Activity 29162 - HALO Humanitarian Mine Action and Cluster Ammunition activities 2016-2020
Kosovo Progress Report 2019
1 January 2019 - 31 December 2019
Total grant: USD 381,602
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Executive Summary

This report covers the achievements made by the Netherlands-funded demining teams in Kosovo from 1 January to 31 December 2019. The report covers achievements of the third year against a four year $381,602 grant provided by The Netherlands, as well as matched funding from an Anonymous US Foundation due to end on 31 August 2020.

The project has the following intended outcomes:

- Security and stability is enhanced, risk of death and injury to individuals and communities reduced.
- Enhanced resilience of vulnerable groups through improved access to resources, livelihoods and socioeconomic reconstruction.

A thorough review of HALO’s mine action strategy in Kosovo and the execution of HALO’s socio-economic baseline assessment led to the addition of the following intended outcomes for 2019:

- Measure the socio-economic and security effects of mine action activities for households affected by explosive remnants of war (ERW) in Kosovo using baseline and endline surveys.
- Inform re-prioritisation of remaining contaminated areas in Kosovo with updated, empirical, socio-economic and operational data.
- Advocate for the inclusion of mine action in the post-2021 National Development Strategy by illustrating the alignment between humanitarian mine action activities and Kosovo’s development priorities.

During 2019, HALO deployed two demining teams under this grant that cleared and released five minefields, returning 96,319m² of land back to communities, exceeding the annual target for land release by 120%. By the end of the third year of the grant, Netherlands-funded teams reached 96% of the total grant target for mined land returned.

To date, this project has directly benefitted 336 Kosovars and indirectly benefitted another 9,123 – exceeding the overall direct beneficiary target by 175% and the indirect beneficiary target by 275%. HALO, therefore, is on track to meet and potentially surpass all proposed grant targets.

The principal outputs for the project in 2019 are as follows:

- 96,319m² of minefield returned to the community (of which 66,016m² cleared and 30,303m² reduced) out of an annual target of 80,000m².
- 79 direct and 3,326 indirect beneficiaries of clearance reached

<table>
<thead>
<tr>
<th>2019 Clearance Achievements</th>
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<tr>
<td>Area cleared in 2019 (m²)</td>
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<td>66,016</td>
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Table 1: The outputs achieved against the targets set for the 2019 grant period
Country Context

After the latest series of EU-brokered talks between Serbia and Kosovo broke down in 2018, negotiations between the two countries stagnated. In October 2019, the US Administration appointed its Ambassador for Germany, Richard Grenell, as the Special Envoy for Serbia-Kosovo relations to re-start the process alongside the newly appointed EU Foreign Policy Chief, Josep Borrell. Some see the EU and US as having disparate and contradictory strategies, while others see the US involvement as a sign of reengagement of the international community in the process of normalising relations.

A series of public sector strikes swept across Kosovo at the start of the year, manifesting after Prime Minister Ramush Haradinaj doubled the salaries of his cabinet members in 2018. The strike started with public educators and quickly grew to encompass other sectors, including medical staff, judges, and air traffic controllers, who felt angered by the move when civil salaries have been frozen for years. The demands of the strikers included, amongst other things, 30% salary increases.

In February 2019, 40% of HALO’s operational workforce decided to go on strike as well. The demands presented to HALO mirrored those of the public sector strikers. With the government acceding to some salary increases, HALO embarked on a salary benchmark and cost-of-living analysis to understand the demands of the strikers and the impact that wide-spread public salary increases could have on the cost of living for HALO employees.

The analysis showed that HALO’s salary levels were in line with salaries in comparative sectors. However, after the substantial raise of salaries by the government, HALO’s salaries would lag behind. HALO introduced new salary levels, after which all operations staff returned to work at the end of March. The revised salary scales did not result in major material overspends on this grant, and HALO salaries now rest just above public sector averages. However, one of the two teams supported by the Netherlands did participate in the strike, and therefore one month’s productivity for the team was lost. The programme was nevertheless able to successfully reach its 2019 outputs.

Emigration continued at alarming rates and figures now assess that 15.4% of Kosovo’s population has left the country since 2007.1 Unemployment, the lack of job security, long working hours and low remuneration are the main factors that push Kosovars to migrate. In 2019, HALO lost 8% of its workforce to emigration or as a result of high-skilled workers earning jobs in the public sector after years of sitting on waiting lists, namely for positions in the security force or medical sectors.

The government called for snap elections, prompted by the sudden resignation of Prime Minister Haradinaj in July, after he was called in for questioning by a Hague-based court investigating alleged crimes committed during and immediately after the 1998-1999 Kosovo War. Parliamentary elections were held on October 6th. The two main opposition parties received the most votes led by Vetëvendosje who

formed a coalition with Democratic League of Kosovo (LDK). Vetëvendosje leader Albin Kurti became Prime Minister leading an anti-corruption platform. Prime Minister Kurti formalized his government on February 3rd, after an extended period of coalition building. The new government’s platform includes dialogue with Kosovo’s minorities and the EU as a top priority for the country. This election saw historic levels of voter turn-out, especially amongst young voters.

