed shorter-term goals, with 71%, wanting to stay in the legal profession for the next five years. The students' responses echoed a perception of uncertainty about which career to choose and how to take steps to enter into a legal career, which may lead students to the "easiest" path or path perceived as most accessible rather than their preferred path.

34% of professional respondents reported working as lawyers, 25% were judges, and 21% were prosecutors. Students enrolled in internships were enrolled in higher numbers with courts (52%) than with lawyers (42%). Through this study, from the survey and FGDs, it is clear that the majority of students were interested in starting their careers with courts, but did not necessarily intend to stay with courts for the full duration of their professional career. Student respondents perceived the professions of judge (34%), lawyer (28%), and notary/private bailiff (19%) as the most attractive among legal workforce professions. Perceptions of the most attractive profession diverged significantly between male and female youth, with female law students preferring the profession of judge (40%) rather than lawyer (27%), and male law students preferring the profession of lawyer (31%) or notary/private bailiff (28%) over that of judge (21%). When asked what profession they will be joining upon graduation, male respondents expressed equal disposition for judge and lawyer professions (23% each), and female respondents showed a higher proportion for lawyer (36%) than judge (28%) despite their expressed preference for the judge profession. **(See Figure 6.)**

**Figure 6: Comparison of Career Aspirations and Plans among Law Students**



### Youth and Gender Dynamics in Society

There was consensus across respondents that women working in the justice sector are valued and respected. All professional respondents (99%) strongly agreed or agreed that decisions by men and women judges are upheld and enforced with equal respect. 80% of all respondents strongly agreed or agreed that women working in the justice sector as judges or lawyers are valued and respected. While perceptions were consistent between youth and professionals regarding respect for lawyers, professionals have a more positive perception of the respect for women judges than students. 78% of young students and 76% of professionals considered women lawyers to be highly respected. By contrast, 79% of young students considered women judges to be highly respected compared with 87% of professionals. No professional respondent considered women judges to be disrespected. The responses highlight a difference between perception and experience and indicate concerns for equal treatment among youth. These concerns could easily be addressed through increased interactions with professionals.

Perceptions of respect for women judges and lawyers were consistent across gender among youth respondents. Among professionals, men expressed higher concerns about equal respect for women lawyers than their female counterparts, with 14% of male respondents disagreeing compared to 4% of female respondents disagreeing. Commenting on their answers, women professionals noted that women lawyers are respected when they work hard and pointed to their own experiences. One male respondent, however, commented that the low number of women lawyers indicates respect is still low.

Family and community acceptance and support for those choosing to enter the legal workforce was generally high, but important differences are notable based on youth and gender. The majority of respondents (73%) also strongly agreed or agreed that men and woman who enter legal education are treated the same by their families or community, but 16% disagreed. Perceived unequal treatment by family and community was consistent across gender among youth. Among professionals, significant differences were recorded between men and women, with 20% of women respondents disagreeing that family and community acceptance of the professional career choice is the same, compared to 9% among their male colleagues. Participants in the working KILs and FGDs expressed that women are sometimes not treated the same by the community and there is a perception that woman are more sensitive and will not be able to take the “hard” decisions that they may have to take as lawyers, judges, or prosecutors. Participants also commented that women, because of the family and child care responsibilities, may lack professional development and need to work harder than men to be successful in their legal careers.

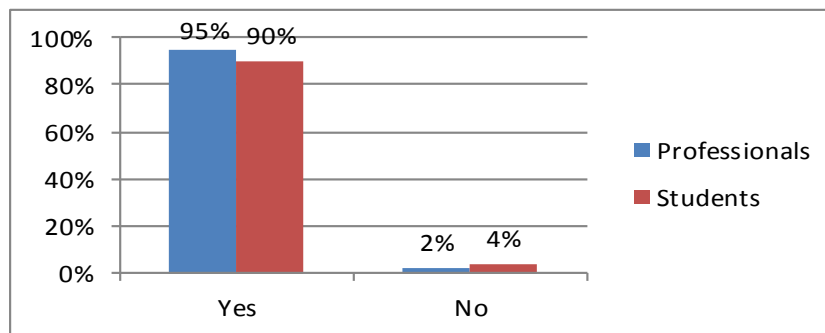
## Youth and Gender Dynamics in Legal Education

The majority of respondents perceived that there is equal access, equal opportunity, and gender equality in legal education.

Respondents agreed that men and women have equal access to legal education. Among all respondents, 86% either strongly agreed or agreed, 6% neither agreed nor disagreed, and 8% disagreed or strongly disagreed. Youth appears to have more optimistic views of equal access with only 5% disagreeing compared to 13% of professionals. This indicates that gender equality in access to education has improved over time, given the more recent experience of youth respondents. Among youth respondents, the majority also agreed that male and female students received equal treatment in the classroom and opportunity to participate, and 83% said that they participated frequently in class and 82% felt comfortable participating regardless of the gender of the instructor or professor. Female respondents reported slightly higher participation levels than their male counterparts.

More than 90% of respondents agreed that male and female professionals in the legal workforce have equivalent formal university-level education and that students are well prepared for the practice of law upon graduation. Among professional respondents, 95% said that they had a positive experience studying law and that they felt prepared to practice law professionally after their legal studies, while less than 2% said they did not feel prepared. While more than twice as many students felt unprepared to practice law after their law studies, they reported high levels of satisfaction and preparedness as a result of law studies, much like the prior generations who are now professionals, as 90% of students had a positive experience in law school and felt prepared to join the legal workforce. **(See Figure 7.)**

**Figure 7: Level of Preparedness for the Workforce upon Graduation**



Despite the high percentage of students reporting that they feel prepared to practice law professionally upon graduation, 4% reported they do not feel prepared and 5% expressed uncertainty. Qualitative data from KIIs and FGDs with both professional and law students indicates that youth lack the practical experience to build their confidence to enter the workforce and define a career path. While practice-oriented courses are now increasingly available as part of the educational experience through legal clinics and professional panels<sup>8</sup>, these course offerings remain insufficient to meet the practical needs of students and more opportunities are necessary in a workforce environment through internships, career fairs, and formal and informal networking between students and professionals. Furthermore, when asked if men and women legal professionals have adequate knowledge, skills, and training to practice law upon completion

<sup>8</sup> At UPLF, the increased availability of clinical courses has enabled the university to offer practice-oriented teaching to a growing number of students annually, from 10 students benefitting from such courses at the masters-level in academic year 2011-2012 and to almost 180 students benefitting annually in academic years 2013-2014 and 2014-2015.

of legal education, 16% of professional respondents disagreed or strongly disagreed. This conflicting data is one example of an area where there is a gap between perception and experience.

Student respondents indicated that ratio of male to female professors was 60-40. Regarding male and female law professors providing the same level and quality of instruction, More than half of female students (54%) strongly agreed or agreed that male and female law professors provided the same level and quality of instruction compared to 28% male student respondents.

### Youth and Gender Dynamics in the Workforce

In response to the participation of women in the workforce, respondents considered that the number is about right in legal education and among prosecutors, but too low among judges and lawyers. These perceptions correlate with the critical underrepresentation of women in key justice sector professions, as evidenced by data collected from the KBA, Kosovo Judicial Council, and Kosovo Prosecutorial Council. Combined with perceptions of gender inequality described further in this report, there are concerns that the low levels may act to dissuade young women from considering professions that are both aging and male dominated.

Perceptions of gender equality in the workforce diverged between professions and across respondents. **(See Figures 8-10.)** Professional and youth respondents have different perceptions with a higher perception of equality in legal education among students than among professionals. Among students, 70% considered the participation of women in law faculty to be about right compared to 62% of professionals. A significant minority of youth respondents (20%) even reported that women representation among professors was too high, which was twice as many as professional respondents.

More female professionals considered that the number of female prosecutors and judges to be about right than their male colleagues. This may indicate a growing awareness of the need for gender balance in the legal professions among male professionals and that men would be strong allies for efforts to attract more women to the legal workforce. Similarly, among youth respondents, 55% male students considered that the number of female judges was too low compared to 45% of their female counterparts.

**Figure 8: The number of Professionals is “About Right”**

	Law Professors	Lawyers	Prosecutors	Judges
Male Students	71%	28%	44%	38%
Female Students	69%	20%	40%	36%
Male Professionals	64%	14%	33%	30%
Female Professionals	62%	21%	50%	43%

**Figure 9: The number of Professionals is “Too Low”**

	Law Professors	Lawyers	Prosecutors	Judges
Male Students	9%	66%	41%	55%
Female Students	5%	70%	40%	45%
Male Professionals	9%	71%	52%	55%
Female Professionals	8%	75%	45%	43%

**Figure 10: The number of Professionals is “Too High”**

	Law Professors	Lawyers	Prosecutors	Judges
Male Students	18%	6%	4%	7%
Female Students	21%	3%	5%	5%
Male Professionals	4%	0%	0%	0%
Female Professionals	8%	0%	0%	0%

## Youth and Gender Dynamics in the Workplace among Professionals

In key areas, the majority of respondents perceived that there is gender equality in the justice sector and legal workforce.

