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GENDER ANALYSIS IN KOSOVO OF MUNICIPAL ELECTION COMMISSIONS, POLLING STATION COMMISSIONS AND POLLING CENTER MANAGERS AT THE NOVEMBER 2013 MUNICIPAL ELECTIONS

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Gender Analysis of Municipal Election Commissions, Polling Station Commissions and Polling Center Managers at the November 2013 Municipal Elections in Kosovo
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Acronym Table

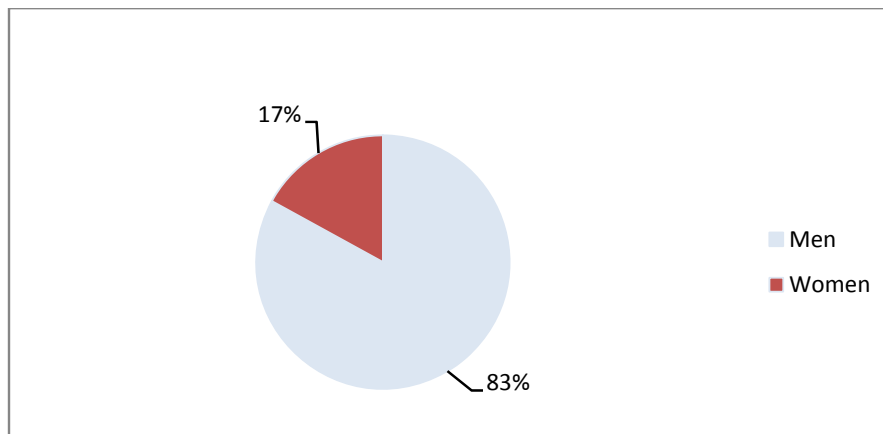
AAK-LDD	Aleanca Per Ardhmerine e Kosoves – Lidhja Demokratike e Dardanise
ADK	Alternativa Demokratike e Kosoves
AKR	Aleanca Kosova e Re
BKK	Balli Kombetar i Kosoves
BSDAK	Bosnjacka Stranka Demokratske Akcije Kosova
CEC	Central Election Commission
DI	Demokratska Inicijativa
GIG	Gradanska Inicijativa Gore
GISDB	Gradanska Inicijativa Srpska Donja Budriga
GISP	Gradanska Inicijativa Srpska Pasjane
G.I. Srpska	Gradanska Inicijativa Srpska
GIZ	Gradanska Inicijativo Zajedno
IQM	Inicijativa Qytetare e Malisheves
JSL	Jedinstvena Srpska Lista Vidovdan
KDTP	Kosova Demokratik Turk Partisi
KKZ	Selected by Municipal Election Commission
LB	Levizja Per Bashkim
LDK	Lidhja Demokratike e Kosoves
LSK	Levizja Sociale e Kosoves
LVV	Levizja Vetevendosje
MEC	Municipal Election Commission
MEO	Municipal Election Officer
OJQ-YIP	Youth Initiative of Partesh
PAI	Partia e Ashkalinjeve Per Integrim
PCM	Polling Center Manager
PD	Partia e Drejtesise
PDAK	Partia Demokratike a Ashkanlivate Kosoves
PDK	Partia Demokratike e Kosoves
PREBK	Partia Rome e Bashkuar e Kosoves
PSC	Polling Station Commission
PSD	Partia Social Demokrate
PSHDK	Partia Shqiptare Demokristiane e Kosoves
SDA/SDSG	Stranka Demokratske Akcije/Socijal Demokratske Stranka Gore
SDSKIM	Srpska Demokratska Stranka Kosova I Metohije
SLS	Samostalna Liberalna Stranka
VAKAT	Koalicija VAKAT

Summary

Being employed as a polling official is recognised as a critical part of women’s participation in political and electoral processes. In Kosovo, although there are quotas for women representatives in the national parliament and municipal assemblies, there has been little consideration of affirmative programs to engage women in electoral management.

Overall, the percentage of field positions in Municipal Election Commissions (MECs) and Polling Station Commissions (PSCs), and as Polling Center Managers (PCMs) filled by women for the 2013 Local Government Elections is relatively low, at 17 percent.

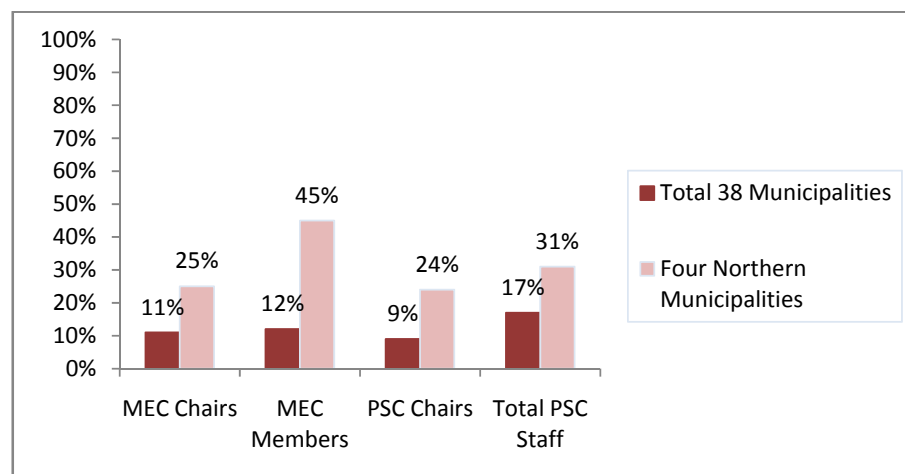
Figure1: Gender Breakdown of Municipal Election Field Positions



In field management positions, the percentage of women is lower: 11 percent of Municipal Election Officers (MEO)/MEC Chairs; 12 percent of MEC members; and 9 percent of PSC Chairs. Of the total PSC members (including reserve staff), 17 percent are women, while 28 percent of reserve staff are women.

The situation is significantly different in the four northern municipalities: overall, women are 25 percent of MEO/MEC Chairs; 45 percent of MEC members; 24 percent of PSC Chairs; and 31 percent of PSC staff are women.

Figure2: Percentage of Municipal Election Field Positions Held By Women – Total 38 Municipalities and Four Northern Municipality Data



In general the larger established parties have proposed the lowest proportions of women staff. For example, Lidhja Demokratike e Kosoves (LDK) had no women representatives on MECs and only 9 percent of its representatives on PSCs were women. Women representatives on these bodies for Partia Demokratike e Kosoves (PDK) were also low, totalling 6 percent and 10 percent, respectively.

At the polling station level, of the larger parties, 23 percent of Aleanca Kosova e Re (AKR)'s PSC representatives are women, Partia e Drejtesise (PD) has 22 percent and Levizja Vetevendosje (LVV) has 18 percent. Only two parties with a substantial number of PSC members in multiple municipalities have over 30 percent women representatives on these bodies: Kosova Demokratik Turk Partisi (KDTP) (32 percent) and Partia Social Demokrate (PSD) (37 percent). Of the larger Serb community-based parties and initiative groups, Samostalna Liberalna Stranka (SLS) has the highest proportion of women of all the parties/initiative groups amongst its MEC representatives, at 22 percent, whereas 15 percent of its PSC appointees are women. Gradanska Inicijativa Srpska (G.I. Srpska) had no representation at all on any MECs, whereas 19 percent of its PSC representatives are women.

It is noticeable that in some municipalities where large parties have substantial numbers of appointees to PSCs, some of these parties do not appear to have proposed a single woman: for example LDK in Kamenice and Rahovec, Aleanca Per Ardhmerine e Kosoves – Lidhja Demokratike e Dardanise (AAK-LDD) in Gjakove and Glogoc, PDK in Kline, and LVV in Dragash.

Methodology

As there are no available data on the gender breakdown of MEC and PSC members and PCMs appointed for the 2013 election, data was collected from the staffing lists for MECs, PSCs and PCMs held by the Central Election Commission (CEC). Each entry on the lists was examined. The gender of each staff member was determined according to the given name, and the results were tabulated by position, and by the political party/initiative group/NGO which proposed the staff member. In a very few cases no given name appeared on the staffing list, or the party/initiative group/NGO affiliation of a staff member was not specified.