Despite the political turbulence, Kosovo’s economy grew by 4.2% in 2019, surpassing growth of other Western Balkans neighbours.2 Significantly, 2019 marked 20 years since the end of the war, and celebrations were held in Pristina and elsewhere across the country. Within the mine action sector, crucial developments were made including the introduction of the 2019-2024 Multi-Year Strategic Plan for Mine Action, which sets the goal of addressing the mine and cluster munition problem in Kosovo in 2024—an aspiration which is achievable with the generous funding by The Netherlands Government under this grant.

Inputs

In 2019, HALO continued to deploy one team with Netherlands funding with one additional team funded through an associated match grant. The following inputs were deployed.

Personnel

Netherlands funding during 2019 provided employment for 16 national staff that made up two demining teams consisting of seven operational staff each, assisted by four national support staff. One storeman was allocated throughout the whole year and a Community Liaison Officer, security guard and maid each for the last three months of 2019. This grant also supported the salary of one international Programme Manager for one month.

As discussed in greater detail in the following segments of this report, 24 HALO managers (21 men and 3 women) within both operations and administrative departments were provided with leadership training on gender sensitivity, inclusivity and management in mid-July. This course was funded by the Netherlands through a sub-contract with Gender and Mine Action Programme.

Equipment

The teams funded by both The Netherlands and its matched grant used existing HALO Kosovo equipment, including vehicles, metal detectors, personal protective equipment and demining tools. No equipment has been purchased under this project in 2019.

2 https://www.imf.org/en/Countries/UVK#ataglance
The following section outlines how Netherlands funding to HALO contributed to the Sustainable Development Goals and subsequently the Ministries’ Human Security Sub-Goals as described in the *Grant policy framework for the Mine Action and Cluster Munitions Programme 2016-2020.*

**Outcome 1: Security and stability is enhanced, risk of death and injury to individuals and communities reduced**

Netherlands funding during this reporting period enabled HALO to clear 66,016m² and reduce 30,303m² of land previously thought to be mined. The programme surpassed its 2019 land released target, meeting and exceeding the output at 120%. As planned, no cluster strike area was cleared during 2019. As a result of the mine clearance conducted, three anti-personnel mines and one anti-tank mine were found and destroyed. In total, 79 direct and 3,326 indirect beneficiaries are finally able to safely use the cleared land, unlocked around the villages of Biçec, Devë, Dardhishtë, and Koshare. Ongoing clearance continues at Dimçë village, where the team briefly worked in November. Teams also completed clearance on a minefield near Gorozhup village, where HALO started had been working since August 2017. Notably, Netherlands funding this year contributed to clearance of one of the country’s remaining anti-tank minefields in Dardhishtë village.

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In conducting post-clearance surveys, HALO assessed 13 households from four completed minefields and one cluster strike area where clearance was completed in the last year, representing 69 household members. Upon measuring feelings of safety, HALO discovered that 100% of interviewed direct beneficiaries reported feeling safer land release. Therefore, the project target of 75% was met and exceeded. Of those interviewed, 77% stated that they feel safer letting their children play near the cleared area, while 85% reported feeling more connected to their community. However, only 46% admitted that they feel safer exploring new areas.

When comparing responses from the pre-clearance and post-clearance assessments, 82% of the above interviewed beneficiaries recorded increased feelings of safety. Post-clearance surveys are typically recorded six months to one year after land release or task handover took place, meaning that respondents may not necessarily recall their original stated feeling of safety. Without a better system for measuring feelings of safety, HALO included a supplemental question to the post-clearance survey asking direct beneficiaries whether they feel safer following clearance, out of which 100% responded positively.

**Case Study: Kadri Dardhishta has a chance to fulfil his dream of building a farm**

Dardhishtë is a village that lies in the municipality of Kaçanik in southern Kosovo. After the Kosovo war of 1999, everything was destroyed and land was heavily mined due to its location along the border of Northern Macedonia. Thanks to the matched funding unlocked by the Netherlands, clearance of Dardhishtë was made possible, and the village is now free from all known mined areas.
Kadri Dardhishta (55) works as a kindergarten guard in the city of Kaçanik and owns a small piece of land for farming. He lives with his wife Fazlije (47), their daughters Merita (24) and Mehrije (22), and son Driton (20). “Landmines were a genuine threat for the lives of my family. HALO deminers cleared my land and all minefields of the village now. I am thankful that my call for help was answered. By clearing my land, HALO gave me the opportunity and security to return back home, grow my own food, and feed my family”.

Kadri also says that he plans to build an animal farm and grow plants just like they did before the war and the landmine threat. “My brother and I had great plans. We returned from Switzerland right after the war, because we thought we had a safe future ahead of us. We left everything behind because of homesickness. My brother stepped on a mine that resulted in him losing his leg and having some fractures as well.” “We couldn’t find him for days – one shepherd found him covered in his own blood. It was terrible. We could not go back to our homes anymore, so we moved to the city of Kaçanik. We lived there ever since. I was so afraid anything would happen to our children.”

Kadri’s brother, Shahin, moved to Skopje of North Macedonia to live with his family. His leg had to be amputated and could not afford to live in the village anymore. He has doctor appointments every week, and has to be closely supervised by them.

HALO cleared minefields around Dardhishtë’s from July until November 2019, with a team of eight people. They found one anti-tank mine – one of the few remaining anti-tank mines left in the country.

