

**K O S O V O**  
**S T A N D A R D S**  
**I M P L E M E N T A T I O N**  
**P L A N**

**OCA Monitoring: Municipal Level Monitoring Matrix**

*Freedom of Movement*

### III. FREEDOM OF MOVEMENT

#### A. FREEDOM OF MOVEMENT AND FREE USE OF LANGUAGE - REVISED POST MARCH 2004

3.1. All communities are able freely to exercise rights to social, cultural and religious expression, including attending ceremonies and access to relevant sites. [Provide specific details, e.g., locations serviced, lines running through minority areas or lines of communication available to the communities]

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO			Remarks of MR
3.1.1 Municipal majority community leaders show public support for the ability of all communities to exercise these rights and actively discourage and respond to acts that are counter to social, cultural and religious expression.	Municipalities , Supported by: Pillar I/Police, Pillar II, UNHCR	Ongoing	<ul style="list-style-type: none"> <li>▪ Monthly numbers of escorts/requests for escorts made for visits to social, cultural and religious events.</li> <li>▪ Percentage of majority community leaders actively discouraging and responding to acts counter to social, cultural and religious expression.</li> </ul>			3	Indeed, Municipal majority community leaders show public support for the ability of all communities to exercise the rights of freedom of movement, free use of language etc.
3.1.2 Ensure the ability of all people, regardless of ethnicity, displacement, or gender, to participate in religious and cultural ceremonies through the provision of safe transport.	Municipalities Pillar I/Police, Pillar II, UNHCR	Ongoing	<ul style="list-style-type: none"> <li>▪ Monthly number of security incidents occurring during visits of community members to social, cultural and religious events.</li> </ul> <p>Number of incidents, which result in:</p> <ul style="list-style-type: none"> <li>▪ damage to churches and other religious monuments;</li> <li>▪ damage to graveyards.</li> <li>▪ Percentage of women's representatives incorporated in mechanisms for addressing communities' security needs, such as Crime Prevention Councils.</li> </ul>			3	The number of security incidents is very low; there is no damage to churches, graveyards and other religious monuments.

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO				Remarks of MR
3.1.3 Municipalities exercise responsibility under Section 3, Reg. 2000/45 to maintain graveyards and draw up legislation to govern use, maintenance and procedures regarding 'Go-and-See Visits'.	Municipalities Pillar I/ Police, UNHCR	On-going	<ul style="list-style-type: none"> <li>▪ Number of Go-and-See-Visits organized, and escorts requested and provided;</li> <li>▪ Municipalities have developed and implemented mentioned municipal legislation (Action 3.1.3)</li> </ul>				3	(?) Number of go and see visit is 45 (recently Municipal MROs and UNMIK LCO visited IDPs in Serbia)

**3.2 Military and Police escort no longer needed. Members of all community have access to safe and public transport.**

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO			Remarks of MR/PIO
3.2.1. The PISG at all levels engage in a program of tolerance building and community dialogue initiatives in order to foster and rebuild trust and confidence between the communities. These efforts will also include planning medium and longer-term reconciliation and interethnic dialogue strategies.	OPM PISG Ministries, Municipalities	Ongoing	<ul style="list-style-type: none"> <li>▪ Municipal interethnic community dialogues initiated; (describe)</li> <li>▪ A systematic municipal tolerance, trust and confidence building strategy identified and implemented.</li> <li>▪ Municipality has established functioning, effective interethnic community dialogue and trust building focal points.</li> <li>▪ Municipal interethnic dialogue and confidence building efforts produce positive results, for instance, freedom of movement of members of communities, or interethnic community activities.</li> </ul>	<b>3</b>			Municipal interethnic dialogue and confidence building efforts produce certain positive results, for instance, freedom of movement of members of communities in the Municipality. Also the are ongoing and planned interethnic community activities.
3.2.2. An effective and transparent mechanism for addressing communities' needs regarding security arrangements, including escorts, and for consultation with communities regarding changes in security arrangements.	PISG Ministries Municipalities, Pillar I/ Police, Pillar II and III	On-going	<ul style="list-style-type: none"> <li>▪ Number of consultations with communities regarding changes in security arrangements.</li> <li>▪ Number of LCPC meetings</li> <li>▪ Number/Percentage of military and police escorts requested and provided</li> </ul>			3	LCPC sits regularly, once a month. There are weekly JSDC meetings with participation of Municipality, UNMIK, KFOR and other parties. There are routine KFOR and KPS patrols in the Municipality, there is no need to specifically ask for escorts.
3.2.3 Activities which contribute to addressing freedom of movement concerns and promotion of freedom of movement also discussed within crime prevention councils (see point 5.1 in Sustainable Returns and the Rights of the Communities and their Members Implementation Plan).	Ministries Municipalities Pillar I/ Police, Justice Pillar II, ORC	On-going	<ul style="list-style-type: none"> <li>▪ Municipal Police/Courts deal with perpetrators of obstruction and threatening of freedom of movement effectively.</li> <li>▪ Number of cases of alleged obstruction and threatening of freedom of movement prosecuted by municipal Courts.</li> <li>▪ Frequency of occasions of public awareness campaigns launched by municipal authorities to support freedom of movement and tolerance.</li> <li>▪ Number of reports of activities not taken, for instance, children not attending school, persons unable to go to court, persons unable to access health facilities, due to lack of police and military escorts</li> </ul>			3	There are no cases of obstruction/threatening of freedom of movement. In their everyday work the Municipal authorities adhere to tolerance and freedom of movement.