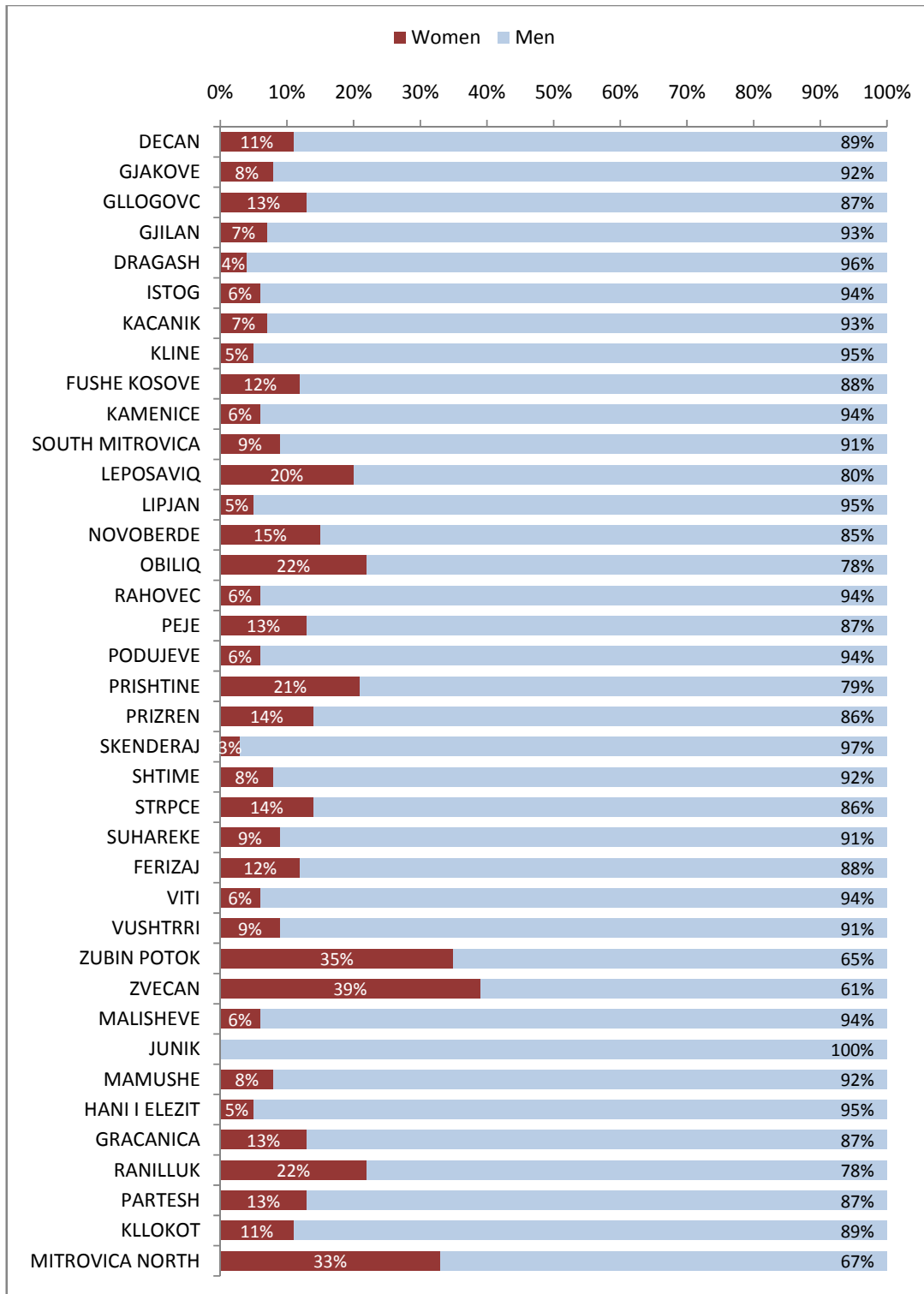
Full data on the percentages of women holding field positions for these elections are in the report Appendices.

Management Positions

For the purpose of this analysis, the gender composition of election field staff with management responsibilities – MEOs (MEC Chairs), MEC members, PSC Chairs and PCMs, was considered separately. While overall numbers and percentages of women employed in polling official roles indicates participation rates of women in electoral field operations, the percentage of management positions filled by women is a better indicator of how empowered women are in the electoral process.

In three of the 38 municipalities (Zvecan, Zubin Potok and Mitrovica North) women filled 30 percent or more of these field management positions. However, in six municipalities, women held 5 percent or less of these positions (in Junik there were no women in these positions). In 14 municipalities, women held between 6-10 percent of these positions. Women held a slightly higher proportion of MEC member positions (12 percent) than MEO/MEC Chair (11 percent) and PSC Chair (9 percent) positions.

Figure3:Percentage of Total Electoral Field Management Positions Held by Women and Men, By Municipality



MEC Membership

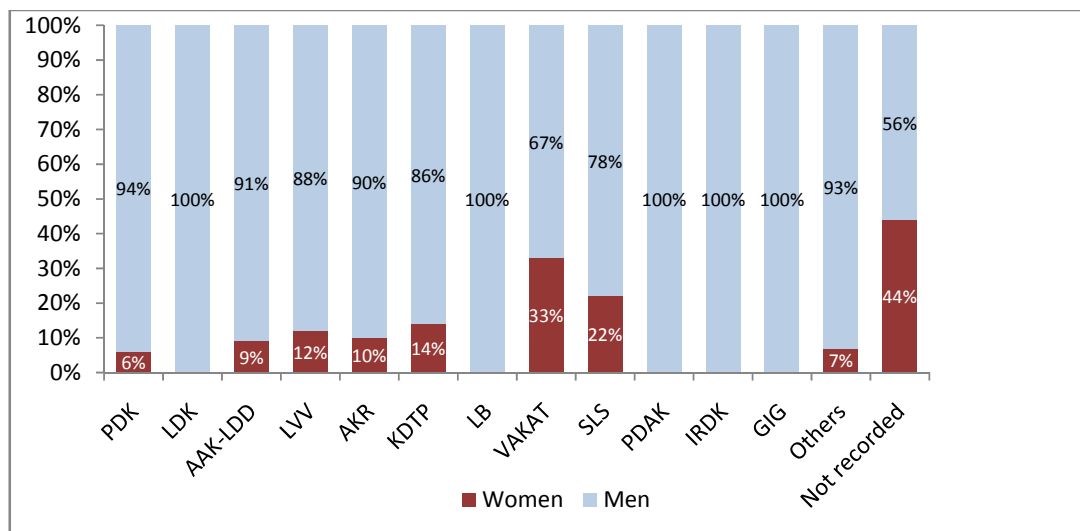
The following parties/initiative groups/NGOs were identified by the CEC as represented on MECs:

- AAK-LDD
- AKR
- Gradanskalnicijativa Gore (GIG)
- GradanskalnicijativoZajedno (GIZ)
- Inicijativa e Re Demokratike e Kosoves (IRDK)
- JedinstvenaSrpskaListaVidovdan (JSL)
- Levizja Per Bashkim (LB)
- LDK
- LVV
- KDTP
- Koalicija VAKAT (VAKAT)
- Rufki Suma (Independent Candidate)
- Partia e Ashkalinjeve Per Integrim (PAI)
- PDK
- PartiaDemokratike a AshkanlivateKosoves (PDAK)
- Partia Rome e Bashkuar e Kosoves (PREBK)
- SrpskaDemokratskaStrankaKosova I Metohije (SDSKIM)
- SLS
- Youth Initiative of Partesh (OJQ-YIP)

Of the larger parties, those which nominated the highest percentages of women to MECs were VAKAT (33 percent), SLS (22 percent), and KDTP (14 percent). However, of these, VAKAT and KDTP were represented by women on relatively few MECs, overall. Women filled 11 percent of the MEC/Chair positions appointed by the CEC.

Of the major parties, women were 6 percent of the MEC members representing PDK, 9 percent of those representing AAK-LDD and 12 percent of those representing LVV. From the data reviewed, none of the representatives on MECs from LDK or LB, as well as from three smaller parties, were women. However, data on MEC representatives may not be comprehensive. For twenty-five members of MECs (including 11 women) from the four municipalities in the North, the political party/Initiative Group/NGO affiliation is listed in CEC records as not available.