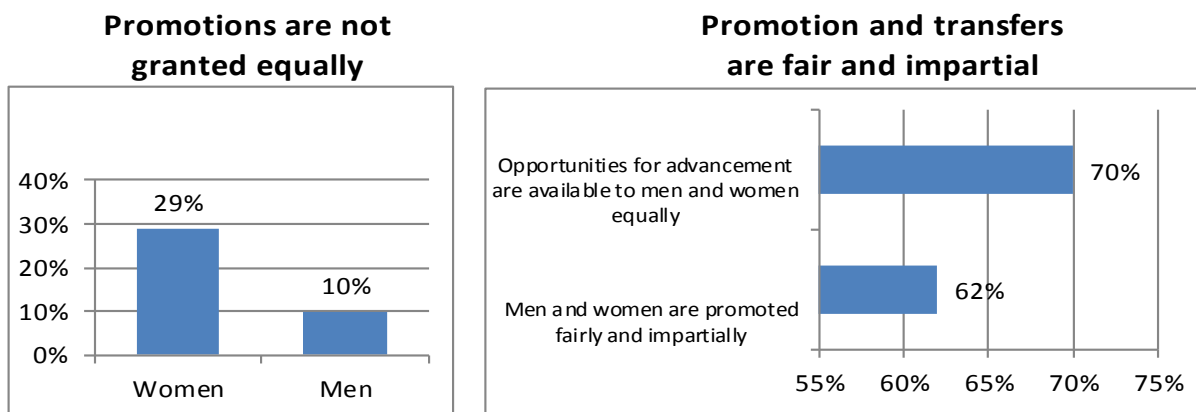
### **Professional Perception and Experience of the Workplace**

High levels of equality were perceived in career opportunity at the entry level and for advancement among professionals. Respondents also reported that there is no discrimination in salaries. Men and women respondents agreed that men and women have the same professional opportunities with 70% of professional respondents strongly agreeing or agreeing that job opportunities are available equally and 78% strongly agreeing or agreeing that advancement prospects are available equally. When asked specifically about the recruitment of junior judges, 70% agreed that men and women are treated equally.

While men and women professionals expressed agreement that job opportunities are equally available to men and women in similar percentages, the level of disagreement was higher among female respondents, at 24% for females compared to 18% among male respondents. From the qualitative data collected through KIIs and FGDs, some of the female respondents said that men are dominant and have more privileges and opportunities given to them. On the other side, male respondents said that there is positive discrimination for women and some said that male and female are equal in employment but not in advancement.

Regarding advancement, perceptions of inequalities grew with regard to actual promotions compared to the availability of opportunities. When asked if male and female legal professionals are promoted and transferred fairly and impartially, only 62% agreed compared to 70% who believe opportunities for advancement are available equally. This highlights a difference between perception and experience as opportunities may be equally available but securing them remains outside the reach of women professionals. Differences of opinion were even stronger when looking at respondents who consider that actual promotions are unequally granted to male and female professionals with the perception of inequality three times higher among women respondents (29%) compared to men respondents (10%). (See Figure 11.)

**Figure 11: Prospects for Advancement**



Respondents also believed that gender equality is lacking in the decision-making process and leadership roles in the justice sector. Among professional respondents, 25% disagreed that men and women legal professionals participate equally in the decision-making in justice sector institutions and have equal access to leadership roles in professional associations. The level of disagreement was higher among women with

34% of female respondents reporting inequality compared to 20% of male respondents. Qualitative data collected during the KILs indicates that although there are opportunities for participation for women, there are fewer opportunities for leadership, and men want to lead themselves. For example, one lawyer mentioned that the KBA Managing Board does not have any female members and, accordingly, there are no women presidents of regional KBA branches.<sup>9</sup> Interviewees asserted that women are encouraged to participate, but that when issues of leadership arise men want to take control.

### ***Youth Perceptions and Experience of the Workplace***

To compare youth and professional perceptions of workplace dynamics, youth respondents were asked about a comparable situation to employment: an internship. Students and professionals have similar perceptions of accessibility, equality, and professionalism. The majority of student respondents agree that men and women have equal access to internship opportunities, are equally recruited, and receive equal attention, opportunity to participate, and practical experience in their internships. Among all student respondents, 88% strongly agreed or agreed that men and women have the same internship opportunities in the justice sector and 73% strongly agreed or agreed that they are treated equally in the workplace.

Perceptions of equality were higher among male students, with 97% considering that there is equal access to internship opportunities and 83% considering that there is equal treatment in the workplace. Comparatively, 82% of female students perceived there to be equal access and 66% perceived equal treatment. One female respondent commented “we have equal rights, but we are not treated the same.” In addition, when asked about their recruitment experience, 73% of male respondents considered that men and women interns are equally recruited compared with 63% of female respondents agreeing.

Perceptions of opportunities and practical experience were equally positive and more consistent between male and female respondents. Of all student respondents, 73% strongly agreed or agreed that men and women interns have equal access to practical experience. This indicates that internship experiences are more positive than perceptions. This is further reinforced by internship data collected between 2012 and 2015 by NCSC at two universities. Data showed that female students were enrolled in internships in higher numbers (60%) than their male counterparts (40%). Similarly, demographics of the survey showed a higher percentage of current internships among female respondents (40%) than among male respondents (34%).

Student respondents perceived the professions of judge (34%) and lawyer (28%) as the most attractive for law graduates. Perceptions of equality in hiring and advancement prospects were lower among youth than among professionals, with approximately 60% of students (compared with 70% of professionals) considering that prospects for hiring and advancement are equal. Perceptions of inequalities were even stronger among female law students. When asked whether hiring and advancement prospects were equal, 21% of female respondents disagreed compared with 14% of male respondents. This indicates a high level of pessimism among female students prior to even entering the legal workforce. This pessimism may further reinforce the low representation of women with the legal workforce, as women may simply not try to join the profession due to an expectation of unequal opportunity.

### ***Perceptions of Respect and Ability to Perform***

Despite concerns about equality in career prospects and consideration for promotion, the majority of respondents perceived that women legal professionals are well respected. Among professionals, 87% said that women who choose to work in the justice sector as judges are highly respected, and 76% said that women who choose to work in the justice sector as lawyers are highly respected. Similar perceptions were recorded among youth, with 79% considering women judges to be highly respected and 78%

---

<sup>9</sup> All presidents of KBA Regional Branches are members of the KBA Managing Board.

considering women lawyers to be highly respected.

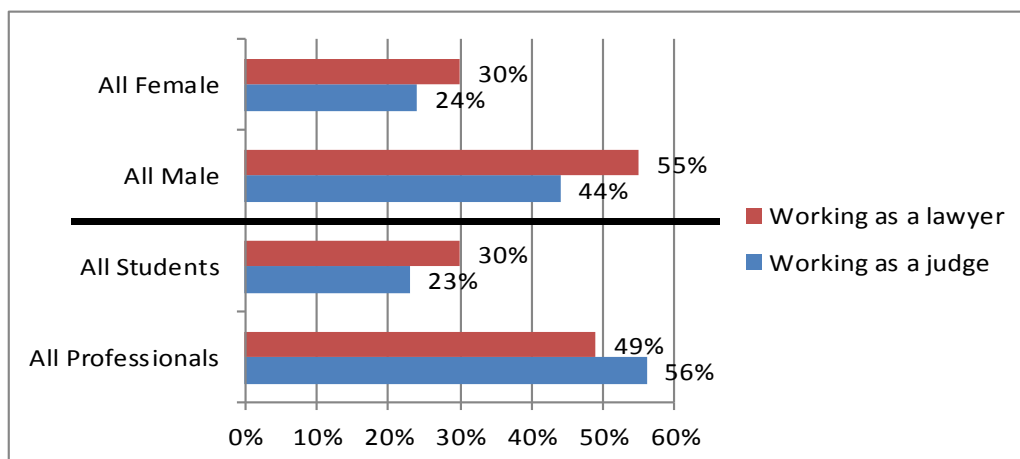
Professional respondents believed that there are no significant inequalities in their access to clients or their ability to perform their job before judicial or administrative bodies and that women and men receive equal treatment when appearing in court as a judge, prosecutor, or lawyer. Almost all professional respondents (98%) noted that there is no discrimination in access to clients. Similarly, 91% of professional respondents agreed that men and women lawyers enjoy the same right to appear before judicial or administrative bodies and are treated equally. Although both men and women agreed that they are treated equally by judicial and administrative bodies, 8% of female respondents disagreed compared with none of their male counterparts.