**3.3. Public Employees from minority communities are able to work in majority areas without difficulties.**

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO			Remarks of MR/PIO
3.3.1 Transport service for public employees is provided until freedom of movement is fully in place.	Municipalities	Until full freedom of movement takes place	<ul style="list-style-type: none"> <li>Number of public employees provided with a transport by municipality or MCO.</li> </ul>			3	Public employees go to their workplaces on their own without hindrance. <b>No need for transport</b>

**3.4. The number of crimes specifically related to movement by minorities (e.g. stoning incidents) is significantly reduced and infrequent. [Have there been any incidents reported? Specify type of incidents and frequency. Compare with previous quarter's statistics if available]**

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO			Remarks of MR/PIO
3.4.1 Such crimes at all levels of seriousness are systematically investigated and perpetrators are sanctioned	Municipalities, supported by: Pillar I/Police, Justice Pillar II, ORC	On-going	Number of: <ul style="list-style-type: none"> <li>Recorded incidents;</li> <li>Inter-ethnic Crime Officers monitoring investigations that are ethnically motivate;</li> <li>Municipal authorities become more active in encouraging the public to cooperate with the police</li> <li>Number of public awareness campaigns launched by municipality to support police and express the rights of minorities to freedom of movement.</li> <li>Number/Percentage of reduction in crime against members of communities as a result of continued activities by municipal authorities leaders.</li> </ul>			3	No such incidents recorded. Neighborhood Watch campaign is being introduced to improve the support of Police.

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO					Remarks of MR/PIO
3.4.2. Community Policing Initiatives systematically focus on such incidents	Municipalities Pillar I/Police	On-going	Community Policing initiatives						

**3.5. Political leaders, without prompting, condemn and take actions against acts of violence against ethnic communities and their members.**

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO					Remarks of MR/PIO
3.5.1 The leaders of the majority community in municipalities make timely public statements condemning such crimes. Ethnic community leaders avoid making public statements that would raise tensions and discourage other members of their communities from making such statements.	Municipalities, OPM. Supported by: Pillar I/Police, Pillar II, ORC	On-going	<ul style="list-style-type: none"> <li>▪ Majority leaders in municipalities do not condemn acts of violence against ethnic minorities.</li> <li>▪ Municipal majority continue to make inflammatory statements.</li> <li>▪ Municipal majority leaders issue public statements that tend to downplay the significance of acts of violence against minority communities<sup>2</sup>. Some collaboration between majority and ethnic community leaders in making joint public statements condemning ethnically motivated crimes.</li> <li>▪ Municipal majority and communities' leaders become increasingly active in jointly condemning ethnically motivated crimes.</li> <li>▪ Public awareness campaign is jointly supported by majority and community leaders in municipalities resulting in a significant reduction in acts of violence against the communities.</li> </ul>				3		There are practically no acts of violence against ethnic minorities. Public awareness campaign is jointly supported by majority and community leaders in the Municipality resulting in a significant reduction in acts of violence against the communities..