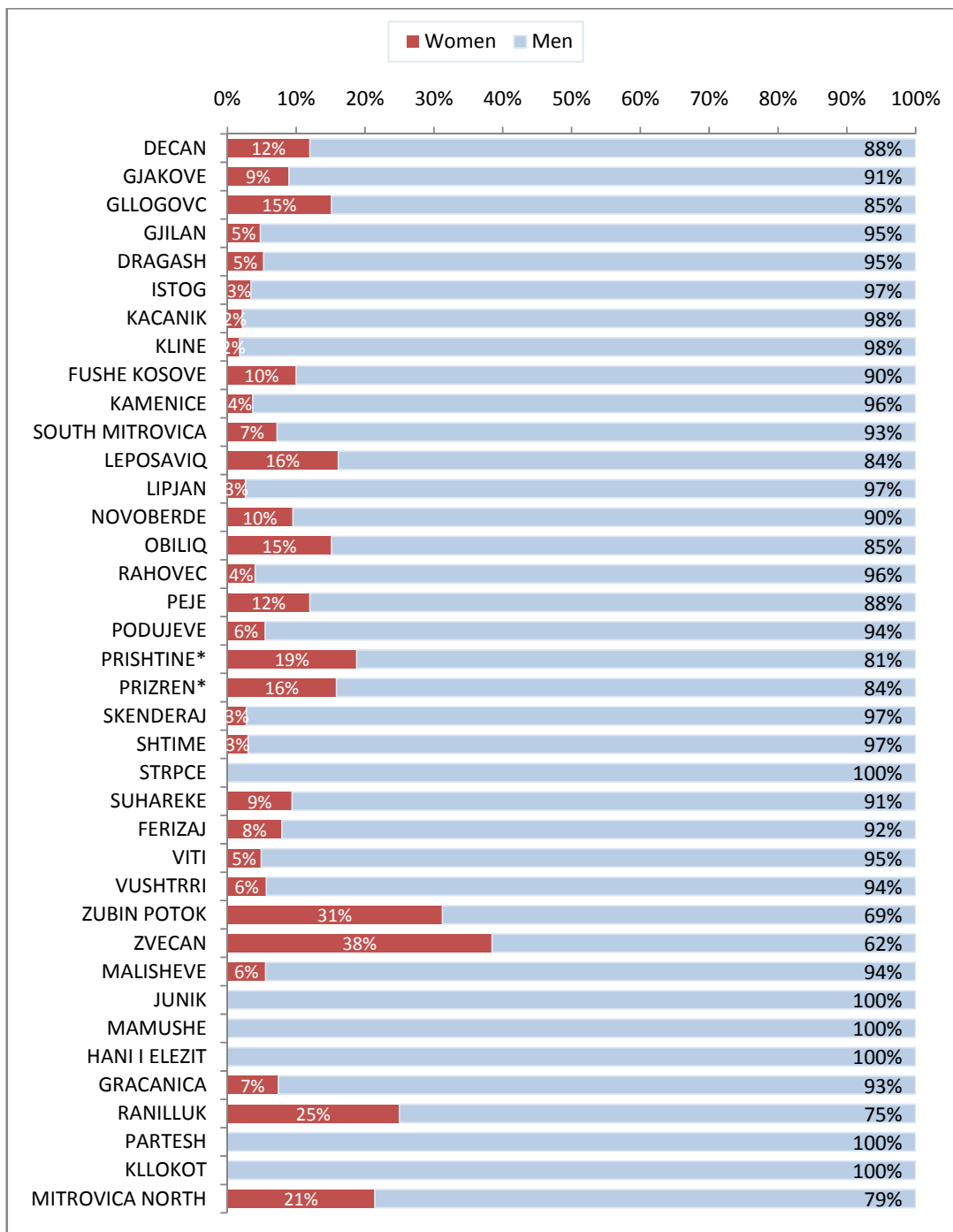
Figure 4: Percentage of Political Party/Initiative Group Representatives in MECs Who Are Men and Women



PSC Chairs

Women hold 9 percent of PSC Chair positions. In a number of generally smaller municipalities, no PSC Chair positions are held by women (Strpce, Junik, Mamushe, Hani i Elezit, Partesh and Kllokot). The highest proportions of PSC Chair positions held by women were in Zvecan (38 percent), Zubin Potok (31 percent), Ranilluk (25 percent), Mitrovica North (21 percent) and Prishtine (19 percent). In half the municipalities, women hold 2-9 percent of PSC Chair positions.

Figure 5: Percentage of PSC Chair Positions Held by Men and Women – By Municipality

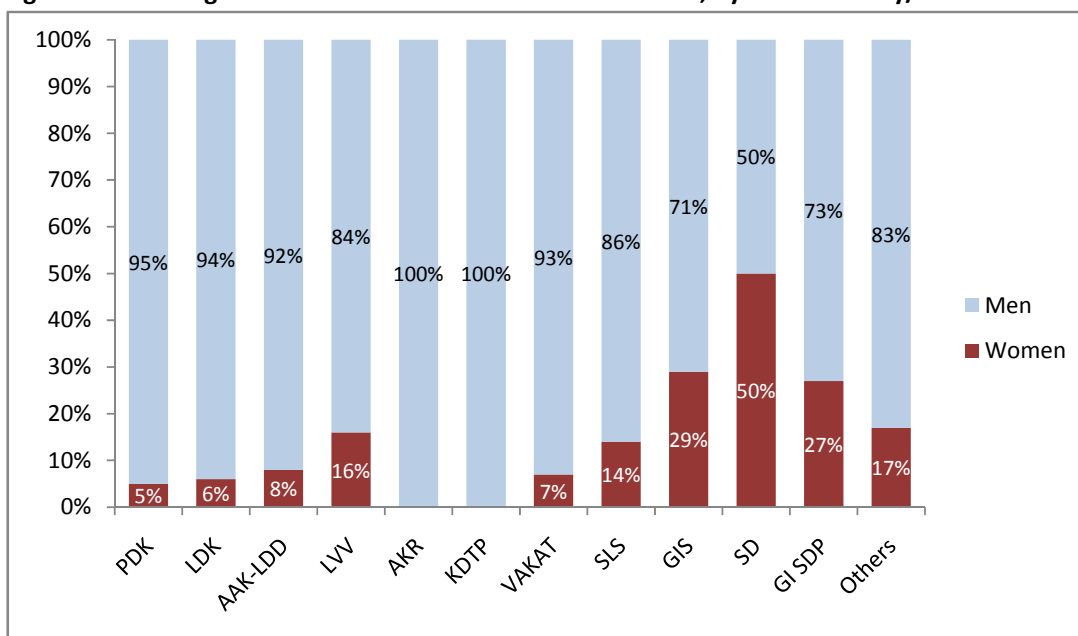


* First name missing for 2 PSC members, so gender unknown

In most municipalities the proportion of PSC Chair positions held by women was significantly less than the proportion of women engaged for all PSC positions (including reserves). Exceptions to this were in Decan, Gllogovc, Novoberde, Obiliq, Prizren, Zubin Potok, Zvecan and Ranilluk. Where women were involved in the electoral process at the polling station level, in most municipalities they were not represented equivalently in management positions.

Proportions of PSC Chair positions held by women representing PDK, LDK and AAK-LDD were very low, at 5, 6 and 8 percent, respectively. Of the large parties, LVV had the highest proportion of PSC Chairs who were women, at 16 percent (Figure 6). The percentages of women representing Serb community-based parties and initiative groups as PSC Chairs were generally significantly higher (for G.I. Srpska, 29 percent; Gradanskalnicijativa - Srbija, Demokratija, Pravda Oliver Ivanovic [GI-SDP], 27 percent; and for SLS, 14 percent). This reflects the higher percentages of women proposed by Serb community-based parties and initiative groups in the four northern municipalities. Overall these parties held relatively few PSC Chair positions.

Figure 6: Percentage of PSC Chairs Who Are Women and Men, by Political Party/Initiative Group



Some parties had very few representatives as PSC Chairs, which in some cases may have affected the chances of women being selected as PSC Chairs. For example, KDTP held one PSC Chair position, AKR had six, SD had six, VAKAT had 14, GI-SDP had 15 and GIS had 24.