### **Persistent Challenges**

Although respondents acknowledged that there are many opportunities for women law graduates, lawyers, and judges, they also felt that challenges persist for women in the legal workforce. Professional respondents considered that women professionals do face obstacles and that these obstacles affect women lawyers more significantly than women judges. The percentage of respondents considering women professionals to be free of obstacles was 56% for women working as judges compared to 49% for women working as lawyers. Perceptions of obstacles were significantly higher among female respondents, with 50% considering women judges to not face obstacles compared to 82% of male respondents, and with 25% considering women lawyers to not face obstacles compared to 77% of male respondents. Youth respondents have an even more pessimistic view of the challenges awaiting them in the legal workforce, with only 24% of students disagreeing that women face obstacles as judges and 29% disagreeing that they face obstacles as lawyers. (See Figure 12.)

**Figure 12: Perception of Challenges for Women in Legal Workforce**

#### **Women working in the justice sector do not face obstacles**



Perceived obstacles include societal expectations, mentality and prejudices, public opinion, lack of public trust in women, lack of leadership roles for woman, and a lack of self-confidence among women themselves. Respondents acknowledged that women face a different set of expectations, with 16% of all respondents disagreeing that men and women who enter legal education and professions are treated the same by their family and community.

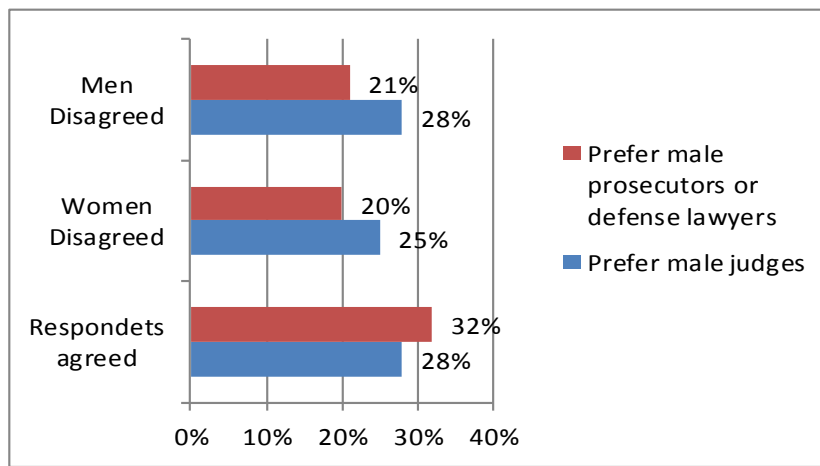
The higher proportion of students believing that women will face obstacles as judges is significant when



considering that students see more prospects for a professional career as a judge than as a lawyer and that professional respondents have higher disagreement level for woman working as lawyers. This highlights a distinction between the perceptions of people “pre-work” and “in work”, and difference between perception and experience, because in principle the professionals may be influenced by their own experience. While a majority of students strongly agreed that men and women have equal access to legal education, that woman working in the justice sector are respected and valued, and that there are equal opportunities for men and woman in the justice sector, a high percentage still perceived that obstacles for equality exist.

Gender bias among clients was also noted, with 28% of respondents saying that parties in a trial prefer male judges (but 25% of female respondents disagreed with this statement) and 32% saying that victims of crime and private clients seeking legal representation prefer male prosecutors or defense lawyers (but here also 20% of female disagreed with this statement). **(See Figure 13.)** In Klls, some women said that clients sometimes have a preference for men, especially when they were young women starting their legal careers, but many of them have seen a change through the years. Others interviewed also said that sometimes clients prefer female lawyers and female judges, and it was also noted that public perception toward female professionals is changing positively.

**Figure 13: Gender-Driven Preferences among Parties and Clients**



### **Discrimination and Harassment**

Participants surveyed felt that men and women receive equal treatment in the workplace. Almost all (90%) male and female respondents considered that men and women receive equal treatment and opportunity to participate in the workplace. While more than half of professional respondents (68%) strongly agreed or agreed that their work environment is or was free from harassment and hostility towards woman, 25% disagreed. Among student respondents, 73% strongly agreed or agreed that their classroom environment is or was free from harassment and hostility toward women, while 18% strongly disagreed or disagreed. Disagreement levels were similar among professionals (25% disagreeing that their workplace is harassment free) and students (18% disagreeing that their classroom is harassment free). The majority of respondents (62%) reported that they never have experienced or witnessed offensive or insulting comments based on sex or gender.

### **Similarities and Differences across Professions**

When comparing responses across professions within the legal workforce, it is evident that perception of

gender equality in respect, opportunity, and treatment is significantly higher among women judges than in other professions. Responses of women judges were consistently higher in affirming gender equality in the justice sector than the average response from the total population. Similarly, the professional group that demonstrated the highest perception of gender inequality were lawyers. (See Figure 14.)

**Figure 13: Contrasting Perceptions of the Workplace among Women Judges and Lawyers<sup>10</sup>**

I agree that...	All Professionals	Women Judges	Women Lawyers
Men and women receive equal compensation/salary	100%	100%	100%
Decisions of men and women judges are upheld with equal respect	98%	100%	100%
Men and women are treated equally in the workplace	91%	100%	85%
Men and women have equal opportunity for advancement	78%	86%	77%
Men and women have the same job opportunities	70%	71%	58%

This provides an interesting contrast to how women judges perceive their own experiences with gender bias, versus the viewpoint of other women legal professionals and of youth. This contrast in responses from women judges indicates that there is less gender bias and inequality in the judiciary than in other legal professions. This is also confirmed in perceptions of challenges affecting professional women. (See Figure 15.)

**Figure 14: Contrasting Perceptions of Challenges among Women Judges and Lawyers<sup>11</sup>**

I disagree that...	All Professionals	Women Judges	Women Lawyers
Women judges face obstacles in their profession	45%	78%	27%
Women lawyers face obstacles in their profession	43%	61%	33%

### Youth and Gender Perspectives of the Factors for Success in the Legal Workforce

The continued need for further professional development and training was a key finding in the Youth and Gender Mapping Initiative.

The majority of respondents agreed that men and women have equal access to continuing legal education. Among professional respondents, 60% reported having participated in more than 15 continuing legal or judicial training courses since beginning their career and 85% strongly agreed or agreed that there is equal access to training opportunities. 9% reported having participated in 11-15 courses, and 16% in 3-5 courses. The topics most commonly cited in survey as areas of interest for continuing legal education were: (1) criminal law, especially complex crimes such as organized crime, terrorism, and war crime; (2) court management, (3) international law, commercial law, and arbitration; (4) juvenile justice; (5) implementation of newly enacted laws; and (6) client interview and training for professors on professor-student relations. All these topics correspond to new or developing fields of law within the Kosovo justice sector.

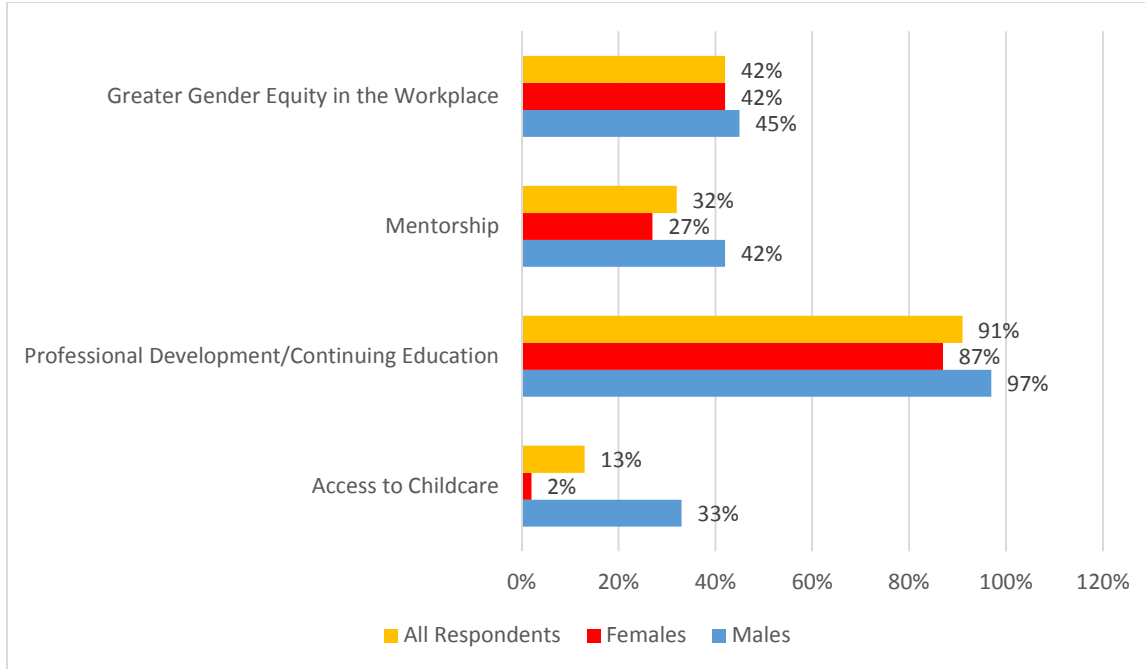
When asked about what they felt was needed to succeed in their careers (multiple choice), 91% of respondents said professional development/continuing education opportunities, 42% said greater gender equality in the workplace, and 32% said mentorship. An analysis of male and female responses showed that these responses were consistently higher among male students with 97% of male respondents linking professional development/continuing education opportunities to success compared to 87% of female students. Female students also answered that the contribution of mentorship and gender equality in the