## 2. FREE USE OF LANGUAGE

### 3.6. Meetings of the Assembly and its Committees are conducted in all official languages.

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO			Remarks of MR/PIO	
3.6.1 Language units are established and are functioning effectively for the Assembly and all its Committees.	Municipalities Supported by: Pillars II, III, ORC	Summer 2005 Ongoing	<ul style="list-style-type: none"> <li>▪ No language unit exists in municipal offices</li> <li>▪ Number of interpreter employed. Results are poor and deadlines are not met.</li> <li>▪ Employment of additional majority translator/interpreter to increase output. Deadlines are met but quality of work still poor.</li> <li>▪ Employment of member of the communities to improve quality and output of work.</li> <li>▪ Language units adequately staffed with mixed ethnicity and harmoniously functioning with high qualitative and quantitative output.</li> </ul>			2		There is no language unit in the Municipality. There is only 1 interpreter who is often missing for important meetings. UNMIK interpreters are often requested to help. There is a need in employment of additional translator/interpreter to increase output. with interpretation and translation.

### 3.7. Official Ministry documents are translated in a timely manner into all official languages.

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO			Remarks of MR/PIO	
3.7.1 The municipalities have developed and implemented a system to monitor whether all official documents are translated in a timely manner into all official languages. Each Ministry	Municipalities, Supported by: Pillars II, III, ORC	Summer 2005 Ongoing	<ul style="list-style-type: none"> <li>▪ No municipal system exists to monitor the translation of official documents into all official languages</li> <li>▪ Ad hoc monitoring of translation by municipal authorities.</li> <li>▪ Regular review of translation by</li> </ul>			2		No municipal system exists to monitor the translation of official documents into all official languages.



Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO					Remarks of MR/PIO
will designate a focal point that is responsible for language compliance, and who will report to the responsible Ministry (or office) on a quarterly basis.			municipal authorities. <ul style="list-style-type: none"> <li>▪ Formation of properly structured review board to monitor official translations</li> <li>▪ Harmonious and effective monitoring system functioning.</li> </ul>						
<b>3.7.2</b> In cases when official documents are not translated or are not translated in timely manner, due to negligence or willful non-compliance, the responsible municipal authorities are identified and remedial action is taken.	Municipalities Supported by: Pillars II, III, ORC	Summer 2005 Ongoing	<ul style="list-style-type: none"> <li>▪ No sanctions are made against errant municipal authorities</li> <li>▪ Errant municipal authorities are admonished on an ad hoc basis</li> <li>▪ Relevant municipal authorities receive letters of censure in cases of negligence</li> <li>▪ Regular system of municipal sanction is drawn up and implemented.</li> <li>▪ Strict review of all municipal official translation leads to comprehensive and timely translation.</li> </ul>		1				No sanctions are made against errant municipal authorities
<b>3.7.3</b> Adequate language units are established and are functioning effectively in all Municipalities <i>Targeted actions:</i> All municipalities are equipped with sufficient simultaneous translation equipment to meet their needs and language units are adequately staffed so that frequent meetings can be held with translation.	Municipalities, Supported by: Pillars II, III, ORC	Summer 2005 Ongoing	<ul style="list-style-type: none"> <li>▪ Municipality has established language units and focal points for monitoring.</li> <li>▪ Municipality has simultaneous translation equipment;</li> <li>▪ Implementation of some language standards;</li> <li>▪ Full implementation and full compliance with language standards.</li> </ul>	0					Adequate language unit is not established yet.

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO				Remarks of MR/PIO
3.7.4 Resource implications for language compliance are evaluated through a thorough process, and sufficient funding is dedicated in municipal budgets to ensure language compliance.	OPM, MFE, Municipalities Supported by: Pillars II, III, ORC	On-going	<ul style="list-style-type: none"> <li>Municipal budget planning and expenditures include sufficient provisions to fund activities of their language units.</li> <li>Municipal budget amount allocated for language resource implications.</li> </ul>	0				In connection with the difficult financial situation in the Municipality there is no sufficient funding to ensure language compliance.