Outcome 2: Enhanced resilience of vulnerable groups through improved access to resources, livelihoods and socioeconomic reconstruction

Of the minefields cleared and released in 2019, land is being put back into productive use by vulnerable rural populations for the following purposes:

- 73% for natural resources
- 27% for agriculture
Two of the minefields released during this reporting quarter are now safe to be used for foraging and woodcutting, while the other three minefields can be used for cultivation and grazing animals. More detailed land use and its impact will be extracted through post-clearance surveys, scheduled for six months to a year following completion of clearance.

Of the 69 beneficiaries assessed during post-clearance surveys, 54% stated they are earning more money now as a direct result of clearance, while 15% said that they plan to use the cleared land in the near future – which includes a plan to connect power lines that will provide stronger electricity for around 200 residents. Of those who already own livestock, 14% reported having more now, or planning to get more soon, as a direct result of increased access unlocked by clearance. Furthermore, 14% said they will start cultivating wheat and oats now that their land is cleared. Lastly, 30% of interviewed direct beneficiaries reported that they are already using their land for foraging and/or woodcutting activities, while 10% said that they plan to do the same.

Additionally, 69% of post-clearance respondents reported improved access to either infrastructure, public services, natural resources, agriculture, or roads and pathways. This percentage is close to the expected target of 75%, with beneficiaries already using land in cases when they have no alternative route or no other choice.
For the minefields cleared and released during 2019, which were located in villages of Gorozhup, Biçec, Devë, Dardhishtë, and Koshare, HALO has calculated a total direct beneficiary count of 71, and 3,575 indirect beneficiaries.

Outcome 3: Measure the socio-economic and security effects of mine action activities for households affected by explosive remnants of war (ERW) in Kosovo using baseline and endline surveys

The household socio-economic survey included questions pertaining to household demographics, income and economic security, the perceived effects of explosive hazards, and anticipated benefits of clearance. From this data, the potential social and economic impact was assessed for the baseline, and the actual social and economic impact can be assessed post-clearance.

The teams surveyed 242 households representing 2,250 people. As direct beneficiaries — people who have used the land in the past or indicate that they will do so after clearance — they represent 86% (208) of the sampled households and 90% (2,017) of the individuals represented.

According to the survey results, households affected by ERW have lower household incomes, are less likely to be employed, and are far more likely to be engaged primarily in farming or livestock rearing than is the general population in Kosovo.

Approximately 15% of the surveyed households have been affected by a human or animal accident involving ERW. Of those who are aware of the location of a hazardous area, 45% nonetheless reported still using the land weekly or more frequently. More than half of all households also report that they knowingly walk or drive on contaminated land, with a quarter of those arguing that using the road or path is critical to their survival or income.
Business owners anticipate both direct and indirect benefits of clearance. These benefits are expected through increased land to cultivate, increased numbers of livestock owned, and increased tourism or other traffic in their areas after clearance. Several business owners reported that they also anticipate being able to hire more people as a result, with an anticipated increase in the number of women hired compared with the proportion in the workforce overall.

All findings on this outcome can be found on the baseline report annexed to this report. Based on these findings, mine action activities in Kosovo are expected to contribute to several national development goals, including the reduction of poverty, improvements in food security, reduced inequalities, improved ability to protect natural resource areas, and the improvement of peace and stability in the region. In order to best use this information to inform an efficient and effective approach to clearing the remaining contamination in Kosovo, this data needs to be integrated into the process of prioritising future tasks.

**Outcome 4: Inform re-prioritisation of remaining contaminated areas in Kosovo with updated, empirical, socio-economic and operational data**

In Kosovo, each task in the national Information Management System for Mine Action (IMSMA) database is categorised by the Kosovo Mine Action Centre (KMAC) as high, medium, or low priority. The current prioritisation system is based on four main criteria, including the reduction of risk, the reduction of poverty, the promotion of development priorities, and the level of urgency/timeliness associated with the task. Within that framework, some criteria automatically move an area into the “high” priority category, such as a recent mine accident or if the hazardous area is blocking the rehabilitation of infrastructure.

HALO Kosovo supports the logic underlying this approach to prioritisation. We believe that the data gathered through the socio-economic baseline can be used to supplement what is currently known about the remaining tasks in Kosovo in order to promote the greatest good for the greatest number of people in the shortest amount of time among those still affected by mine and ERW contamination. However, not only should certain single criteria classify a task as “high” priority, but also a combination of the proposed criteria. HALO has therefore proposed a modified version of the current prioritisation matrix, which will be submitted to KMAC.

Using the revised criteria and the data gathered, nine of the 74 future tasks are rated “low” priority, 31 are rated “medium” priority, and 34 are considered “high” priority. The effects of this new approach on the priority rankings of the future tasks is explored in more detail in the baseline report.