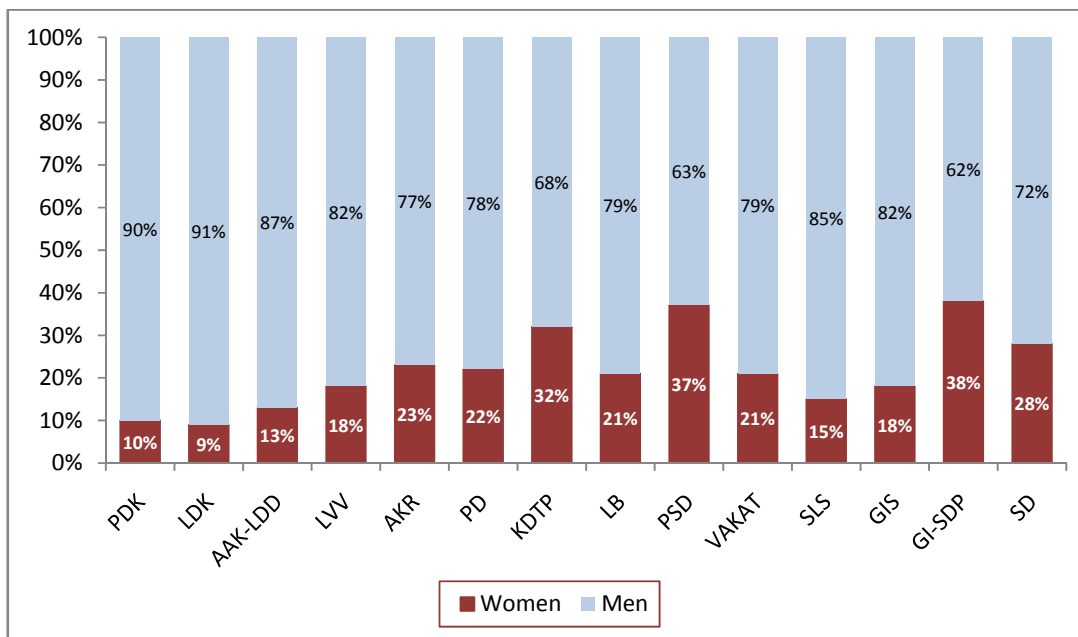
Total Polling Station Commission Positions

Overall, 17 percent of PSC positions for the 2013 election were held by women. Women filled a higher proportion of non-leadership positions – PSC members (17 percent) and reserve staff (28 percent) – than of PSC Chair positions (9 percent). It may be significant that women held a higher percentage of posts that were ‘reserve’ positions, which may not have been used on polling day.

When analysed by party, of the larger parties/initiative groups, LDK and PDK had the smallest percentages of women representatives in PSCs, at 9 and 10 percent, respectively. On the other hand, the proportions from AKR (23 percent), PD (22 percent), LB (21 percent) and LVV (18 percent) were higher, with PSD at 37 percent. Generally, minority parties had relatively higher percentages of

women amongst their PSC representatives: GI-SDP (38 percent), KDTP (32 percent), SD (28 percent), VAKAT (21 percent) – but SLS had only 15 percent.

Figure7:Proportion of Political Party/Initiative Group Representatives inPSCs (including reserves) Who Are Women and Men– Larger Parties/Initiative Groups

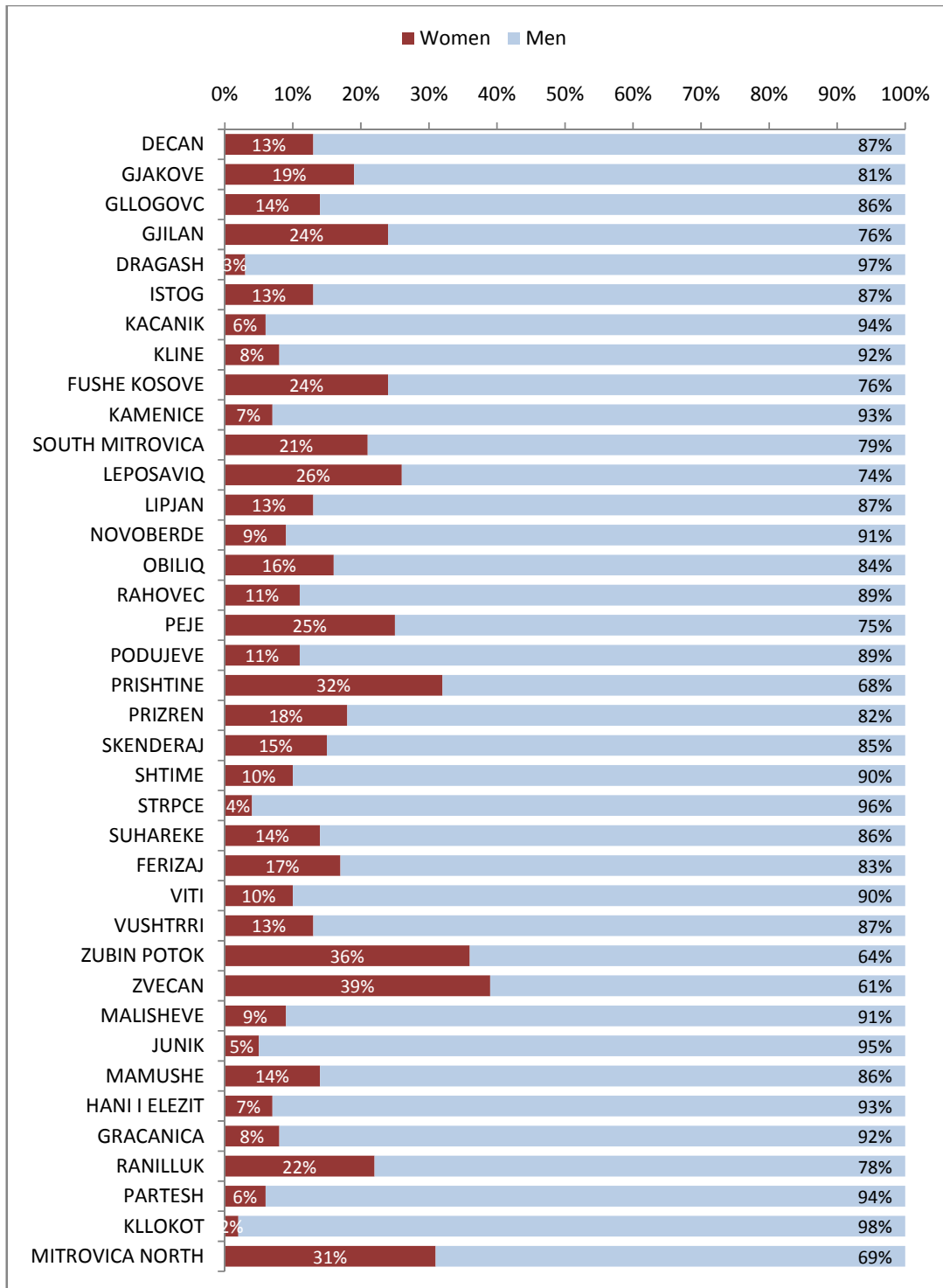


Analysing the distribution of women PSC staff and reserves by political party/initiative group and municipality, shows that in only 23 percent of cases has a political party or initiative group had women as over 30 percent of its representatives for PSC positions in a municipality. Thirty percent women’s representation is the statutory minimum for each party’s representation in elected municipal and national assemblies.

In 19 percent of cases, a political party/initiative group had zero women amongst its representatives in PSC positions in a municipality. For example, LDK had zero municipalities in which women comprised over 30 percent of its PSC representatives, yet in 25 percent of municipalities in which it nominated people to PSC positions, no women were included. Other larger parties also had a significant proportion of municipalities in which they did not include any women in the staff they proposed for PSCs (PDK, 19 percent of municipalities; AAK-LDD, 28 percent; and LVV, 21 percent). AKR and PD were an exception to this. Most of these instances were in minority-dominant municipalities in which these parties had few PSC representatives, but some were in municipalities such as Dragash, Glllogvc, Obiliq and Rahovec.

In total, the level of women’s representation in PSCs (including reserves) varied greatly between municipalities. In general it was highest in the four northern municipalities (Zvecan, 39 percent; Zubin Potok, 36 percent; Mitrovica North, 31 percent; and Leposaviq, 26 percent). The only southern municipality in which the percentage of women in PSC positions was over 30 percent was Prishtine, at 32 percent. The adjacent municipalities of Fushe Kosove and Gjilan also had relatively higher percentages of women in PSC positions at 24 percent each, and in Peje at 25 percent. While staffing data does not indicate reasons for this, it may reflect a different community attitude in the north and/or a larger pool of women in major urban areas. Local, specific party attitudes may also be a relevant factor, as percentages of women were not as high in areas such as Prizren (18 percent).