<sup>10</sup> Women lawyers include both defense lawyers (e.g., KBA-licensed lawyers) and legal aid lawyers.

<sup>11</sup> Women lawyers include both defense lawyers (e.g., KBA-licensed lawyers) and legal aid lawyers.

workplace would aid their professional success in lower percentages than male students: 27% (female) compared to 42% (male) for mentorship and 42% (female) compared to 45% (male) for gender equality in the workplace. Only 2% of female students reported access to childcare as necessary to succeed, compared to 33% of their male counterparts (2% only). (See Figure 16.)

**Figure 15: Needs for a Successful Career**



Additional information on the factors for success was collected through qualitative data from KILs. This information highlights significant differences between youth and professionals, indicating that needs vary depending on whether respondents are “about to enter” or “into” the legal workforce. One important finding is the expressed need of students for “self-confidence”, which may be higher among female students than among male students as evidenced by the lower ability of female students to define their needs for a successful career than their male counterparts. (See Figure 17.)

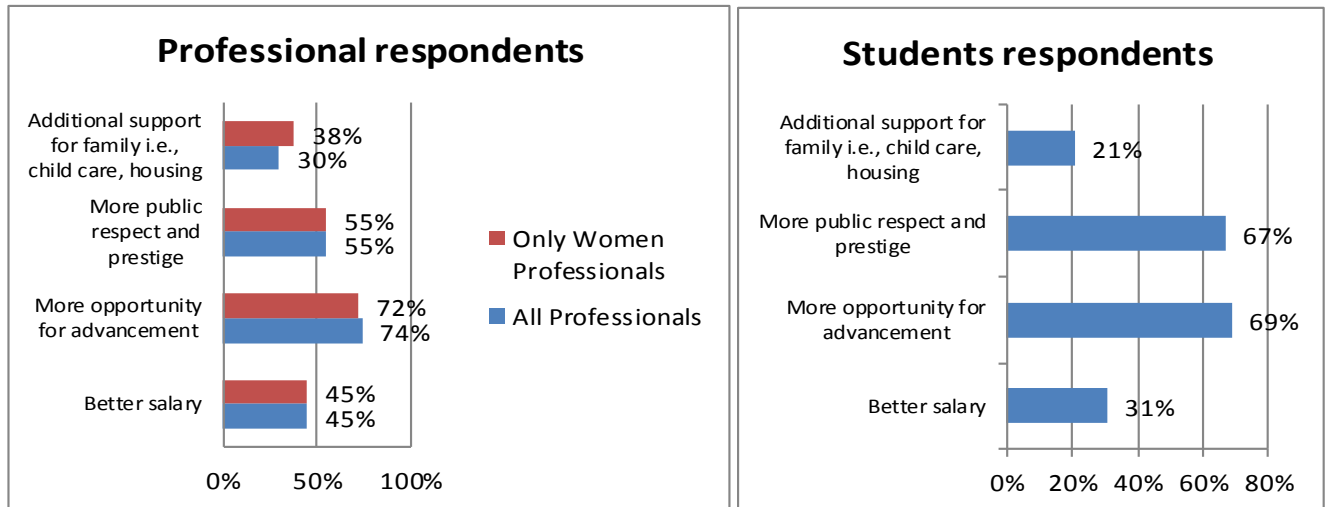
**Figure 16: What do you need to succeed in your legal career?**

Needs of professionals	Needs of students
<ul style="list-style-type: none"> <li>• Motivation, commitment, and the desire and will to work</li> <li>• Support from the family and from the state, especially for the young professionals and female professionals</li> <li>• Professional preparation, training, and professional development</li> <li>• Analytical and critical thinking, a culture of thinking as lawyer, and the capacity to do research.</li> <li>• Experience</li> <li>• Creativity</li> <li>• Performance</li> </ul>	<ul style="list-style-type: none"> <li>• Self-confidence</li> <li>• Moral and personal integrity and away from politics</li> <li>• Knowledge of laws in the area of practice</li> <li>• Continuous study</li> <li>• Practical experience</li> <li>• Participation in additional available activities</li> </ul>

When asked what would attract youth and especially young women to enter the legal workforce, professional respondents overwhelmingly responded “more opportunities for advancement” (74% of all respondents, 72% of women professionals). Professional respondents also cited public respect and prestige

(55% of all professional respondents, 55% of women professionals), higher salaries (45% of all professional respondents, 40% of women professionals), and additional support for family such as access to childcare and housing (30% of all professional respondents, 44% of women professionals). Women professionals ranked family conditions and childcare much higher than their male counterparts and considered that it would constitute a more attractive benefit than salary increases. Youth placed higher emphasis on public respect and prestige (67%) and career prospects and advancement (69%), highlighting the importance of a defined career path, respect, and professional growth in motivating choices among young graduates. Salaries (31%) and family benefits (21%) were ranked lower than among professionals. (See Figure 18.)

**Figure 17: Conditions to Attract Youth and Women to the Legal Workforce**



Youth respondents had a split perception as to what profession is most attractive for law graduates, and what profession they planned on joining after graduation. The most attractive professions were perceived to be judge (34%), followed by lawyer (28%), and new private professions of notary and bailiff (19%). By comparison, immediate career plans indicated that young graduates were more likely to become lawyers (31%) followed by judges (26%) and notaries or bailiffs (18%). From the quantitative data, KIIs, and FGDs, the majority of students said that they wanted to become judges, lawyers, prosecutors, and notaries or private bailiffs. When asked why, students provided the following explanations:

- I want to become a **judge**: to have a prestige in the society, because it is a challenging profession, and to specialize in a specific area such as constitutional law.
- I want to become a **lawyer**: to offer legal advices to citizens, to have prestige in society, to raise the number of female lawyers, to gain experience and maybe later move on to other legal professions, and because it is a free profession.
- I want to become a **prosecutor**: to fight criminality and fight criminals.
- The only reason provided for aspiring to the professions of notary or private bailiff was that is new.

This information can be used to continue to encourage and motivate students and young jurists to take steps toward joining the professions that they aspire to join within the legal workforce and to provide capacity building and professional development opportunities for youth and women legal professionals through new programs.

# Profiles of Women and Youth in the Legal Workforce: Finding Our Voices through Professionalism and New Opportunities

The qualitative and quantitative data of the Youth and Gender Mapping Initiative highlights challenges to entry and advancement in the legal workforce that can be categorized in two areas: structural/societal and interpersonal/internal. Structural and societal issues such as different family and community expectations for men and women, clients preferring male lawyers, insufficient professional opportunities for young graduates, and a lack of leadership roles for women and related limitations on advancement prospects all present real constraints for youth entry and women advancement in legal professions.

## Law Students and Young Professionals

Qualitative data revealed that women law students and young professionals have high aspirations and motivations for joining the legal profession. The most common reasons given for why they would like to join the legal profession were: a desire to do justice, prestige and stature, a desire to change society and to help their country, to fight corruption, a desire to help those whose rights are violated, to study laws and know rights, the good position that the legal profession offers, to create positive changes in the judiciary, family motivation, and that the legal profession creates possibilities to work in many institutions.