**Outcome 5: Advocate for the inclusion of mine action in the post-2021 National Development Strategy by illustrating the alignment between humanitarian mine action activities and Kosovo’s development priorities**

Humanitarian Mine Action activities in isolation are not sufficient for the achievement of the goals laid out in the SDGs or in the current National Development Strategy of Kosovo. However, clearance activities are necessary in order to maximise the potential progress toward these goals. In particular, clearance
opens access to existing resources so that steps can be taken towards the end goals of promoting small and medium-sized enterprises, developing infrastructure, and enhancing the agricultural sector without drawing on public funds. Each of these, in turn, helps to reduce poverty and inequality, improve food security, and promote industry across the country – especially for some of the most vulnerable and remote communities.

Furthermore, clearance will promote the sustainable management of forests in Kosovo, and on completion, it is expected that opportunities for foreign investment will improve. Taken together, the impact clearance will have in progressing Kosovo toward its national development goals suggests that it should be considered an essential activity in the implementation of the post-2021 National Development Strategy. While the Kosovo Government is still forming, HALO is planning to compile data to advocate and present results in the drafting of the new plan which is due to take effect in 2022.

Impact

The socio-economic baseline assessment study, initiated in 2018, and continued through 2019, has become a crucial tool that determines programme’s work plans, and more importantly, has played an important role assisting the national authority in developing its Multi Year Strategic Plan for the Mine Action Sector in Kosovo (2019-2024). Though the majority of data collection was done in 2018, further analysis of pre-clearance surveys for the baseline assessments during 2019 determined that a further 25 dangerous areas needed to go through the assessment in order to gain a complete picture of all remaining dangerous areas. All known remaining dangerous areas and their associated affected households have been assessed during this baseline assessment, providing a picture of the socio-economic and security implications of ERW on affected communities.

The economic benefits of clearance in affected communities are evident. The data shows us that ERW affected communities are disproportionately living beneath the poverty line when compared to their counterparts in the general population. It also shows communities live with a persistent feeling of fear, which restricts free movement and obstructs access to vital services. By removing the threat of mines and cluster submunitions from their land, HALO’s work makes vulnerable communities safer, more resilient and self-reliant.

HALO has used the data collected from communities to establish more robust methods of prioritisation and to align HALO’s priorities to reduce human insecurity, decrease in poverty, increase food security, and promote business development. HALO believes that taking household level data into account provides more accurate data from which to determine rank of priority in clearance. HALO’s prioritisation system is not meant to replace the one used by KMAC, but rather enhance the prioritisation work that is already being done, by considering a multitude of factors including, contemporary socio-economic and security data from affected households, municipal development plans, history of accidents, and item type.

Potential linkages between the clearance of the remaining mine contamination, the SDGs, and the anticipated development priorities in the upcoming National Development Strategy are explored in
greater detail in the socio-economic baseline study. The study measures impacts of mine action on income and economic security, perceived effects of explosive hazards, and anticipated benefits of clearance. It furthermore dives deeper into the direct and indirect linkages between the benefits of clearance on affected communities and the SDGs based on the data collected.

The above-mentioned connections are linked to the Netherlands Human Security Sub-Goals 1.1 and 1.3, including: the improvement of human security for vulnerable groups; enhanced resilience through more sustainable livelihoods; equal access for both men and women to basic services and resources; prevention or reduction of future incidences of violence and conflict; reduction in migration; and contribution to a more sustainable national peace and stability.

The multi-year funding provided by this grant enables the collection of long-term impact data to better understand the contribution HALO’s clearance makes in affected communities, in order to better prioritise clearance in the future. Additionally, it provides secure employment for our deminers, of which 95% are the sole breadwinners of their households. Multi-year funding avoids the need to scale up and down each year, a process which requires time and funding to re-hire and re-train staff, and damages morale. It further prevents skill fade and enables the programme to maintain institutional knowledge of clearance and of the communities where we have worked hard to build trusting relationships. By maintaining this knowledge and experience, HALO has been able to build and strengthen its team and increase its performance year after year, as deminers and operators become more experienced.

**Sustainability of Outcomes**

The impact of mine clearance increases over time, not only when beneficiaries start to use the cleared land, but later on when they begin reaping the benefits further down the line. Post-clearance assessments suggest that direct beneficiaries benefit from clearance in numerous ways – 54% already report improved livelihoods by foraging, woodcutting, and hunting – securing a savings of around 400 EUR per family per season. Furthermore, 15% reported that they own more livestock now and that they plan to cultivate more crops as a direct result of clearance – resulting in selling agriculture products such as milk and wheat.

Additionally, the majority of interviewed beneficiaries reported that the most significant impact of clearance is the increased feeling of safety, knowing that they and their community can move freely, their children can play safely, their livestock can graze in peace, and the whole community is safe from dangerous remnants of war. Moreover, clearance allows these direct beneficiaries to use their land every season without any fear, compounding these benefits over time. They are now able to cultivate, grow, profit and invest cost savings into improving their livelihoods for themselves and their families – a practice that keeps on giving.

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4 HALO 2019 Staff Survey
Monitoring, evaluation and learning

Given the recent change in government and the constantly evolving economy in Kosovo, the programme will now conduct annual salary benchmarking to ensure the organisation stays ahead of shocks and remains proactive in the face of emerging crises. To this aim, the programme works together with our partner organisations in the mine action sector, as well as other civil society organisations such as Kosova Women’s Network and the American Chamber of Commerce, to collect relevant and contemporary market data. The organisation is making greater effort to increase transparency of its management, drafting a dual-language consolidated policy handbook to distribute to all employees at the start of 2020, and introducing new avenues for issuing grievances, via a new anonymous ‘Safe Call’ hotline and complaint/comments box near the entrance of the office.