Figure8: Percentage of PSC Positions (including reserves) Held by Women and Men – By Municipality



Issues Arising from the Data

At 17 percent, the proportion of women employed in electoral field positions is little more than half the legally required proportion of women in the assemblies, which these staff work to elect. The data shows that in most municipalities and for most political entities, women are even less proportionately represented among electoral field management positions than they are in field positions, overall.

There are countries whose various methods of appointing electoral field staff, especially at the polling station level, ensures that women are well represented in these lower level election administration bodies. For example, in Mexico, polling officials are selected at random by the electoral management body (EMB) from the voter lists. In Nepal, certain positions in polling stations are reserved for women. However, these are not as easily applicable in a situation such as Kosovo where municipal and polling station level staff are nominated by political parties/initiative groups, rather than selected independently through a process under total control of the EMB.

The data for some, albeit few, municipalities shows that it is not an impossible task for political parties/initiative groups to nominate women to 30 percent or more of electoral field staff positions. Similarly, there are large variations between political parties/initiative groups, with those representing minority populations being generally more likely to have a higher proportion of women amongst their field electoral administration representatives.

It would be useful for further qualitative research to be conducted to determine the reasons for the relatively low level of participation by women in electoral field positions. It would also help to identify – comprehensively – the barriers that are holding back women's participation in this field to effectively target efforts to increase participation.

It appears that a greater effort by political parties/initiative groups to encourage women to take these positions may be necessary. Women's participation in these positions is generally higher in larger urban areas. Reasons for this, and whether these can be replicated in other municipalities, could be studied. Women are more likely to be nominated for these positions if they are active in political party/initiative group affairs. Encouragement of this, through awareness raising, training and other activities, especially amongst younger women, could be a greater focus of political party support programs.

It may be useful for the CEC to educate political parties/initiative groups on the benefits of increasing the numbers of women they nominate to electoral field positions and to publicize the current low percentages of women nominated by political parties/initiative groups to these positions. For readily available access to such data (and for other field staff management purposes), a comprehensive database of CEC's field staff would be useful. The CEC could also consider whether there are any appropriate incentives to induce political parties/initiative groups to nominate more women to electoral field staff positions. The CEC itself could take the lead in appointing more women to MEO/MEC Chair positions.

Appendix 1: Summary Tables

Table 1: Percentage of 2013 Municipal Election Field Management Staff Who Are Women

MUNICIPALITY	MEOs (MEC Chairs)		MEC Members		PCMs		PSC Chairs		Total Electoral Field Management Staff	
	Women	% Women	Women	% Women	Women	% Women	Women	% Women	Women	% Women
DECAN	0	0%	1	20%	0	0%	6	12%	7	11%
GJAKOVE	0	0%	0	0%	2	7%	12	9%	14	8%
GLLOGOVC	0	0%	0	0%	2	8%	10	15%	12	13%
GJILAN	0	0%	0	0%	5	15%	6	5%	11	7%
DRAGASH	0	0%	0	0%	1	3%	3	5%	4	4%
ISTOG	0	0%	1	13%	2	13%	2	3%	5	6%
KACANIK	0	0%	1	17%	3	16%	1	2%	5	7%
KLINE	0	0%	0	0%	3	18%	1	2%	4	5%
FUSHE KOSOVE	1	100%	0	0%	2	20%	4	10%	7	12%
KAMENICE	0	0%	0	0%	3	12%	2	4%	5	6%
SOUTH MITROVICA	0	0%	0	0%	5	19%	7	7%	12	9%
LEPOSAVIQ	0	0%	3	33%			5	16%	8	20%
LIPJAN	0	0%	0	0%	4	15%	2	3%	6	5%
NOVOBERDE	0	0%	0	0%	5	26%	2	10%	7	15%
OBILIQ	0	0%	0	0%	7	50%	5	15%	12	22%
RAHOVEC	0	0%	0	0%	4	11%	3	4%	7	6%
PEJE	0	0%	1	13%	5	22%	15	12%	21	13%
PODUJEVE	0	0%	0	0%	3	7%	6	6%	9	6%
PRISTINE*	1	100%	2	25%	15	26%	41	19%	59	21%
PRIZREN*	0	0%	0	0%	8	12%	33	16%	41	14%
SKENDERAJ	0	0%	0	0%	1	3%	2	3%	3	3%
SHTIME	1	100%	1	17%	1	9%	1	3%	4	8%
STRPCE	0	0%	1	14%	4	44%	0	0%	5	14%
SUHAREKE	0	0%	1	17%	2	6%	8	9%	11	9%
FERIZAJ	0	0%	1	17%	8	25%	10	8%	19	12%
VITI	0	0%	0	0%	3	11%	3	5%	6	6%
VUSHTRRI	0	0%	1	14%	5	19%	5	6%	11	9%
ZUBIN POTOK	1	100%	3	33%			5	31%	9	35%
ZVECAN	0	0%	4	44%			5	38%	9	39%
MALISHEVE	0	0%	0	0%	3	9%	4	6%	7	6%
JUNIK	0	0%	0	0%	0	0%	0	0%	0	0%
MAMUSHE	0	0%	1	17%	0	0%	0	0%	1	8%
HANI I ELEZIT	0	0%	0	0%	1	25%	0	0%	1	5%
GRACANICA	0	0%	1	17%	3	27%	2	7%	6	13%
RANILLUK	0	0%	0	0%	2	50%	2	25%	4	22%
PARTESH	0	0%	1	20%	1	33%	0	0%	2	13%
KLLOKOT	0	0%	0	0%	2	40%	0	0%	2	11%
NORTH MITROVICA	0	0%	8	62%			6	21%	14	33%
TOTAL	4	11%	32	12%	115	15%	219	9%	370	11%

* First names missing for 2 PSC members so gender unknown

Table 2: Percentage of Total Municipal Election Field Staff Who Are Women

MUNICIPALITY	Total Electoral Field Management Staff		PSC Members		Reserve Staff		TOTAL Election Field Staff	
	Women	% Women	Women	% Women	Women	% Women	Women	% Women
DECAN	7	11%	32	13%	7	20%	46	13%
GJAKOVE	14	8%	158	20%	27	29%	199	19%
GLLOGOVC	12	13%	49	12%	13	37%	74	14%
GJILAN	11	7%	215	25%	39	39%	265	23%
DRAGASH	4	4%	9	2%	1	2%	14	3%
ISTOG	5	6%	45	13%	9	30%	59	13%
KACANIK	5	7%	16	7%	2	6%	23	7%
KLINE	4	5%	31	9%	4	11%	39	9%
FUSHE KOSOVE	7	12%	58	24%	12	43%	77	24%
KAMENICE	5	6%	15	5%	7	22%	27	7%
SOUTH MITROVICA	12	9%	129	22%	23	34%	164	21%
LEPOSAVIQ	8	20%	42	23%	14	64%	64	26%
LIPJAN	6	5%	56	12%	16	29%	78	13%
NOVOBERDE	7	15%	11	7%	3	21%	21	10%
OBILIQ	12	22%	28	14%	7	33%	47	17%
RAHOVEC	7	6%	48	11%	9	21%	64	11%
PEJE	21	13%	190	25%	33	38%	244	25%
PODJEVE	9	6%	59	11%	16	24%	84	11%
PRISHTINE*	59	21%	511	33%	46	37%	616	32%
PRIZREN*	41	14%	206	17%	45	33%	292	18%
SKENDERAJ	3	3%	57	13%	23	40%	83	14%
SHTIME	4	8%	10	6%	12	38%	26	10%
STRPCE	5	14%	0	0%	5	23%	10	6%
SUHAREKE	11	9%	73	14%	10	18%	94	14%
FERIZAJ	19	12%	134	18%	24	26%	177	17%
VITI	6	6%	39	11%	5	12%	50	10%
VUSHTRRI	11	9%	82	13%	11	16%	104	13%
ZUBIN POTOK	9	35%	24	33%	7	58%	40	36%
ZVECAN	9	39%	25	46%	6	24%	40	39%
MALISHEVE	7	6%	37	9%	8	17%	52	9%
JUNIK	0	0%	1	4%	1	20%	2	4%
MAMUSHE	1	8%	3	13%	2	25%	6	14%
HANI I ELEZIT	1	5%	5	9%	0	0%	6	7%
GRACANICA	6	13%	8	7%	5	8%	19	9%
RANILLUK	4	22%	6	15%	4	57%	14	22%
PARTESH	2	13%	2	5%	1	20%	5	8%
KLLOKOT	2	11%	1	2%	0	0%	3	4%
NORTH MITROVICA	14	33%	50	30%	9	50%	73	32%
TOTAL	370	11%	2465	17%	466	28%	3301	17%