**3. 8. Municipalities and Ministries provide adequate interpretation and translation services for minorities, including translation of all official documents and interpretation for all official meetings in relevant minority languages.**

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO				Remarks of MR/PIO
3.8.1 The Municipal language compliance system also monitors provision of translation services.	Municipalities. Supported by: Pillars II, II, ORC	On-going	<ul style="list-style-type: none"> <li>Municipal translation services provided in a timely manner in all official languages.</li> <li>All Municipal meetings where members of the communities participate are conducted in official languages.</li> <li>All Municipal official documents are translated in official languages.</li> </ul>		1			<ul style="list-style-type: none"> <li>All Municipal meetings where members of the communities participate are conducted in official languages, however there is insufficient number of interpreters.</li> </ul> <p>All Municipal official documents are translated in official languages, but not always in a timely manner.</p>

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO				Remarks of MR/PIO
3.8.2 In cases when interpretation is not provided due to negligence or willful noncompliance, the responsible municipal authorities are identified and remedial action is taken.	Municipalities, supported by: Pillars II, II, ORC	On-going	<ul style="list-style-type: none"> <li>Number of remedial actions taken against negligence or willful non-compliance.</li> <li>Municipalities have established language compliance focal points charged with monitoring and implementing language compliance indicators (such as timely translation, translation of all official languages in all official languages, budget language allocation, etc).</li> </ul>	1				There is no remedial action taken against negligence or willful non-compliance when interpretation is not provided.
3.8.3 Adequate language units are established in all municipalities that have capabilities for all languages used by communities.	Municipalities, Supported by: Pillars II, III, ORC	On-going	<ul style="list-style-type: none"> <li>Municipal language units operate with staff that have capacity for all languages used by communities.</li> </ul>	1				There is no language unit in the Municipality. The only interpreter has the capacity for all languages used by communities.

### 3. 9. Personal documents are issued in the native language of the recipient.

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO				Remarks of MR/PIO
3.9.1 Adequate staffing and resources are allocated by responsible authorities to ensure that personal documents are translated into the official languages of Kosovo, as well as into the native language of the individual belonging to any of the main ethnic groups.	Municipalities, supported by: Pillars II, III, ORC	Ongoing	<ul style="list-style-type: none"> <li>No municipal staff or resources are allocated;</li> <li>Insufficient municipal staff allocated for the translation of personal documents into official languages only;</li> <li>Sufficient municipal staff allocated for the translation, as well as native languages of individuals;</li> <li>Timely and high quality translation in all relevant languages is ongoing.</li> </ul>	1				Personal documents are issued in one official language of Kosovo. Documents are not translated into the native language of the individual belonging to minorities living in Kosovo.

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO				Remarks of MR/PIO
<p><b>3.9.2</b> The Municipal language compliance system also monitors issuance of personal documents in the native language of the recipient. (See point 7.1)</p>	<p>Municipalities. Supported by Pillars II, III, ORC</p>	<p>On-going</p>	<ul style="list-style-type: none"> <li>▪ Number of municipal staff allocated for the translation of personal documents into the languages of recipients.</li> <li>▪ Timely and effective translation of personal documents in the languages of the recipients is realized.</li> <li>▪ Municipalities have established language and functioning/effective language focal points.</li> </ul>		1			<p>There is no timely and effective translation of personal documents in the languages of the minority ethnic groups.</p>

**3. 10. Official signs inside and outside ministerial buildings are expressed in all official languages.**

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO				Remarks of MR/PIO
<b>3.10.1</b> The relevant Municipal authorities ensure that official signs inside and outside all public buildings are expressed in all official languages.	Municipalities, Supported by: Pillars II, III, ORC	Summer 2004	<ul style="list-style-type: none"> <li>Number of signs expressed in official languages.</li> <li>Number of signs expressed in the minority languages in public buildings and in minority areas. Signs in majority areas are e.</li> <li>Some signs in all official languages begin to appear in municipal and ministerial buildings.</li> <li>All signs in municipal buildings appear in all official languages, as appropriate.</li> </ul>				3	On the majority of official buildings and roads there are signs in all official languages..
<b>3.10.2</b> The Municipal language compliance system also monitors official signs. (See point 7.1)	Municipalities, supported by: Pillars II, III, ORC	Ongoing	<ul style="list-style-type: none"> <li>Number of language non-compliance signs recorded.</li> </ul>		1			There is not MLCS
<b>3.10.3</b> In cases when signs outside public building are not expressed in all official languages the responsible authorities are identified and remedial action is taken.	Municipalities, supported by: Pillars II, III, ORC	Ongoing	<ul style="list-style-type: none"> <li>Responsible Municipal authorities or citizens complain but no remedial action is taken.</li> <li>After complaints by responsible Municipal authorities or citizens, some signs begin to appear in all official languages.</li> <li>Increased pressure from responsible Municipal authorities and citizens ensures that most signs are in all official languages.</li> <li>All signs appear in all official languages and a system of monitoring them is established.</li> </ul>				3	After mentioning about it by responsible Municipal authorities and citizens, some signs begin to appear in all official languages.