The programme is also expanding opportunities for collective engagement and training. After a review of operational team structure in 2019, HALO has determined to modify team sizes and introduce a formal assistant team leader position in 2020 to improve management and open pathways for upward mobility.

Data collected from the 2018-2019 Socio-Economic Baseline Assessment has been used to re-assess the existing prioritisation systems used for minefield and battle area clearance in Kosovo. Factors that HALO has used in the updated prioritisation system includes: perceptions of fear, type of evidence, municipal development plans, proximity to populations and the socio-economic status of those communities. HALO’s prioritisation methodology is meant to complement the existing prioritisation framework currently employed by KMAC and improve its accuracy. Ultimately, HALO selects its work-plans on an annual basis with approval from KMAC. By sharing HALO’s prioritisation considerations with KMAC, a more robust clearance plan can be considered and put into effect.

Post Clearance Assessment

Several lessons were learned during the collection and analysis of pre-clearance data during the baseline assessment. These lessons have been used to implemented more effective and accurate post-clearance surveys.

During the collection of pre-clearance data, it became apparent during analysis that the surveyors sometimes recorded the gender of the respondent rather than the gender of the head of household. This oversight made comparisons between man- and woman-headed households difficult, as households (HHs) listed as woman-headed may have actually been man-headed with a woman-respondent and vice-versa. This has been amended for the post-clearance assessment form to allow for data corrections.

Furthermore, a big challenge for analysing data was the lack of closed-ended questions that led to the survey team having to group answered into sections, which was time-consuming and difficult. The revised post-clearance survey form is designed in such a manner to allow single or multiple-choice answers in order to get the most accurate data for analysis. Additionally, with answer fields that require numeric
values, HALO provided code sheet that are typed when a beneficiary does not know the answer or does not prefer to answer it – rather than leave a blank cell.

HALO re-assessed the idea of creating qualitative questions to capture beneficiary specific impact, such as their personal perceptions of most significant changes due to clearance activities, leaving space for additional comments or concerns. HALO ensures follow up related questions are asked regarding set indicators, e.g. when asked about increased feelings of safety, enumerators also ask whether the beneficiaries feel safer letting their children play, or exploring new areas.

Overall, the survey provided socio-economic data related to all remaining tasks in Kosovo, and a substantial amount of meaningful data were gathered that can be used to both prioritise future tasks and illustrate socioeconomic changes post-clearance. The shortcomings and lessons learned from the administration of the pre-clearance surveys will serve to make the endline portion of the project even stronger.

**Gender Equality**

Kosovar women lack equal access to employment as a result of prevailing traditional gender roles, with authorities lacking capacity to develop and implement more gender responsive labour market policies and services. Women’s participation in Kosovo’s formal workforce sits at a dismal 18% - much lower than that of other Western Balkan countries.⁵

HALO is committed to improving employment outcomes for women in Kosovo. To that end, HALO has established policies and practices to remove barriers to employment through targeted recruitment drives, the provision of childcare allowances for mothers and single parents, and family leave allowances above national requirements. In partnership with the Kosova Women’s Network, HALO established these policies in 2018 and continues to develop them over time. In 2019, HALO embarked on a policy review, due to roll out in 2020, that includes increased family leave provisions and additional protections for new and expectant mothers in the workplace. The ability to make bold policies that protect and provide security for HALO employees would not be easy without multi-year funding – which provides sustained and predictable funding that can be budgeted for these purposes.

Understanding that policies alone do not address every factor driving women from the workforce, HALO strongly promotes transparent, accountable, and gender sensitive management practice, ensuring women are not only provided opportunities for upward mobility, but that HALO establishes an environment where more women can see themselves in positions of power and authority. In July 2019, Netherlands funding from HALO’s programme in Ukraine was redirected to provide a gender sensitivity, inclusivity and leadership training from HALO staff in Kosovo. The aim of the training was to introduce HALO’s senior administrative and operational managers to issues that influence their day-to-day

management – including unconscious bias, discrimination, safeguarding, and myths about gender stereotypes.

Funding from this Netherlands grant has provided funding for two gender-balanced teams for four years. It has opened pathways for management training for all HALO managers to consider gender sensitivity within their leadership practice. It has also provided funding to establish robust data collection processes whereby the programme’s mixed-gender survey team strongly encourages women’s participation in surveys and handovers, in order to gain insight into the effects ERW have on women and to collect and consider their knowledge, too. Netherlands funding has provided for a Community Liaison Officer whose role is to maintain gender balance during surveys and handover ceremonies, and to ensure the data collected by HALO is reflective of the entire community. HALO will ensure that gender and diversity are included and taken into consideration in all phases of mine action projects and much of the best practice now used in the Kosovo programme is the direct result of this Netherlands funding.