However, when asked about what barriers they face regarding entry and advancement in the legal profession, law youth identified that the top two challenges were: (1) a lack of practical opportunities enabling students or young graduates to define a career path within the legal workforce and (2) unemployment. Regarding a lack of practical opportunities, students said that practical teaching and legal clinics are more theory than practice, and that they also do not have opportunities to do practical work. Without gaining practical experience, young graduates may not be qualified to get a first legal job and to start a legal career. This is the reason why a law professor recommended that “practical teaching” be more practical, and that practical experience/internships be mandatory for law students. The other main worry for students and graduates was unemployment. Unemployment is connected with the first obstacle, because a lack of practical opportunities during legal studies reflect difficulties of beginning a legal upon graduation. Youth participating in FGDs also identified specific opportunities of interests for professional development, including internships in the courts, the KBA, and other legal institutions; participation on legal clinics; additional practical training; and professional roundtables.

## Professionals: Lawyers, Judges and Prosecutors

Professionals who participated in the Youth and Gender Mapping Initiative demonstrated that there is gender equality in the justice sector, but there are a lack of opportunities for young jurists. The majority also agreed that men and woman have equal opportunities in the legal profession, but some also emphasized that women face challenges in advancing their careers particularly in receiving promotions to leadership roles.

*“Leadership roles are saved for men. In all key high positions in the judiciary, men are dominant.”*

*-Chair of the Forum of Women Judges and Prosecutors*

The Youth and Gender Mapping Initiative incorporated KIs with several influential legal professionals, lawyers, judges, prosecutors, and law professors. Most of the women legal professionals agreed that there are not many opportunities for advancement, especially for leadership roles. One KBA lawyer said that “the KBA’s management

is entirely male, and not one female is a member of the KBA Managing Board”, and the Chair of the Forum of Judges and Prosecutors, an Appellate Court Judge, said “leadership roles are saved for men. In all key high positions in the judiciary, men are dominant”.

Young lawyers who participated in the KIs stated that they were professionally active themselves and achieve successes by being active, but little support was offered by more experienced lawyers. Some senior judges and prosecutors who were interviewed said that the judicial system in Kosovo does not give enough space for the younger generation, especially regarding engagement in the courts and the prosecutors’ offices as interns and legal associates, which is an important first step toward a successful legal career. The young lawyers recommended that the judicial system be structured in a way that will open more opportunities for graduates.

Overall, legal professionals expressed interest in professional development and trainings on criminal law, such as organized crime, terrorism, and war crime; court management; international law and arbitration; juvenile justice; implementation of newly enacted laws; commercial law; and client interview and training for professors on professor-student relations.

### **Addressing Structural and Societal Challenges**

Women identified support from their partners, families, and colleagues as the most significant factor in addressing structural and societal challenges such as work/life balance, family and community expectations, and bias or harassment in the workplace. Women professionals and students identified that they are most able to thrive when their classmates, husbands, and colleagues are supportive of their success.

The majority of participants acknowledged that when balancing work with domestic obligations, the burden of childcare and housework mostly falls on women, but noted that the situation has improved in recent years and men have grown more supportive. Women who have successfully balanced home and work life said that it is important to have the support of their husbands and extended family. A judge from the Ferizaj Basic Court said that “it is hard to balance work and home obligations, but with support of my husband I manage to do well professionally and at home”. Another judge from the Mitrovica Basic Court said that “it is hard for me to make this balance, since I work with juveniles, and I am on duty all the time, and there is not so much time left to take care of family”. Overall, women and men participants agreed that men and woman professionals need to manage time and share responsibilities to ensure that their professional and personal obligations can be fulfilled.

*“It is hard to balance work and home obligations, but with the support of my husband I manage to do well professionally and at home.”*  
**-Woman Judge, Ferizaj Basic Court**

Although women professionals continue to struggle with patriarchal structures and gender bias, the needs given the highest priority by women participants were the improvement of their professional skills and the opportunity to work even harder to get to managerial and leadership positions. In interviews, women professionals—particularly those with many years of experience—acknowledged that to address the challenges they face as judges and lawyers, they must be strong, empowered professionals. As a result, a primary objective in the future initiatives targeting women professionals, young professionals, and female graduates, should be to increase the self-efficacy of women professionals by encouraging increased confidence, promoting models of leadership, and assisting youth to develop professionally and enter the legal workforce.

## Building Professionalism

The top three challenges identified by law students at UPLF and Iliria College were unemployment, nepotism in recruitment, and lack of opportunities for practical experience. Participants said that their biggest concern is that they will finish university and will not have a place to start working, and they will not have financial support if they want to start their career as an independent legal professional, such as a lawyer or a notary. These concerns have the potential to result in self-imposed restrictions on the pursuit of opportunities in the legal workforce, as youth feels they simply will not succeed in entering these careers or progressing professionally.

Student participants agree that in order to be a successful lawyer or judge, independence, impartially, and fairness are essential. One participant in a FGD said, “My goal is to become a prosecutor. I will be a fair and impartial prosecutor, and I want to tell to the others that the system can be changed with fair and impartial professionals.” Another student participating in a KII at Iliria College stated, “I decided to study law because it is a challenging profession. Through the legal profession, I will fulfill my life goal to do justice in my country.”

*"My dream is to become a prosecutor. I will be a fair and impartial prosecutor, and I want to tell to the others that the system can be changed with fair and impartial professionals."*

*-Bachelor Student, UPLF Department of Law*

## Building Self-Confidence

*"I was encouraged to pursue a legal career by a female senior judge in a public lecture. She gave examples from her own experiences on how to be successful in a legal career."*

*-Student, UPLF Department of Law*

Self-confidence was raised many times in KIIs and FGDs, particularly with young law students who were looking to enter the legal workforce. Law students and young women legal professionals perceived approximately equal levels of gender equality in both education and employment. These perceptions were confirmed in FGDs with students from UPLF and Iliria College. Current law students and young legal professionals have benefitted from efforts to increase interactions between youth and professionals implemented through USAID’s KLP Program between 2012 and 2015, including professional panel series, woman networking meeting, and internship

programs. Law students built the confidence to consider careers in the legal workforce by becoming more familiar with the actual experiences of professional judges, lawyers, and other legal professionals. A KBA intern from UPLF said, “I was encouraged to pursue a legal career by a female senior judge in a public lecture. She gave examples from her own experiences on how to be successful in legal career.”

## Creating Opportunities for the Next Generation of Legal Professionals

Difficulties in finding an institution to do practical work has been cited by students and young graduates as a major barrier to entering the legal workforce. In KIIs, lawyers and judges acknowledged that the lack of opportunities results in unemployment and that this unemployment of the young generation will ultimately negatively affect the justice sector and legal workforce. Data on the age of legal professionals across professions indicates that the legal workforce is aging runs the risk of depletion of half of its members within the next five to ten years as professionals reach retirement age. A judge from the Gjakova Basic Court (Malisheva Branch) said that “the non-inclusion of the young generation, especially the inability to obtain the three-year requirement of experience, is an obstacle for the young generation to join the judiciary.” Another judge agreed with this and said that the “judicial system in Kosovo is not organized in a way that gives opportunities to the young generation after they graduate.” One KBA lawyer said that “the first biggest obstacle for young graduates is unemployment; no one is thinking about this, the

government should do more for youth. Educated youth are leaving Kosovo, they simply do not find perspectives here.”

### **Bridging the Gap between Legal Education and Workforce**

Youth indicated satisfaction with education and generally considered that they were well-prepared to enter the workforce. Yet, many respondents participating in the survey and FGDs conducted at UPLF and Iliria College expressed uncertainty as to whether they were ready for the workforce and highlighted the lack of sufficient practical experience among the top three challenges affecting their ability to join the legal workforce after graduation. Many students are eager to enroll in internships as an intermediary step that can lead to entry into the professional world. FGDs conducted with interns from the KBA and from Malisheva and Skenderaj Courts confirmed the importance of practical experience in helping youth to prepare for the bar examination and to start their legal career. All interns were thankful to the KBA and those courts who opened doors for them and gave them opportunities to learn from professional lawyers and judges. To confirm the importance of internship and practical experience, most of the professionals interviewed said they started their legal career as interns, either with courts, prosecutor offices, or the KBA, and that those first steps of their legal careers have been major successes for them, as they found jobs in those institutions or that those internships helped them to find a job and be successful in their careers.