* First names missing for 2 PSC members so gender unknown

Table 3: Women on MECs by Proposing Political Party/Initiative Group/NGO

PARTY/IG/ NGO/ Institution	Party/IG/NGO representatives on MECs		
	Total Appointees to MECs	Women Appointees to MECs	% of Women Appointees
CEC (MEO/ Chair)	38	4	11%
PDK	35	2	6%
LDK	34	0	0%
AAK-LDD	35	3	9%
LVV	34	4	12%
AKR	31	3	10%
KDTP	7	1	14%
LB	2	0	0%
VAKAT	6	2	33%
SLS	23	5	22%
PDAK	6	0	0%
IRDK	4	0	0%
GIG	1	0	0%
Other (<50 PSC staff)	15	1	7%
No affiliation recorded by CEC	25	11	44%
TOTAL	296	36	12%

Table 4: Women and Men MEC Members by Municipality and Political Party/Initiative Group That Proposed Them (M=Men, W= Women)

MUNICIPALITY	CEC (MEO/ CHAIR)		PDK		LDK		AAK		LVV		AKR		KDTP		LB		VAKAT		SLS		PDAK		IRDK		GIG		No Party Stated		Other	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
DECAN	1			1	1		1		1		1																		0	0
GJAKOVE	1		1		1		1		1		1												1						0	0
GLLOGOVC	1		1		1		1		1		1																		0	0
GJILAN	1		1		1		1		1		1		1							1									0	0
DRAGASH	1		1		1		1		1		1						1							1					0	0
ISTOG	1		1		1		1		1		1							1	1				1						0	0
KACANIK	1		1		1			1	2		1																		0	0
KLINE	1		1		1		1		1		1									1				1					0	0
FUSHE KOSOVE		1	1		1		1		1		1								1		1								0	0
KAMENICE	1		1		1		1		1		1									1									0	0
SOUTH MITROVICA	1		1		1		1		1		1		1				1												0	0
LEPOSAVIQ	1				1				1		1									1							3	3	0	0
LIPJAN	1		1		1		1		1		1		1							1				1					1	0
NOVOBERDE	1		1		1		1		1		1									1									1	0
OBLIQ	1		1		1		1		1		1				1					1									0	0
RAHOVEC	1		1		1		1		1		1				1					1									0	0
PEJE	1		1		1		1		1		1						1			1			1						0	0
PODUJEVE	1		1		1		1		1		1										1								0	0
PRISHTINE*		1	1		1		1		1		1		1		1					1		1							0	0
PRIZREN*	1		1		1		1		1		1		1				1				1								1	0
SKENDERAJ	1		1		1		1		1		1									1									0	0
SHTIME		1	1		1		1		1				1								1								0	0
STRPCE	1		1		1		1		1				1							1									1	0
SUHAREKE	1		1		1		1				1	1									1								0	0
FERIZAJ	1		1		1		1				1	1									1								0	0
VITI	1		1		1		1		1		1									1									0	0
VUSHTRRI	1		1		1				1	1		1		1						1									0	0
ZUBIN POTOK		1	1				1														1						4	2	0	0
ZVECAN	1		1				1														1						3	3	0	0
MALISHEVE	1		1		1		1		1		1																		0	0
JUNIK	1		1		1		1		1		1																		0	0
MAMUSHE	1		1		1		1				1	1		1															0	0
HANI I ELEZIT	1		1		1		1				1	1																	1	0
GRACANICA	1		1		1		1														1								2	0
RANILLUK	1						1					1									1								2	0
PARTESH	1																				1								3	1
KLLOKOT	1		1		1				1		1										1								2	0
MITROVICA NORTH	1				1	1			1		1								1	1							4	3		
TOTAL	34	4	33	2	34	0	32	3	30	4	28	3	6	1	2	0	4	2	18	5	6	0	4	0	1	0	14	11	14	1

Table 5: Percentage Of Total Polling Station Positions (including Reserves) Filled by Women, By Political Party/Initiative Group/NGO

MUNICIPALITY	Women in PSC Positions		% of Polling Station Commission Positions from each Political Party/IG/NGO Filled By Women																										
	Number	% of Total PSC	PDK %	LDK %	AAK-LDD %	LVV %	AKR %	PD %	KDTP %	LB %	PSD %	VAKAT %	SLS %	PDAK %	IRDK %	Gi Srsпка %	PSHDK %	KKZ %	BKK %	ADK %	GI SDP %	IQM %	SD %	SDA/SDSG %	GIG %	BSDAK %	LSK %	OTHER (<50 PSC staff) %	
DECAN	45	13%	9%	7%	7%	22%		24%									17%		4%										
GJAKOVE	197	19%	14%	10%	0%	26%	35%	27%		42%	41%				26%		16%	67%	50%										5%
GLLOGOVC	72	14%	10%	23%	0%	24%	26%	7%										67%										8%	
GJILAN	260	24%	19%	7%	21%	19%	29%	33%	32%		35%		0%										13%					0%	
DRAGASH	13	3%	8%	3%	2%	0%	2%			0%		3%							8%				0%	2%				0%	
ISTOG	56	13%	10%	2%	6%	22%	21%					27%	27%		0%	0%	33%						43%	30%		0%		17%	
KACANIK	19	6%	6%	6%	4%	6%	2%	5%																				16%	
KLINE	36	8%	0%	6%	5%	2%	18%	15%							21%	33%	6%						25%					8%	
FUSHE KOSOVE	74	24%	7%	9%	52%	18%	39%	44%		0%	33%			5%	21%	25%												13%	
KAMENICE	24	7%	3%	0%	2%	12%	5%	15%																				7%	
SOUTH MITROVICA	159	21%	8%	8%	14%	13%	18%	36%	53%									0%										0%	
LEPOSAVIQ	61	26%	0%	0%	0%	0%							28%			17%		0%			43%		25%			8%		28%	
LIPJAN	74	13%	2%	2%	7%	6%		20%	0%	24%	21%		20%	20%		0%		50%										22%	
NOVOBERDE	16	9%	4%	9%	13%	5%	13%						13%			11%		0%										6%	
OBILIQ	40	16%	10%	0%	14%	17%	31%	17%		3%			43%			20%		38%					50%					9%	
RAHOVEC	60	11%	4%	0%	7%	17%	14%	13%		15%			33%		0%								33%						
PEJE	238	25%	8%	12%	14%	26%	41%	35%				25%	20%		26%	29%			75%	86%			51%		29%	46%			
PODUJEVE	81	11%	3%	3%	11%	12%	23%	13%		14%				35%					12%									0%	
PRISHTINE*	598	32%	23%	23%	35%	27%	35%	29%	49%	28%	46%			25%		0%		48%		50%								33%	
PRIZREN*	284	18%	17%	13%	10%	28%	17%	9%	20%		27%																	17%	
SKENDERAJ	82	15%	6%	9%	17%	10%	16%	33%		30%								0%		33%						8%	15%		
SHTIME	23	10%	3%	6%	11%	14%	14%	0%		0%				5%				50%										0%	
STRPCE	5	4%	0%	5%	0%	0%							0%															25%	
SUHAREKE	91	14%	11%	3%	5%	25%	14%	15%		25%				8%														24%	
FERIZAJ	168	17%	12%	7%	12%	22%	35%	24%						9%															
VITI	47	10%	4%	6%	6%	13%	7%	9%									9%			18%								22%	
VUSHTRRI	98	13%	3%	2%	8%	14%	22%	17%	22%	20%			2%																
ZUBIN POTOK	36	36%	0%	0%	0%											33%		41%					36%					35%	
ZVECAN	36	39%	0%		0%	0%										27%		0%			35%							59%	
MAJISHEVE	49	9%	6%	4%	15%	8%	10%	11%		23%												3%							
JUNIK	2	5%	13%	0%	0%	0%												13%											
MAMUSHE	5	14%	40%	0%	0%	60%	0%		0%																			0%	
HANI I ELEZIT	5	7%	0%	17%	0%	0%	25%																					0%	
GRACANICA	15	8%	4%	0%	31%								3%			0%							15%				3%		
RANILLUK	12	22%		22%									22%			11%		100%					44%					11%	
PARTESH	3	6%											0%			0%												8%	
KLLOKOT	1	2%	0%	0%	0%								0%			0%												6%	
NORTH MITROVICA	65	31%	18%	11%	25%	0%		25%	43%				26%			48%					37%					48%		24%	
TOTAL	3150	17%	10%	9%	13%	18%	23%	22%	32%	21%	37%	21%	15%	12%	19%	18%	14%	40%	23%	39%	38%	3%	28%	41%	2%	35%	27%	18%	

* First names missing for 2 PSC members so gender unknown

Appointed by MEC. Zubin Potok and Ranilluke had combined KKZ-OIK appointment

^ In Skenderaj, detailed staffing list shows 4 polling officials from KS of whom 3 are women. Summary list shows no polling officials from KS.