“I had a really good time during the GMAP training. As a recent team leader of a mixed gender team, the training provided useful insights that I was not aware of before such as unconscious bias” – Drilon Halili, HALO Team Leader
Coordination with National Authorities and Local Partners

HALO continued organising monthly coordination meetings with KMAC’s Director, Ahmet Sallova, to develop work plans and clearance strategies, share data, and discuss other issues raised during the year. KMAC’s Quality Assurance officers conducted unannounced weekly site visits to HALO operational teams, and participated in quarterly operational planning meetings at HALO’s headquarters in Gjakova to coordinate clearance planning and discuss detector testing HALO performed on handheld detectors throughout the year.

HALO was given the opportunity to participate in a NATO-led EOD conference to discuss countrywide changes and challenges facing EOD operators on April 17th, 2019. During the conference, HALO introduced its operations, and showcased the work made possible with Netherlands funding, including its gender policy and steps taken to increase women’s participation in the sector.

HALO initiated field visits with partner organisations in country, including NPA and NATO, to share best practice for cluster munition clearance, given the particular threat faced in Kosovo. HALO teams hosted Liaison and Monitoring units from the Kosovo force (KFOR) to enable regular communication between their teams conducting liaison and awareness raising in the communities they are assigned.
On 3rd May 2019, the Netherlands Deputy Head of Mission to Kosovo Mr. Peter van der Bloemen, visited the Netherlands funded minefield in Gorozhup village, where Netherlands funding has supported clearance since 2017. The area was completed on May 2019, having destroyed 13 landmines. It was handed back to the community shortly thereafter, and the Embassy was informed upon its completion.

Innovation

In May 2019, the programme received ten new Handheld Stand-off Mine Detection System (HSTAMIDS) detectors from the US Department of Defence (DoD) Humanitarian Demining R&D Department to use for mine clearance. This donation was followed by a comprehensive HSTAMIDS training course provided by a certified instructor, enabling the deployment of 10 new operators. As a direct result, HALO was able to supply each demining team with sufficient HSTAMIDS capacity, subsequently increasing average team productivity by a further 2%. Since the detectors were first introduced in 2016, mine clearance productivity has doubled.

Of the ten new HSTAMIDS operators, four were women. This training enabled the first female HSTMAIDS operators on the programme of which one worked on Netherlands-funded clearance tasks. The HSTAMIDS operator position receives higher pay, as use of the detector is complicated and cumbersome. Since May, two of the five highest performing HSTAMIDS operators were women.
In 2019, the programme’s attrition rate (those voluntarily leaving the organisation) was 8% - of which all were men. The main reason provided by those leaving the organisation was immigration or employment in the public sector, which is considered secure but difficult to break into. One woman, funded by this project, took eight months of paid maternity leave in 2019 and plans to return to work in April 2020. She reported that HALO’s childcare stipend supported her decision to return to work. In total, three mothers/single parents are making use of HALO’s childcare stipend. The programme has also made the stipend available to mothers who may not be able to access government registered childcare centres, by working together with them and their nanny or babysitter to ensure the stipend can still be accessed.

**Risks**

Despite the inter-ethnic challenges Kosovo faces, the working environment remains secure. HALO continues to maintain positive working relationships with its partners at the Kosovo Security Force and with NATO KFOR, and operate freely throughout the country. As of the end of 2019 a new government has yet to be formed, but HALO does not foresee any changes to working environment once this is done. As a result, HALO judges both the internal and external risks in Kosovo as being relatively low.

*External – Security & Politics:* A new government has yet to be formed in 2020, but HALO does not foresee any major changes to its operations. There may be risk for renewed collective action across Kosovo if dissatisfaction with wages continue in the public sector. Young workers continue to emigrate at high levels. The programme ensures sufficient staffing is in place to fill gaps in the event staff move abroad.

*Internal – Management Practices:* The programme is mitigating the potential for renewed collective action with regular coordination with other operators and annual salary benchmarking, in addition to making HALO policies more transparent to ensure staff understand their benefits and management decisions are transparent.
Internal – Operations: No specific operational risks during the reporting period and the initial assumptions from the country proposal remain relevant.

Conclusion

HALO is on track to meet its overall project targets by the end of the grant, having reached and exceeded its land released targets for 2019. In 2020, HALO will continue to conduct both mine clearance and battle area clearance throughout Kosovo deploying mixed gender teams. In line with the government’s National Mine Action Strategy, this grant has supported Kosovo in working toward its goal of fully addressing its mine and ERW problem by 2024 by clearing and returning 11 minefields and 2 cluster strikes back to local communities to be put back into productive use.

The impact of this clearance has not only made land safe for communities in Kosovo, it has opened up pathways for sustainable development and food security by removing barriers to agricultural development, livestock raising, and free movement. It is enabling families to live on their land without fear, and providing self-sufficiency and resiliency to vulnerable populations.

Report submitted by: Tim Kreuk
Date: 24 April 2020
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Annex A: Case Study

Raising awareness in the village of Biçec

The village of Biçec lies in the southeastern part of Kosovo and is inhabited by around 1,700 people, who mainly use the area for grazing and cultivating land. An area very close to the village center was mined a long time ago, and since then the villagers are scared to go near it. Multiple cow accidents have happened as a result of them stepping on mines so the mine threat was prevalent. Villagers were also able to find two PMA-2 mines in 2013 near a garden that lies inside the dangerous area.