*“I would recommend practical experience to be a requirement for the first year of legal studies. Students should be encouraged to do internships in different institutions. And [law faculties should] also introduce more practical teaching/legal clinics in more subjects.”*

*-UPLF Legal Clinic Professor*

While the number of legal clinics and internship opportunities has increased significantly with the support of USAID’s KLP Program for both UPLF and Iliria College students, there are still many law students who graduate and have not had any practical experience either academically through legal clinics or externally through internships. Professionals participating in the KIs also noted that practical teaching and legal clinics are still not at a desirable level at the law faculties. Most legal clinics are taught by professors relying on academic teaching methodologies which, even when practical, lack the experiential learning opportunities that teaching by practitioners, exposure to real cases, and on-site observation could provide. One

professor of legal clinics reported that she harmonized theory with practice, so students are prepared to start their legal career. She said, “I would recommend practical experience to be a requirement from the first year of legal studies. Students should be encouraged to do internships in different institutions. And [law faculties should] also introduce more practical teaching/legal clinics in more subjects.” Another legal professional working with the Center for Legal Aid and Regional Development (CLARD), an NGO providing legal aid services, said that one of the goals in their strategic plan is to work with law faculties to continue to develop legal clinics. He also reported that starting this year in March, CLARD is cooperating with Iliria College masters-level program to offer legal clinics with real cases.



# Recommendations and Next Steps

The areas of needs identified in the survey are related to professional development opportunities and practical opportunities for new generations (law graduates and young professionals) and leadership roles of woman professional. Addressing these needs will benefit not only graduates, but the justice sector in general.

## Professional Development Opportunities

There is a clear indication that those who are employed remain employed, indicating a need for structured professional development opportunities for law students, future lawyers, and future judges. Professional development panels and training opportunities should be offered not only to professionals but also recent graduates and interns, enabling them to build the knowledge, skills, and confidence necessary to succeed in the legal workforce. Reduced fees and scholarships should also be provided for young, inexperienced lawyers interested in receiving training on specialized and complex criminal law topics, court management, international law and arbitration, juvenile justice, implementation of newly enacted laws, commercial law, and client interview and training for professors on professor-student relations. Reduced fees and assistance with setting up a legal practice could be offered to young jurists who want to join the KBA.

Continuing legal education could be coordinated through the Kosovo Judicial Institute and the KBA Training Center, and law faculties should explore building partnerships with these organizations, especially for legal clinics. Professional development opportunities should not be limited to formal training, and should also include informal exchange opportunities where young professionals, law students, and interns have the opportunity to learn from peers with more experience or who have a specialization in a given area of law. Young professionals interested in learning more about a particular law or procedural technique could be paired with an expert in such an area.

## New Opportunities for Law Graduates

Young graduates and students indicated that unemployment and lack of opportunities for practical experience are major barriers to their entry in the judiciary and legal profession. To promote practical experience, law students and young professionals should be offered more practical learning and internship opportunities that will enable them to be prepared professionals ready to start their legal career, and ready to identify winning cases. Court, state prosecution, and the KBA should offer more internship opportunities for law students, implemented in a way that maximizes opportunity for young and minimizes risk. There should be a compilation of practical resources for young graduates and legal professionals to access, including how-to guides and answers to frequently asked questions. Access to this type of information will help young graduates to widen their knowledge base and address their areas of inexperience. Additionally, public awareness campaigns and social media can be used to encourage young graduates to enter the judiciary and the legal profession confidently and prepared.

## Leadership Roles for Woman Professionals

Both professionals and students indicated that there is a lack of woman professionals in leadership roles. Some major institutions and legal bodies do not have any female members. It was observed that while women are encouraged to be part of legal institutions, when it comes to leadership roles men want to rule themselves. Giving more leadership roles to experienced woman professionals will not only empower women professionals but also encourage young female graduates to be part of the legal workforce. This study recommends the promotion of leadership roles for woman professionals, while also encouraging

successful women legal professionals to become models of leadership and opportunity for young women.

### **Men as Allies**

The Youth and Gender Mapping Initiative revealed that male respondents have a growing awareness of the underrepresentation of women in key legal professions, inequality in advancement and leadership, and needs of youth for success in the legal workforce. At times, male respondents indicated a higher level of concern with gender inequalities than their female counterparts. For example, male professionals considered that women are underrepresented among judges and prosecutors in higher numbers than their female counterparts. Of all respondent categories (male and female students and male and female professionals), male professionals were the only ones to have a majority of respondents considering that women are underrepresented within the prosecution. Given that women represent only 29% of judges and 37% of prosecutors, these perception among male respondents show that men may have become less accepting than women for representation less than 50-50.

## **Conclusion**

The Youth and Gender Mapping Initiative helped to narrow the focus on priority needs for women legal professionals, young graduates, and law students. NCSC will use the findings of the Gender and Youth Mapping Initiative for new opportunities and for upcoming projects to promote professional development, practical opportunities for students, and leadership roles for woman professionals. This study helped to identify key challenges for women legal professionals, young graduates, and law students, and define recommendations and probable solutions. The findings of the Youth and Gender Mapping Initiative confirm the need for continuous support to the Kosovo Legal Education and Judicial System. As more women become decision-makers and leaders in the justice sector, and as a younger generation enters into the justice system and the legal profession, legal institutional and societal changes to reduce gender inequality and youth inclusion will follow.

# Annex I: About the National Center for State Courts

The National Center for State Courts (NCSC) is a U.S.-based non-profit organization dedicated to justice sector strengthening and learning in the 50 U.S. states and around the world. Founded more than 40 years ago by the leadership of the U.S. courts to deliver on the promise of *Equal Justice Under Law*, NCSC is a mission-driven organization that provides technical assistance, training, and technology to advance justice and empower current and future justice sector professionals.<sup>12</sup>

NCSC has supported justice sector reform and legal workforce development in Kosovo since 2001, working with all professions as well as law students.<sup>13</sup> Most recently, NCSC implemented the three-year Kosovo Legal Profession (KLP) Program funded by the U.S. Agency for International Development (USAID). The Program, implemented in partnership with the Kosovo Bar Association (KBA), the University of Pristina Law Faculty (UPLF), and Iliria College Law Faculty, empowered the KBA to become a more inclusive, responsive, and accountable membership organization for legal professionals, created practical skills opportunities for law students within law faculties, promoted inclusion of underrepresented groups within the legal workforce, and brought together disparate voices within the justice sector through Bench-Bar meetings and other partnerships.

As the KLP program drew to a close in March 2015, analysis of membership data from the KBA revealed the continued growth of a youth deficit. The challenges presented by the youth deficit, and initiatives already implemented to remedy this deficit through improved practical training for students and internship opportunities, were discussed at a closing event held in Pristina at the end of March 2015. Bridging the gap between education and entry into the legal workforce, however, will require continued mobilization of professionals, educators, and students. This report maps the aspirations, concerns, and challenges of young Kosovar law graduates to identify opportunities for them to enter and stay within the legal workforce. The conclusions of the report and the recommendations presented as a result can inform Kosovar leaders, professional associations, and development partners of the type and scope of interventions that could be supported to bridge the gap between education and entry into the legal workforce, remedy the youth deficit within the legal workforce, provide new opportunities for youth, and empower women professionals to remain within the legal workforce.

---

<sup>12</sup> For more information on NCSC, see [www.ncsc.org](http://www.ncsc.org).

<sup>13</sup> For more information on NCSC in Kosovo, see [www.drejtesia-ks.org](http://www.drejtesia-ks.org).

# Annex 2: Youth and Gender Mapping Survey, Students

## **\*\*Questionnaire for Focus Group and Individuals—Students\*\*** Youth and Women in Justice Sector Survey

Please mark all answers that apply to you and provide additional details when requested. Please respond to open ended questions in writing, unless a facilitator asks you to only discuss your replies orally.

Date: \_\_\_\_\_

### **Participant Background**

Name (optional): \_\_\_\_\_

Age: \_\_\_\_\_

Are you:

- \_\_\_\_\_ Currently a student:
  - \_\_\_\_\_ Bachelor's degree
  - \_\_\_\_\_ Master's degree
  - \_\_\_\_\_ Other (please specify): \_\_\_\_\_
- \_\_\_\_\_ Graduated from (identify the school) \_\_\_\_\_ in year \_\_\_\_\_
- \_\_\_\_\_ Currently enrolled in an internship with:
  - \_\_\_\_\_ KBA Lawyer
  - \_\_\_\_\_ Ministry of Justice
  - \_\_\_\_\_ State Prosecutor
  - \_\_\_\_\_ Judge
  - \_\_\_\_\_ NGO
  - \_\_\_\_\_ Private Professional (e.g., notary, bailiff)
  - \_\_\_\_\_ Other (please specify) \_\_\_\_\_

The job title of your current supervisor if you are enrolled in an internship (include department, ministry or organization): \_\_\_\_\_

Number of years in current job \_\_\_\_\_

Number of years in legal profession \_\_\_\_\_

Are you a member of one or more professional organizations? Yes / No

If yes, name of organization(s): \_\_\_\_\_

Current City/Village and Municipality of Residence: \_\_\_\_\_

Home City/Village and Municipality: \_\_\_\_\_

Marital status:

\_\_\_\_\_ Married

\_\_\_\_\_ Single

- Widow
- Divorced/ Separated
- Other

Number of Children: \_\_\_\_\_

Dependents you care for:

- Children living with me
- Parents, parents in laws, or other relatives
- Other (please specify) \_\_\_\_\_

In an average week, how much time per day do you spend on the following activities?