Table 6: Municipal Distribution of Percentages of Women In PSCs By Political Party/Initiative Group/ NGO

PARTY/IG/ NGO	Number of Municipalities with % PSC Staff Who Are Women In Range:												No PSC Staff
	0%	1%- 5%	6%- 10%	11%- 15%	16%- 20%	21%- 25%	26%- 30%	31%- 35%	36%- 40%	41%- 45%	46%- 50%	Over 50%	
PDK	7	9	9	6	3	1			1				2
LDK	9	8	11	4	1	3							2
AAK-LDD	10	5	7	8	1	2		2				1	2
LVV	7	2	4	6	4	6	3					1	5
AKR	1	3	1	5	4	4	2	4	1	1			12
PD	1	1	3	6	3	3	2	3	1	1			14
KDTP	2				1	1		1		1	1	1	30
LB	3	1		2	1	3	2			1			25
PSD						1		2		1	1		33
VAKAT		1				1	2						34
SLS	4	2		1	2	1	3	1		1			23
PDAK		2	2		1	1		1					31
IRDK	2					2	2						32
GIS	6				2	2	1	2	2		1		22
PSHDK			2		2			1					33
KKZ(+OIK)	5			1					1	1	3	3	24
BKK		1	1	1							1	1	33
ADK					1			1			1	1	34
GI-SDP								1	1	1			35
IQM		1											37
SD				1		1			1	1			34
SDA/SDSG	1							1					35
GIG		1											37
BSDAK	1		1					1			1		34
LSK			1								1		36
OTHER (<50 PSC staff)	7	2	7	3	3	4	2	2				1	7

Appendix 2: Gender Analysis by Municipality

MUNICIPALITY: DECAN

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	4	1	20%
Polling Centre Managers	8	0	0%
Polling Station Commission Chairs	44	6	12%
Total Field Management Staff	57	7	11%
Polling Station Commission Members	218	32	13%
Reserve Staff	28	7	20%
Total Field Staff	303	46	13%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	0	1	11	1	8%	50	5	9%
LDK	1	0	11	2	15%	51	4	7%
AAK-LDD	1	0	12	1	8%	51	4	7%
LVV	1	0	10	2	17%	43	12	22%
AKR	1	0						
PD						42	13	24%
PSHDK						29	6	17%
BKK						24	1	4%

MUNICIPALITY: GJAKOVE

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	6	0	0%
Polling Centre Managers	26	2	7%
Polling Station Commission Chairs	122	12	9%
Total Field Management Staff	155	14	8%
Polling Station Commission Members	646	158	20%
Reserve Staff	65	27	29%
Total Field Staff	866	199	19%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	32	1	3%	126	21	14%
LDK	1	0	30	3	9%	133	14	10%
AAK-LDD	1	0	0	34	0%	147	0	0%
LVV	1	0	26	8	24%	109	38	26%
AKR	1	0				95	52	35%
PD						32	12	27%
LB						14	10	42%
PSD						10	7	41%
IRDK	1	0				43	15	26%
PSHDK						74	14	16%
KKZ						2	4	67%
BKK						8	8	50%
Other						40	2	5%

MUNICIPALITY: GLLOGOVC

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	5	0	0%
Polling Centre Managers	22	2	8%
Polling Station Commission Chairs	56	10	15%
Total Field Management Staff	84	12	13%
Polling Station Commission Members	347	49	12%
Reserve Staff	22	13	37%
Total Field Staff	453	74	14%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	15	2	12%	66	7	10%
LDK	1	0	11	5	31%	56	17	23%
AAK-LDD	1	0	16	0	0%	72	0	0%
LVV	1	0	14	3	18%	53	17	24%
AKR	1	0				54	19	26%
PD						57	4	7%
KKZ						1	2	67%
Other						67	6	8%

MUNICIPALITY: GJILAN

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	7	0	0%
Polling Centre Managers	28	5	15%
Polling Station Commission Chairs	119	6	5%
Total Field Management Staff	155	11	7%
Polling Station Commission Members	660	215	25%
Reserve Staff	61	39	39%
Total Field Staff	876	265	23%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	29	1	3%	129	25	19%
LDK	1	0	29	0	0%	125	9	7%
AAK-LDD	1	0	27	3	10%	106	28	21%
LVV	1	0	28	1	3%	108	26	19%
AKR	1	0				95	38	29%
PD						89	44	33%
KDTP	1	0				90	43	32%
PSD						87	46	35%
SLS	1	0	4	0	0%	8	0	0%
SD			1	2	33%	7	1	13%
Other						16	0	0%

MUNICIPALITY: DRAGASH

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	7	0	0%
Polling Centre Managers	30	1	3%
Polling Station Commission Chairs	54	3	5%
Total Field Management Staff	92	4	4%
Polling Station Commission Members	390	9	2%
Reserve Staff	40	1	2%
Total Field Staff	522	14	3%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	12	2	14%	57	5	8%
LDK	1	0	15	0	0%	61	2	3%
AAK-LDD	1	0	14	0	0%	61	1	2%
LVV	1	0				62	0	0%
AKR	1	0				62	1	2%
LB						10	0	0%
VAKAT	1	0	13	1	7%	61	2	3%
BKK						11	1	8%
GIG	1	0				62	1	2%
Other						29	0	0%

MUNICIPALITY: ISTOG

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	7	1	13%
Polling Centre Managers	13	2	13%
Polling Station Commission Chairs	56	2	3%
Total Field Management Staff	77	5	6%
Polling Station Commission Members	293	45	13%
Reserve Staff	21	9	30%
Total Field Staff	391	59	13%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	15	0	0%	57	6	10%
LDK	1	0	14	0	0%	62	1	2%
AAK-LDD	1	0	14	0	0%	60	4	6%
LVV	1	0	13	1	7%	50	14	22%
AKR	1	0				50	13	21%
VAKAT	0	1				11	4	27%
SLS	1	0	0	1	100%	8	3	27%
IRDK	1	0				31	0	0%
GI SRPSKA						6	0	0%
PSHDK						2	1	33%
SD						4	3	43%
SDA/SDSG						7	3	30%
BSDAK						3	0	0%
Other						19	4	17%

MUNICIPALITY: KACANIK

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	5	1	17%
Polling Centre Managers	16	3	16%
Polling Station Commission Chairs	45	1	2%
Total Field Management Staff	67	5	7%
Polling Station Commission Members	214	16	7%
Reserve Staff	30	2	6%
Total Field Staff	311	23	7%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	12	0	0%	47	3	6%
LDK	1	0	11	0	0%	47	3	6%
AAK-LDD	0	1	10	1	9%	48	2	4%
LVV	2	0	12	0	0%	47	3	6%
AKR	1	0				49	1	2%
PD						19	1	5%
Other						32	6	16%

MUNICIPALITY: KLINE

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	7	0	0%
Polling Centre Managers	14	3	18%
Polling Station Commission Chairs	55	1	2%
Total Field Management Staff	77	4	5%
Polling Station Commission Members	305	31	9%
Reserve Staff	32	4	11%
Total Field Staff	414	39	9%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	14	0	0%	62	0	0%
LDK	1	0	13	0	0%	58	4	6%
AAK-LDD	1	0	13	1	7%	59	3	5%
LVV	1	0	13	0	0%	61	1	2%
AKR	1	0				27	6	18%
PD						29	5	15%
SLS	1	0						
IRDK	1	0				27	7	21%
GI SRPSKA			2	0	0%	10	5	33%
PSHDK						33	2	6%
SD						3	1	25%
Other						24	2	8%