**3. 11. Names of streets, cities, towns, villages, roads and public places are expressed in Albanian, Serbian and any other language of a community that lives there in a significant number.**

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO				Remarks of MR/PIO
3.11.1. The relevant Municipality establishes a system where the local communities live in significant numbers in the municipality may request names of the streets, cities, towns, villages, roads, and public places to be expressed in the language	Municipalities	On-going	<ul style="list-style-type: none"> <li>Number of municipality-approved street, cities, towns, villages, roads and public place names in the language of the local communities where these communities live in significant numbers.</li> </ul>				2	In the majority of places there are signs in all official languages, but not in all.



**OCA MATRIX - MUNICIPAL LEVEL**  
**IV. SUSTAINABLE RETURNS AND THE RIGHTS OF COMMUNITIES AND THEIR MEMBERS**

**A. SUSTAINABLE RETURNS AND RIGHTS OF COMMUNITIES – REVISED POST 17 MARCH 2004**

**1. SUSTAINABLE RETURNS**

**1. Municipalities and ministries are able to assume responsibility for returns within all communities in a manner consistent with European standards.**

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO				Remarks of MR/PIO
4.1.4 Each municipality develops a municipal returns strategy for 2004 and subsequent years, and the returns strategies are implemented effectively.			0=no strategy is in place; 4=strategy is implemented.			<b>3</b>		<b>There is a very small number of returns. The Concept paper for returns has been approved.</b>
4.1.5 Each municipality with ingoing or projected returns has established and fulfilled a Municipal Returns Officer post with appropriate Terms of Reference in place.			Number of municipalities which have developed, endorsed and implemented Municipal Returns Strategies and hired Municipal Returns Officers			<b>3</b>		Two Municipal Returns Officers have been hired.

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO				Remarks of MR/PIO
4.1.7 Ensure community, returnee and IDP women representatives are involved in decision-making and planning for communities and returns issues at all levels.			Gender experts, women's stakeholders in communities are increasingly included in the development and implementation of return strategies		1			Community, returnee and IDP women representatives are not involved in decision-making and planning for communities and returns issues.
4.1.8 1.8 Municipal Working Groups and Municipal Assemblies (including Municipal Directorates) provide ongoing support for returns in the municipality at a level consistent with the demand for return and including a commensurate level of resources, including ultimate assumption of responsibility for MWGs by municipality.			Please, provide inputs on support provided				3	Municipal Working Group and Municipal Assembly provide certain support for returns in the Municipality.
4.1.9 Task Forces, including representatives from the returning community, have been established and function effectively to address individual organized returns projects and locations where such projects are contemplated). (Task Forces report to the Municipal Working Group).			0=no action is taken 1=task force is established 2=TF includes representatives of returning community 3=TF functions are effective 4=TF is very well functioning according to the ToR				2	<b>There is a Task Force comprising Municipal and UNMIK representatives. No relatives are on the Task Force.</b>



2. The number of municipalities with sustainable returns increases, including an increase in returns to urban areas, the pace of returns overall accelerates, and the level of unmet demand for return has been substantially reduced. [Provide figures to substantiate this]

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO				Remarks of MR/PIO
4.2.3 All persons displaced in March 2004 who wish to return to their homes are able to do so in safety and dignity			Number of individual spontaneous and facilitated returns in 2004 as against 2003			2		From 2001 till 2004 there were 291 returnees. No returnees in 2005 yet. <b>We've got 15</b>
4.2.4 Municipalities supporting returns through local structures wherever needs have been identified through IDP demand, and all projects described in 2004 Strategy for Sustainable Returns have been reviewed and implemented where there is IDP demand and sufficient funding.			Number of Concept Papers in development and under implementation in 2004, as against 2003			2		The Municipality supports returns but is not active in this. In 2005 there is 1 Concept paper.
4.2.5 All returnees are provided with adequate identification documents in a timely manner. The responsible authorities provide, to the extent possible, returnees with any other documentation necessary in order for them to exercise their right to return.			Number of returnees who are not yet provided with IDs			2		Not all returnees are provided with adequate identification documents in a timely manner. The Municipal authorities provide, to a certain extent , returnees with