Family, Childcare, Household Duties	Work	Community or Social Activities
<input type="checkbox"/> None	<input type="checkbox"/> None	<input type="checkbox"/> None
<input type="checkbox"/> 1-2 hours	<input type="checkbox"/> 1-2 hours	<input type="checkbox"/> 1-2 hours
<input type="checkbox"/> 3-5 hours	<input type="checkbox"/> 3-5 hours	<input type="checkbox"/> 3-5 hours
<input type="checkbox"/> 6-8 hours	<input type="checkbox"/> 6-8 hours	<input type="checkbox"/> 6-8 hours
<input type="checkbox"/> More than 8 hours	<input type="checkbox"/> More than 8 hours	<input type="checkbox"/> More than 8 hours

Do male and female legal professionals have the same childcare and family consideration?

Yes	No	Do Not Know
-----	----	-------------

Why or why not?

---

### **Motivation**

1. Why did you decide to study law? Why did you choose law as a profession? *(Mark all that apply)*

- Prestige/Status
  - Income Potential
  - Family Influence
  - Desire to Change Society
  - Want to Ensure Justice
  - To learn the law to know my rights or teach others their rights
  - As a Step Toward a Political Career
  - Other (please specify)
- 

2. Do you have or did you have a positive experience studying at your law faculty? Do you or did you feel prepared to practice law professionally after university?

Yes	No	Do Not Know
-----	----	-------------

3. I hope to stay in the legal profession

- For the next five years \_\_\_\_\_
- For the next ten years \_\_\_\_\_

**Factors Behind Participation of Women**

4. Men and women have equal access to law education.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

Why or why not?

---

5. I believe the views and opinions of women working within the justice sector are valued and respected.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

Why or why not?

---

6. Men and women who enter legal education and the legal professions are treated the same by their family and community.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

Why or why not?

---

7. I believe that the participation of women in law faculties is:

Too Low	About Right	Too High	Do Not Know
---------	-------------	----------	-------------

8. I believe that the number of women in the following legal professions is:

	Too Low	About Right	Too High	Do Not Know
Lawyers				
Public Prosecutors				
Judges				

## Training and Education Environment

9. During your law studies, how much did you participate in class?

Frequently	Sometimes	Rarely	Never
------------	-----------	--------	-------

10. I felt more comfortable participating in classes taught by:

Male Instructors	Female Instructors	Both
---------------------	-----------------------	------

11. During your legal studies were more courses taught by:

Women instructors \_\_\_\_\_

Men instructors \_\_\_\_\_

12. As a law student I think that my male instructors and female instructors provided the same level of instruction in terms of quality and substance.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
-------------------	-------	----------------------------------	----------	----------------------

13. As a law student I think that my male instructors and female instructors provided the same level of *effective instruction* in teaching the courses.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
-------------------	-------	----------------------------------	----------	----------------------

14. Men and women are treated the same in the classroom, and receive equal attention and opportunity to participate in class.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
-------------------	-------	----------------------------------	----------	----------------------

Why or why not?

---

15. In your opinion or based on your experience, victims of crimes or private clients who seek legal representation prefer male prosecutors and defense lawyers rather than female prosecutors and defense lawyers.

Yes	No	Do Not Know
-----	----	----------------

16. In your opinion or based on your experience, parties in a trial prefer male judges rather than female judges.

Yes	No	Do Not Know
-----	----	----------------



**Future Prospects**

17. What profession is the most attractive for a law graduate?

- Judge
- Prosecutor
- Lawyer
- Ministry or Municipality Legal Department
- Notary or Private Bailiff
- NGO
- Other \_\_\_\_\_ (please specify)

18. Prospects for hiring are available equally for men and women working in the justice sector.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

Why or why not?

---

19. Prospects for advancement are available equally for men and women working in the justice sector.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

Why or why not?

---

20. Women who choose to work in the justice sector as judges are highly respected.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

Why or why not?

---

21. Women who choose to work in the justice sector as lawyers are highly respected.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

Why or why not?

---

22. Women and men legal professionals who do equivalent work receive equal compensation and benefits, such as salary and pension.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

23. I believe that my classroom environment is/was free from harassment and hostility towards women.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

24. I believe there are obstacles women face when working in the justice sector as judge.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

If you agree, what are some of those obstacles?

---

25. I believe there are obstacles women face when working in the justice sector as lawyer.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

If you agree, what are some of those obstacles?

---

26. What do you feel you need to succeed in your career? (Mark all that apply)

- Access to childcare
- Professional development/Continuing education opportunities
- Mentorship
- Greater gender equity in the workplace
- Other (please specify)

27. What would attract more women to enter the legal professions (lawyer, prosecutor, judge, law faculty)? (Mark all that apply)

- Better salary
- More opportunity for advancement
- More public respect and prestige
- Additional support for family i.e., child care, housing
- Other  (please specify)

28. What profession do you plan on joining after you graduate?

- Judge
- Prosecutor

- \_\_\_\_\_ Lawyer
- \_\_\_\_\_ Ministry or Municipality Legal Department
- \_\_\_\_\_ Notary or Private Bailiff
- \_\_\_\_\_ NGO
- \_\_\_\_\_ Other \_\_\_\_\_ (please specify)

**Internships**

29. Men and women have the same internship opportunities in the justice sector.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

Why or why not?

---

30. Men and women interns are treated the same in the workplace, and receive equal attention and opportunity to participate.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

Why or why not?

---

31. Based on my opinion or experience, women and men are equally recruited as interns.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

32. Based on my opinion or experience, men and women interns participate equally in the work environment and have equal access to practical experiences.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

# Annex 3: Youth and Gender Mapping Survey, Professionals

## **\*\*Questionnaire for Focus Group and Individuals—Professionals\*\*** Youth and Women in Justice Sector Survey

Please mark all answers that apply to you and provide additional details when requested. Please respond to open ended questions in writing, unless a facilitator asks you to only discuss your replies orally.

Date: \_\_\_\_\_

### **Participant Background**

Name (optional): \_\_\_\_\_

Age: \_\_\_\_\_

Are you:

- \_\_\_\_\_ Graduated with:
  - \_\_\_\_\_ Bachelor's degree
  - \_\_\_\_\_ Master's degree
  - \_\_\_\_\_ Other (please specify): \_\_\_\_\_
- \_\_\_\_\_ Graduated from (identify the school) \_\_\_\_\_ in year \_\_\_\_\_
- \_\_\_\_\_ Working as a legal professional:
  - \_\_\_\_\_ KBA Lawyer
  - \_\_\_\_\_ Legal Aid Lawyer/NGO Jurist
  - \_\_\_\_\_ Ministry of Justice
  - \_\_\_\_\_ State Prosecutor
  - \_\_\_\_\_ Judge
  - \_\_\_\_\_ Private Professional (e.g., notary, private bailiff)
  - \_\_\_\_\_ Other (please specify) \_\_\_\_\_

Your current job title (include department, ministry or organization): \_\_\_\_\_

Number of years in current job \_\_\_\_\_

Number of years in legal profession \_\_\_\_\_

Are you a member of one or more professional organizations? Yes / No

If yes, name of organization(s): \_\_\_\_\_

Current City/Village and Municipality of Residence: \_\_\_\_\_

Home City/Village and Municipality: \_\_\_\_\_

Marital status:

- \_\_\_\_\_ Married
- \_\_\_\_\_ Single
- \_\_\_\_\_ Widow
- \_\_\_\_\_ Divorced/ Separated

\_\_\_\_ Other

Number of Children: \_\_\_\_

Dependents you care for:

\_\_\_\_ Children living with me

\_\_\_\_ Parents, parents in laws, or other relatives

\_\_\_\_ Other (please specify) \_\_\_\_\_

In an average week, how much time per day do you spend on the following activities?

Family, Childcare, Household Duties	Work	Community or Social Activities
____ None	____ None	____ None
____ 1-2 hours	____ 1-2 hours	____ 1-2 hours
____ 3-5 hours	____ 3-5 hours	____ 3-5 hours
____ 6-8 hours	____ 6-8 hours	____ 6-8 hours
____ More than 8 hours	____ More than 8 hours	____ More than 8 hours

Do male and female legal professionals have the same childcare and family consideration?