Mustaf, a construction worker who was walking near the minefield, said that he saw himself a mine while walking around the area with a friend. He was using a path that goes around the minefield and can get you to the next village by foot.

The mined land is a private land but its ancestors are dead so the community has already started to use that land as a graveyard, and that is why the area was becoming more and more dangerous as the days were passing by. But since the community was aware of the mine threat, they had fenced the area for their own safety.

The town administrator, Shabi Dullovi, who is a retired teacher and has been the town administrator of Biçec for the last 44 years, has said that the village holds regular gathering to inform everyone about the mined area and how to be cautious. Parents are really worried for their children especially, because the dangerous area is quite close to the village center.

“We organized a public meeting, and agreed that until the last meter of mine clearance, no child should go near that area. There were a few instances when the mines were washed of by rain and fell into the graveyard zone.”

Nevertheless, not every villager takes part on these meetings, and there are still people who lack all necessary information regarding the dangerous area and the proper way how to conduct themselves around it.

“Last year, a grown up man riding a horse near the minefield saw a PMA-2 mine, picked it up and brought it to me. I told him ‘do not touch that, put it down on the ground right away’. If he only had slightly pressed the fuse, it would have blown him up right away. I called the police and informed them immediately. This was one of the people who didn’t attend village gatherings. He found the mine right above the graveyard.”

The villagers plan to use the minefield to expand the graveyard after its clearance. Clearance also enables safe burial ceremonies, as sometimes up to 500 people attend the ceremony, which is held right next to the minefield or a limited space and endangers a lot of people.

HALO started clearance on the minefield of Biçec in March 2018, and since then three PMA-2 anti-personnel mines were found and destroyed by the Netherlands-funded teams. With the funds from the Netherlands, the village of Biçec is now mine free and the villagers feel safer and able to utilize the previously contaminated land for grazing, cultivating, and foraging.

Shabi Dullovi, the town administrator of Biçec: “I wouldn’t want to lose any one of my villagers, I would rather die.”
Annex B: Theory of Change

**Inputs**
- Netherlands funding USD $97,421
- US private donor match USD $97,421

**Activities**
- Manual mine clearance
- Open sharing of data and innovations
- Coordination on the ground between national authorities, mine action agencies, development actor
- Coordinate with KNAC for approval and acceptance of the baseline assessment

**Outputs**
- 96,319m² of land cleared and released through mine clearance
- 12 coordination meetings with Kosovo National Mine Action Centre
- Results of the Baseline survey contribute to the development of the MySP 2019-2024

**Immediate Outcomes**
- 79 vulnerable people benefit directly and 3,328 people benefit indirectly from land released
- Land released put back into productive use leading to socio-economic reconstruction of which approximately: 27% for agriculture, 73% for natural resources
- Quantifiable progress towards mine-free Kosovo
- Target communities feel safer, leading to increased well-being
- Reduction of ERW related accidents
- Effective mine action programme increasingly managed by national authorities with minimal external assistance
- Mine action directly linked with national development strategic goals
- Economic development in local communities through direct injection of staff salaries and enhanced livelihoods for families of employees
- Reduction in emigration from mine affected villages through increased opportunities for subsistence and income

**Human Security Sub-goals Outcomes**
- Improved human security for vulnerable groups in Kosovo (Sub-goals 1.1 and 1.3)
- Enhanced resilience of vulnerable groups through more sustainable livelihoods (Sub-goals 1.1 and 1.3)
- Equal access for men and women of all social groups to basic services, material resources, and formal informal justice (Sub-goals 1.1 and 1.3)
- Reduction in prevention of future incidences of violence and conflict in Kosovo (Sub-goal 1.1)
- Reduction in migration away from Kosovo (Sub-goals 1.1 and 1.3)
- More sustainable national peace and state stability in Kosovo (Sub-goals 1.1 and 1.3)

**Impact**
- Increased resilience/ability to cope with shocks
- Sustained conditions for human security
- Space for inclusive development

**Assumptions**
- Security and/or political situation becomes and remains permissive.
- No major economic shocks.
- Natural disasters, severe drought, flooding or disease outbreaks do not hinder recruitment or deployment of personnel.
- Trained staff remain with HALO.
- Equipment is not misappropriated.
- Security and/or political situation allows work to take place.
- Natural disasters, severe drought, flooding or disease outbreaks do not affect activities.
- Assets not misappropriated.
- Effective mechanism in place for coordination.
- Effective internal and external Quality Assurance takes place to allow land to be released.
- Intervention results in the prevention of people migrating out of Kosovo to Europe.
- No major economic shocks.
- Return of land to productivity not outweighed by effects of natural disasters, severe drought, flooding or disease outbreaks.
- Complementary development inputs for targeted communities are carried out.
- Security and/or political situation becomes favourable.
- National authority continues to take ownership and links mine action interventions with the wider development process.
- Benefits of intervention are not outweighed by other variables such as conflict, economic shock, effects of natural disasters, severe drought, flooding or disease outbreaks.
- Political situation remain favourable.
- No deterioration of the current favourable climate.
- No economic shocks.
### NL METRICS TABLE