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO					Remarks of MR/PIO
									documentation necessary in order for them to exercise their right to return.
4.2.6 Returns projects that are consistent with the Manual for Sustainable Return and related policy documents are developed and implemented in all locations where sufficient demand is identified.			Please provide inputs on number of projects developed and implemented				3		There are 2 returns projects –return to Klobukar/Kllobukar and return to Bostane.
4.2.7 Returns projects in urban areas involving repossession of residential property developed and implemented, respecting the right to return in safety and dignity, wherever demand is identified.			Number of returns projects to urban areas which begin implementation					N/A	This Municipality is a rural one, so there are no returns projects in urban areas involving repossession of residential property .
4.2.8 Individual and small group returns effectively and promptly served by mechanisms to support their sustainable return (including BPRM and UNHCR programs, and the RRRF), and responsibility for those mechanisms is ultimately assumed by municipalities.			Please report on individual and small groups returns in the municipalities, and provide information on responsibilities assumed by the municipalities				2		There is very little number of individual and small group returns <b>this year. We can</b> say that these returnees are <b>almost</b> effectively and promptly served by mechanisms to support their sustainable return.
4.2.9 When there is resistance to return at municipal or local level, it is responded to promptly and eliminated through coordinated action (including mediation/dialogue). Central returns and communities structures actively monitor progress and intervene to remove obstacles.			Please report on response to resistance, and provide information of the initiation of the dialogue				2		There is no resistance to returns at municipal or local level. Ethnic community leaders are not very active in constructive

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO					Remarks of MR/PIO
Ethnic community leaders also contribute constructively to returns process.									contributing to returns.
<b>4.2.11.</b> Revised edition of the Manual for Sustainable Return is completed and distributed. Changes reflected in the revised Manual are implemented.			1=revision of the Manual is done 4=the Manual revised is implemented				<b>3</b>		<b>There is Manual for Returns.</b>
<b>4.2.12</b> Rate and location of returns and extent of demand closely monitored and reported in transparent manner, including information on ethnicity and gender of returnees. Improved monitoring of ongoing displacement, including property sales.			Please provide information on the report system and on ethnicity and gender of the returnees				<b>3</b>		<b>When returnees are back MRO reports to UNHCR that provides the first assistance</b>
<b>4.2.13</b> Information database regarding displaced population, demand within displaced population, and level of returns is improved.			Please provide information on the IDPs return				<b>3</b>		Information database regarding displaced population, demand within displaced population, and level of returns is available

**3. Returnees to Kosovo are able to participate in the economy and job market without discrimination and limitations based on the freedom of movement**

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO					Remarks of MR/PIO
<p><b>4.3.1</b> Minority employment in both central and municipal levels of government, civil service, and public utilities in accordance with proportional ranges and with equitable distribution of ethnic communities in senior-level positions. Full implementation of Section 10 of Administrative Direction 2003/2 implementing UNMIK Regulation 2001/36 (Fair Representation in Civil Service), UNMIK Regulation 2001/19 and UNMIK Regulation 2001/36. Civil Service Law is strictly enforced in cases of discrimination and unethical conduct.</p>			<p>Number of community members, including returnees, who are proportionally represented in the public sector Percentage of women belonging to communities employed in the Kosovo Civil Service in comparison with men belonging to communities</p>				3		<p><b>Fair Share shows that NB has achieved the goals</b></p>
<p><b>4.3.2</b> Continued inclusion of income generation components in concept papers supporting returns projects, and development of regional approaches to income generation.</p>			<p>Please report whether the income generating components are included in the concept papers of the municipalities</p>				3		<p><b>There are 6 income generating projects included into Concept papers</b></p>
<p><b>4.3.3</b> Identify and remove barriers to the participation of community members in the economy and job market, including those obstacles deriving from gender-biased procedures, practices and behavior. Ensure returnee and IDP participation in vocational/professional training and programs, promoting a gender-sensitive approach.</p>			<p>Number of community members, including returnees, and women, receiving vocational/professional training.</p>						<p><b>Municipality has no funds</b></p>