Yes	No	Do Not Know
-----	----	-------------

Why or why not?

---

### **Motivation**

1. Why did you decide to study law? Why did you choose law as a profession? *(Mark all that apply)*

\_\_\_\_ Prestige/Status

\_\_\_\_ Income Potential

\_\_\_\_ Family Influence

\_\_\_\_ Desire to Change Society

\_\_\_\_ Want to Ensure Justice

\_\_\_\_ To learn the law to know my rights or teach others their rights

\_\_\_\_ As a Step Toward a Political Career

\_\_\_\_ Other (please specify)

---

2. Do you have or did you have a positive experience studying at your law faculty? Do you or did you feel prepared to practice law professionally after university?

Yes	No	Do Not Know
-----	----	-------------

3. I hope to stay in the legal profession

For the next five years \_\_\_\_

For the next ten years \_\_\_\_

**Factors Behind Participation of Women**

4. Men and women have equal access to law education.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

Why or why not?

---

5. I believe the views and opinions of women working within the justice sector are valued and respected.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

Why or why not?

---

6. Men and women who enter legal education and the legal professions are treated the same by their family and community.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

Why or why not?

---

7. I believe that the participation of women in law faculties is:

Too Low	About Right	Too High	Do Not Know
---------	-------------	----------	-------------

8. I believe that the number of women in the following legal professions is:

	Too Low	About Right	Too High	Do Not Know
Lawyers				
Public Prosecutors				
Judges				

**Work Environment**

9. Men and women have the same job opportunities in justice sector.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

Why or why not?

---

10. Men and women legal professionals have equivalent formal, university-level, legal education from academic institutions authorized to award degrees in law.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

11. Men and women legal professionals possess adequate knowledge, skills, and training to practice law upon completion of legal education.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

12. Men and women legal professionals have the same access to continuing legal education to maintain and strengthen the skills and knowledge required by the profession of lawyer.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

13. How many training or continuing legal or judicial education courses have you received since you began your legal/professional career? (specify number)

---

14. In what areas do you think you need more training or continuing legal or judicial education courses? (specify topics)

---

---

---

15. Women are adequately represented in the profession of lawyer.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

16. In your opinion or based on your experience, victims of crimes or private clients who seek legal representation prefer male prosecutors and defense lawyers rather than female prosecutors and defense lawyers.

Yes	No	Do Not Know
-----	----	-------------

17. In your opinion or based on your experience, parties in a trial prefer male judges rather than female judges.

Yes	No	Do Not Know
-----	----	-------------

18. Men and women legal professionals have the same right to access clients (especially those detained) and witnesses as part of investigating and preparing cases.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

Why or why not?

---

19. Men and women legal professionals have the same right to appear before judicial or administrative bodies and are treated equally by such bodies.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

Why or why not?

---

20. Men and women legal professionals participate equally in decision-making in justice sector institutions and have equal access to leadership roles in professional associations.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

Why or why not?

---

21. Decisions by men and women judges are upheld and enforced with equal respect.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------



22. Male and female legal professionals are recruited, promoted, and transferred through a fair and impartial procedure based on objective and transparent criteria, such as their professional qualification, abilities, performance, experience, and integrity.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

23. Based on my opinion or experience, women and men are equally recruited as junior judges and are promoted based solely on their qualifications.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

24. Male and female judges have the same human resource support, including support with administrative and office functions and hiring, necessary to do his or her job.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

25. Women and men legal professionals who do equivalent work receive equal compensation and benefits, such as salary and pension.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

26. Men and women are treated the same in the workplace, and receive equal attention and opportunity to participate in the workplace.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

Why or why not?

---

27. I am able to practice without improper interference, intimidation, threats or sanction when acting in accordance with the standards of the profession.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

Why or why not?

---

28. I or other women colleagues in the justice sector have experienced or witnessed offensive or insulting comments based on sex or gender.

Frequently	Sometimes	Rarely	Never
------------	-----------	--------	-------

**Future Prospects**

29. Prospects for advancement are available equally for men and women working in the justice sector.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

Why or why not?

---

30. Women who choose to work in the justice sector as judges are highly respected.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

Why or why not?

---

31. Women who choose to work in the justice sector as lawyers are highly respected.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

Why or why not?

---

32. I believe that my work environment is/was free from harassment and hostility towards women.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

33. I believe there are obstacles women face when working in the justice sector as judge.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

If you agree, what are some of those obstacles?

---

---

34. I believe there are obstacles women face when working in the justice sector as lawyers.

Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree
----------------	-------	----------------------------	----------	-------------------

If you agree, what are some of those obstacles?

---

---

35. What would attract more women to enter the legal professions (lawyer, prosecutor, judge, law faculty)? (Mark all that apply)

Better salary \_\_\_\_\_

More opportunity for advancement \_\_\_\_\_

More public respect and prestige \_\_\_\_\_

Additional support for family i.e., child care, housing \_\_\_\_\_

Other \_\_\_\_\_ (please specify)

## **Annex 4: List of Interviews and Focus Group Discussions**

1. Key informant interview, Lulzim Paqarizi, Leader Judge, Gjakova Basic Court, Malishevo Branch – April 10, 2015.
2. Key informant interview, Majlinda Ademaj, Jurist, UPLF – April 14, 2015.
3. Key informant interview, Edmond Kumnova, Student, Iliria College – April 15, 2015.
4. Key informant interview, Aurora Mulhaxha, KBA Lawyer, Peja Region – April 17, 2015.
5. Key informant interview, Shpresa Ibrahim, Vice-Dean and Professor, Iliria College Law Faculty – April 20, 2015.
6. Key informant interview, Anton Ndrecaj, Legal Advisor, CLARD – April 20, 2015.
7. Key informant interview, Asdren Bytyqi, Student, UPLF – April 20, 2015.
8. Key informant interview, Kadrije Gogaj, Judge, Ferizaj Basic Court – April 21, 2015.
9. Key informant interview, Burim Qerkini, Prosecutor, Ferizaj Basic Court – April 21, 2015.
10. Key informant interview, Pranvera Ademi, Judge, member and coordinator for Mitrovica region of the Forum of Woman Judges and Prosecutors, Mitrovica Basic Court – April 24, 2015.
11. Key informant interview, Biljana Rexhiq, Judge, Court of Appeals, Chair of the Judges Association and Chair of the Board of the Forum of Woman Judges and Prosecutors – April 24, 2015.
12. Key informant interview, Rifadije Luzha, Graduate, KBA intern, Iliria College – April 24, 2015.
13. Key informant interview, Ilire Vitija, Graduate, UPLF – May 4, 2015.
14. Key informant interview, Shpresa Rama, KBA Lawyer, previous Chair of the KBA Gender and Minority Committee – May 14, 2015.
15. Key informant interview, Mirlinda Batalli, Professor, UPLF – May 19, 2015.
16. Focus group discussion at Gjakova Basic Court, Malisheva Branch, with 6 interns (4 male, two female) – April 10, 2015.
17. Focus group discussion, UPLF and Iliria College students, with 7 students (6 female and one male) – April 14, 2015.
18. Focus group discussion, UPLF students, with 5 female students – April 15, 2015.
19. Focus group discussion at KBA, with 8 female students/interns – April 15, 2015.
20. Focus group discussion at Mitrovica Basic Court, Skenderaj Branch with 7 interns (4 male and 3 female) – April 16, 2015.
21. Focus group discussion at Iliria College with 6 male students – April 28, 2015.

## Annex 5: Counting What Counts

The analysis of the gender and age of members of the judiciary and legal professions is presented below based on official data collected from the KBA, KJC, and KPC. These numbers indicate a youth deficit within the judiciary and legal professions. Similarly, women remain underrepresented as judges, prosecutors, and lawyers.

### Judges

Age	30-35	36-49	Above 50
Total	31	134	193
<b>Total judges</b>	<b>358</b>		

Gender	Male	Female
Total	249	109
<b>Total judges</b>	<b>358</b>	

### Prosecutors

Age	30-35	35-40	40-50	Above 50
Male	4	14	13	56
Female	2	8	13	27
Total	6	22	26	83
<b>Total prosecutors</b>	<b>137</b>			

Gender	Male	Female
Total	87	50
<b>Total prosecutors</b>	<b>137</b>	

### Lawyers

Age	20-29	30-39	40-49	50-59	60-69	70+
Male	8	53	38	136	207	60
Female	4	13	14	25	13	2
Total	12	66	52	161	220	62
<b>Total lawyers</b>	<b>573</b>					

Gender	Male	Female
Total	502	71
<b>Total lawyers</b>	<b>573</b>	