**Grantee:** The HALO Trust  
**Country:** Kosovo  
**Project Title:** Mine Action and Cluster Munition Programme 2016 - 2020  
**NL Activity No:** 29162  
**Annual Report 2019**  
**Total Grant Period of Performance:** 1 September 2016 - 31 August 2020  
**Reporting Period:** 1 January - 31 December 2019  
**Date Completed:** 8 April 2020

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<tr>
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</thead>
<tbody>
<tr>
<td>LAND RETURNED</td>
<td>Land returned to the community (m2)</td>
<td>146,000</td>
<td>178,908</td>
<td>70,000</td>
<td>131,614</td>
<td>80,000</td>
<td>96,319</td>
<td>386,000</td>
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<tr>
<td></td>
<td>Areas returned to the community (#)</td>
<td>5</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>5</td>
<td>13</td>
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<tr>
<td>LAND CLEARED</td>
<td>Land Cleared (m2)</td>
<td>91,000</td>
<td>75,606</td>
<td>40,000</td>
<td>43,995</td>
<td>80,000</td>
<td>66,016</td>
<td>236,000</td>
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<td></td>
<td>Areas Cleared (#)</td>
<td>4</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>2</td>
<td>5</td>
<td>10</td>
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<tr>
<td>BAC</td>
<td>Subsurface Battle Area Cleared (m2)</td>
<td>55,000</td>
<td>71,561</td>
<td>30,000</td>
<td>37,521</td>
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<td>0</td>
<td>150,000</td>
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<tr>
<td></td>
<td>Surface Battle Area Cleared (m2)</td>
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<td>0</td>
<td>0</td>
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<tr>
<td></td>
<td>Areas Cleared (#)</td>
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<td>1</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>TOTAL LAND CLEARED</td>
<td>Land Reduced by Technical Survey (m2)</td>
<td>146,000</td>
<td>147,167</td>
<td>70,000</td>
<td>81,516</td>
<td>80,000</td>
<td>66,016</td>
<td>386,000</td>
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<tr>
<td></td>
<td>Road Cleared (km)</td>
<td>7</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>7</td>
<td></td>
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<tr>
<td>LAND REDUCED</td>
<td>AP Mines (#)</td>
<td>16</td>
<td>15</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>34</td>
<td></td>
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<tr>
<td></td>
<td>AT Mines (#)</td>
<td>0</td>
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<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td></td>
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<tr>
<td></td>
<td>UXO (#)</td>
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<td>0</td>
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<td>Abandoned Explosive Ordnance ≥20mm (#)</td>
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<td>0</td>
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<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td></td>
<td>Small Arms Ammunition &lt;20mm (#)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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</table>

### BENEFICIARIES

| Direct Male Beneficiaries (#) | 72 | 20 | 12 | 11 | 24 | 47 | 108 |
| Direct Female Beneficiaries (#) | 53 | 22 | 12 | 15 | 27 | 49 | 92 |
| Direct Male Child Beneficiaries (17 or younger) | 50 | 15 | 11 | 16 | 17 | 48 | 78 |
| Direct Female Child Beneficiaries (17 or younger) | 40 | 12 | 7 | 15 | 11 | 47 | 58 |
| Indirect Male Beneficiaries (#) | 1,314 | 615 | 303 | 161 | 822 | 830 | 2,439 |
| Indirect Female Beneficiaries (#) | 1,423 | 600 | 284 | 167 | 831 | 832 | 2,538 |
| Indirect Male Child Beneficiaries (17 or younger) | 947 | 620 | 304 | 162 | 838 | 830 | 2,089 |
| Indirect Female Child Beneficiaries (17 or younger) | 933 | 610 | 289 | 157 | 835 | 831 | 2,057 |
Annex D: Metrics Table with Outcomes as reported in IATI

<table>
<thead>
<tr>
<th>NL METRICS TABLE</th>
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<tbody>
<tr>
<td>Grantee: The HALO Trust</td>
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<tr>
<td>Country: Kosovo</td>
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<td>Project Title: Mine Action and Cluster Munition Programme 2016 - 2020</td>
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<td>Date Completed: 8 April 2020</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>OUTCOME: Security and stability is enhanced, risk of death and injury to individuals and communities reduced</th>
</tr>
</thead>
<tbody>
<tr>
<td>indicators:</td>
</tr>
<tr>
<td>Percentage of direct beneficiaries surveyed reporting feeling safer following land release and RE activities</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>OUTCOME: Enhanced resilience of vulnerable groups through Improved access to resources, livelihoods and socioeconomic reconstruction</th>
</tr>
</thead>
<tbody>
<tr>
<td>indicators:</td>
</tr>
<tr>
<td>m² of land released through TS/clearance used for a) agriculture, b) community development, c) natural resources, d) housing, e) access/infrastructure</td>
</tr>
<tr>
<td>Percentage of direct beneficiaries surveyed reporting improved livelihoods</td>
</tr>
<tr>
<td>Percentage of direct beneficiaries surveyed reporting improved access to services and infrastructure</td>
</tr>
<tr>
<td>Number of Direct Beneficiaries of Land Release</td>
</tr>
<tr>
<td>Number of indirect Beneficiaries of Land Release</td>
</tr>
</tbody>
</table>

Note: The outcome data collected through the post-clearance survey from 2019 has replaced the data from 2016-2018, as more tasks were finished, resulting in a greater amount of respondents.