**4. Health care, social services, education and public utilities are available to returnees on a level equal to that of the rest of the population**

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO				Remarks of MR/PIO
4.4.6 Connection and supply of public utilities to returnees is provided efficiently and without discrimination.			Please indicate cases of discrimination			3		Connection and supply of public utilities to returnees is provided efficiently and without discrimination to returnees
4.4.7 Monitor returnee access to social services, education and public utilities, using a gender-sensitive approach, and ensure that all barriers preventing the equal access to services are effectively removed.			Please indicate cases of discrimination			3		<b>There are no cases of discrimination.</b>

**5. Returnees face no greater risk of violence than the population as a whole, and police and the judiciary respond promptly and without discrimination to crimes, irrespective of the ethnic background of the victim.**

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO				Remarks of MR/PIO
4.5.1 Development of crime prevention councils in municipalities with significant inter-ethnic population or potential returns and effective implementation of these councils.			1=development of crime prevention council 4=effective implementation of these councils			3		<b>Returnees face no greater risk of violence than the population as a whole, and police and the judiciary</b>

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO				Remarks of MR/PIO
								respond promptly and without discrimination to crimes, irrespective of the ethnic background of the victim.
4.5.3 Political leaders of all political parties and at all levels publicly encourage all Kosovans to cooperate with police in solving all crime, including inter-ethnic crime.			Please provide numbers of declaration of the local leaders			3		Political leaders of all political parties and at all levels publicly encourage all Municipality residents to cooperate with police in solving all crime, including inter-ethnic crime.
4.5.4 In addition to what may be accomplished through regular operational activities increase public confidence in police through community policing, proactive public information strategy and better public understanding.			Please provide information on any proactive information campaign			3		<b>Dissemination of leaflets concerning the “Neighborhood Watch” program</b>
4.5.7 Community dialogue and response to violence are increasingly dealt with through joint initiatives, including Communities Committees and Mediation Committees, crime prevention councils and other forums, which engage discussion and negotiation to prevent and resolve security-related concerns.			Please report on the municipal initiatives as to prevention of security concerns		2			<b>There is a program “Neighborhood Watch” dealing with crime prevention and closer ties with KPS.</b>

**6. Funding is allocated from the KCB to support returns projects and smaller communities.**

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO				Remarks of MR/PIO
4.6.1 Sufficient funding regularly allocated from KCB to support returns projects and communities, including the earmarking of funds to support municipalities constructively engaged in returns projects and minority integration.			Amount of funds allocated from KCB to support returns (2005 compared to 2004)		1			Apart from MRO's salaries no funds from KCB are allocated to support returns

**7. Visible support of the returns process by community leaders and public information and education efforts supported by the PISG create a climate of tolerance and support for the right to return.**

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO				Remarks of MR/PIO
4.7.4 Visible support by majority community leaders at all levels, including positive regular public declarations enhancing minority rights, and encouraging returns as well as visits to community areas and returns sites.			Number of public statements made by public officials and community leaders; Number of GIVs,			3		Municipal Deputy President, MRO and UNMIK LCO visited 45 IDPs in Serbia in the beginning of May,

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO				Remarks of MR/PIO
			GSVs, visits to returns sites in which community leaders participate.					<b>2005, (09-12 May). They have found out that 25 families have the desire to return to the Municipality. 10 families refused to return.</b>
4.7.6 Relevant PISG authorities at both central and municipal levels in direct contact with the IDP community and its representatives, including through involvement in ‘Go-and See Visits’ and ‘Go-and-Inform Visits’ and through producing public information for the displaced.			Please provide information on the possible information campaigns		<b>1</b>			There is no public information campaign about returns from Central level but Municipality supports MRO.
4.7.7 Community dialogue and response to violence are increasingly dealt with through joint initiatives involving all political parties.			Please provide numbers on such joint initiatives		<b>1</b>			<b>Practically there are no joint initiatives involving political parties</b>
4.7.8 Civil society engagement in and support for returns and integration projects are supported politically and financially by PISG on both central and municipal level and that support extends to all qualified NGOs without discrimination.			Please provide numbers on projects politically or/and financially supported by PISG on local level		<b>1</b>			<b>During the last Communities Committee members were very kin to support returns and reintegration</b>



**8. PISG support for returns, including financial assistance, is distributed equitably to all communities.**

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO				Remarks of MR/PIO
<p><b>4.8.1</b> Including financial assistance, is distributed equitably to all communities. Reporting on spending (both distribution and utilization) is reviewed to ensure equitable distribution of funds to all communities, consistent with size of community, needs of community members, and demand for return.</p>			<p>Percentage allocation for returnee community from municipal PISG funds supporting return</p>			3		<p><b>Support for returns, including financial assistance, is distributed equitably to all communities. There is no discrimination in this.</b></p>

**9. The laws of Kosovo provide a full range of protection for human rights and the rights of communities and their members, consistent with European standards.**

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO				Remarks of MR/PIO
<p><b>4.9.5</b> Legislation at municipal and central level include vital interest clause that provides special provisions in the protection of immutable rights of communities</p>			<p>Please indicate the system to protect the rights of communities existing in the legislation at the local level</p>			2		<p><b>In the Municipal Statute there is the clause concerning rights of communities in the Municipality</b></p>

**11. A comprehensive and effective structure is in place within the PISG to monitor compliance with human and community rights and to respond to violations**

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO				Remarks of MR/PIO
4.11.4 Full implementation at central and municipal level of Ministry of Public Services AI 2003/12, Implementing AD 2003/2 and Regulation 2001/36. In particular, creation of Equal Opportunities Officer and drafting of EO policy statement and EO implementation policy.			0=no action is taken, 1=creation of equal opportunity officer 2=drafting EO policy, 3=implementation of EO policy 4=full implementation of the legal instruments	0				There is no position of Equal Opportunity Officer in the Municipality

**12. Mechanisms within municipalities responsible for protection of human and community rights (Municipal Community Offices, Municipal Assembly Communities and Mediation Committees) have adequate resources and staff, and are functioning effectively.**

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO				Remarks of MR/PIO
4.12.1 Municipal Community Offices fully constituted and supported by Municipal authorities leading to their ultimate integration into mainstream municipal structures, and any revisions in local self-government laws maintain MCO structure as integral part of municipal			Number of municipalities in which regular Communities and Mediation			2		Generally, MCO is supported by Municipal structures. However there is

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO				Remarks of MR/PIO
governments. •Specific efforts made to improve cooperation by CEOs with MCOs, and strengthen links between municipal structures and MCOs (potentially through recommendations to be developed by Office on Communities, with support from OCA; •Staffing and funding needs of MCOs evaluated and addressed			Committee meetings are held; Number initiatives taken to improve the collaboration between MCO and municipal structures,					<b>room for improvement of cooperation between the Municipal structures and MCO.</b>
<b>4.12.2</b> In cases where financial support for these entities is inadequate, appropriate resources are allocated promptly.			Please provide information on the funds allocated to MCOs			<b>3</b>		<b>The sum of 10,347 Euro has been allocated to MCO</b>
<b>4.12.4</b> Full implementation of Pillar II Administrative Instructions on the working of the Mediation and Communities Committees and Additional Deputy Presidents. Committees meeting regularly, have access to all municipal documents and offices, are well received by CEO and Municipal President and communities address them and participate in their work.			0= no action is taken, 1=MC and CC are functional 2= MC and CC regularly meet, 3= MC and CC have access to all documents and offices 4= full implementation of their mandate		<b>2</b>			<b>Mediation Committee and Communities' Committee are functional. Municipal Senior Executives take part in their work.</b>
<b>4.12.5</b> Municipal Officials enabled to properly acknowledge and address human rights problems			Please report on human rights issues, minority related cases and		<b>2</b>			In general, Municipal Officials are able to properly acknowledge and

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO					Remarks of MR/PIO
			complaints						address human rights problems

**13. There is fair distribution of municipal and ministerial resources to all communities**

Action	Responsible Authority	Timeline	Indicators	Assessment of MR/PIO					Remarks of MR/PIO
4.13.2 KCB and Municipal budgets financing local groups' projects supporting returns, minority rights protection and tolerance building.			Please provide information on the projects financed by the local budget	/////					