MUNICIPALITY: FUSHE KOSOVO

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	0	1	100%
MEC Members	7	0	0%
Polling Centre Managers	8	2	20%
Polling Station Commission Chairs	36	4	10%
Total Field Management Staff	51	7	12%
Polling Station Commission Members	182	58	24%
Reserve Staff	16	12	43%
Total Field Staff	249	77	24%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	10	0	0%	41	3	7%
LDK	1	0	10	0	0%	40	4	9%
AAK-LDD	1	0	7	3	30%	21	23	52%
LVV	1	0	9	1	10%	36	8	18%
AKR	1	0				27	17	39%
PD						10	8	44%
LB						5	0	0%
PSD						10	5	33%
SLS	1	0						
PDAK	1	0				21	1	5%
IRDK						11	3	21%
GI SRPSKA						3	1	25%
Other						7	1	13%

MUNICIPALITY: KAMENICE

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	6	0	0%
Polling Centre Managers	23	3	12%
Polling Station Commission Chairs	52	2	4%
Total Field Management Staff	82	5	6%
Polling Station Commission Members	261	15	5%
Reserve Staff	25	7	22%
Total Field Staff	368	27	7%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	12	0	0%	57	2	3%
LDK	1	0	12	0	0%	59	0	0%
AAK-LDD	1	0	12	0	0%	58	1	2%
LVV	1	0	10	2	17%	52	7	12%
AKR	1	0	6	0	0%	56	3	5%
PD						45	8	15%
SLS	1	0						
Other						13	1	7%

MUNICIPALITY: SOUTH MITROVICE

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	7	0	0%
Polling Centre Managers	22	5	19%
Polling Station Commission Chairs	90	7	7%
Total Field Management Staff	120	12	9%
Polling Station Commission Members	449	129	22%
Reserve Staff	44	23	34%
Total Field Staff	613	164	21%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	22	2	8%	97	8	8%
LDK	1	0	23	1	4%	97	9	8%
AAK-LDD	1	0	22	2	8%	91	15	14%
LVV	1	0	22	2	8%	92	14	13%
AKR	1	0				86	19	18%
PD						67	38	36%
KDTP	1	0				50	56	53%
VAKAT	1	0						
KKZ						2	0	0%
Other			1	0	0%	1	0	0%

MUNICIPALITY: LEPOSAVIQ

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	6	3	33%
Polling Centre Managers			
Polling Station Commission Chairs	26	5	16%
Total Field Management Staff	33	8	20%
Polling Station Commission Members	144	42	23%
Reserve Staff	8	14	64%
Total Field Staff	185	64	26%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK						4	0	0%
LDK	1	0	1	0	0%	4	0	0%
AAK-LDD						4	0	0%
LVV	1	0	1	0	0%	4	0	0%
SLS	1	0	7	2	22%	26	10	28%
GI SRPSKA			6	0	0%	25	5	17%
KKZ						4	0	0%
SD						15	5	25%
GI SDP Oliver Ivanovic			1	0	0%	13	10	43%
BSDAK			1	0	0%	11	1	8%
Other			9	3	25%	76	30	28%
No party affiliation stated	3	3						

MUNICIPALITY: LIPJAN

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	8	0	0%
Polling Centre Managers	22	4	15%
Polling Station Commission Chairs	74	2	3%
Total Field Management Staff	105	6	5%
Polling Station Commission Members	400	56	12%
Reserve Staff	39	16	29%
Total Field Staff	544	78	13%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	17	0	0%	81	2	2%
LDK	1	0	17	1	6%	81	2	2%
AAK-LDD	1	0	17	0	0%	77	6	7%
LVV	1	0	17	0	0%	78	5	6%
AKR	1	0						
PD						32	8	20%
KDTP	1	0				6	0	0%
LB						28	9	24%
PSD						49	13	21%
SLS	1	0	3	1	25%	4	1	20%
PDAK						4	1	20%
GI SRPSKA						4	0	0%
KKZ						11	11	50%
Other	1	0	3	0	0%	58	16	22%

MUNICIPALITY: NOVOBERDE

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	7	0	0%
Polling Centre Managers	14	5	26%
Polling Station Commission Chairs	19	2	10%
Total Field Management Staff	41	7	15%
Polling Station Commission Members	136	11	7%
Reserve Staff	11	3	21%
Total Field Staff	188	21	10%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	2	0	0%	22	1	4%
LDK	1	0	2	0	0%	21	2	9%
AAK-LDD	1	0	1	0	0%	20	3	13%
LVV	1	0	2	0	0%	18	1	5%
AKR	1	0				20	3	13%
SLS	1	0	12	2	14%	20	3	13%
GI SRPSKA						8	1	11%
KKZ						4	0	0%
Other	1	0				33	2	6%

MUNICIPALITY: OBILIQ

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	7	0	0%
Polling Centre Managers	7	7	50%
Polling Station Commission Chairs	28	5	15%
Total Field Management Staff	43	12	22%
Polling Station Commission Members	176	28	14%
Reserve Staff	14	7	33%
Total Field Staff	233	47	17%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	5	1	17%	26	3	10%
LDK	1	0	7	0	0%	29	0	0%
AAK-LDD	1	0	7	0	0%	25	4	14%
LVV	1	0	5	2	29%	29	6	17%
AKR	1	0				20	9	31%
PD						24	5	17%
LB	1	0				28	1	3%
SLS	1	0	4	2	33%	4	3	43%
GI SRPSKA						4	1	20%
KKZ						5	3	38%
SD						3	3	50%
Other						21	2	9%

MUNICIPALITY: RAHOVEC

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	7	0	0%
Polling Centre Managers	31	4	11%
Polling Station Commission Chairs	71	3	4%
Total Field Management Staff	110	7	6%
Polling Station Commission Members	396	48	11%
Reserve Staff	34	9	21%
Total Field Staff	540	64	11%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	19	0	0%	78	3	4%
LDK	1	0	19	0	0%	81	0	0%
AAK-LDD	1	0	18	0	0%	75	6	7%
LVV	1	0	15	3	17%	67	14	17%
AKR	1	0				70	11	14%
PD						46	7	13%
LB	1	0				51	9	15%
SLS	1	0				16	8	33%
IRDK						13	0	0%
SD						4	2	33%

MUNICIPALITY: PEJE

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	7	1	13%
Polling Centre Managers	18	5	22%
Polling Station Commission Chairs	110	15	12%
Total Field Management Staff	136	21	13%
Polling Station Commission Members	560	190	25%
Reserve Staff	54	33	38%
Total Field Staff	750	244	25%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	30	1	3%	126	11	8%
LDK	1	0	30	1	3%	122	16	12%
AAK-LDD	1	0	32	0	0%	118	20	14%
LVV	1	0	18	13	42%	101	36	26%
AKR	1	0				80	55	41%
PD						47	25	35%
VAKAT	1	0				33	11	25%
SLS	0	1				8	2	20%
IRDK	1	0				31	11	26%
GI SRPSKA						5	2	29%
BKK						2	6	75%
ADK						1	6	86%
SDA/SDSG						22	23	51%
BSDAK						5	2	29%
LSK						14	12	46%

MUNICIPALITY: PODUJEVE

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	6	0	0%
Polling Centre Managers	40	3	7%
Polling Station Commission Chairs	103	6	6%
Total Field Management Staff	150	9	6%
Polling Station Commission Members	479	59	11%
Reserve Staff	52	16	24%
Total Field Staff	681	84	11%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	26	1	4%	116	4	3%
LDK	1	0	28	0	0%	116	4	3%
AAK-LDD	1	0	26	1	4%	107	13	11%
LVV	1	0	23	4	15%	106	14	12%
AKR	1	0				92	28	23%
PD						42	6	13%
LB						18	3	14%
PDAK	1	0				13	7	35%
BKK						15	2	12%
Other						11	0	0%

MUNICIPALITY: PRISHTINE

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	0	1	100%
MEC Members	6	2	25%
Polling Centre Managers	42	15	26%
Polling Station Commission Chairs	177	41	19%
Total Field Management Staff	225	59	21%
Polling Station Commission Members	1027	511	33%
Reserve Staff	79	46	37%
Total Field Staff	1331	616	32%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	50	4	7%	185	55	23%
LDK	1	0	45	9	17%	184	56	23%
AAK-LDD	1	0	38	17	31%	157	83	35%
LVV	1	0	44	11	20%	175	65	27%
AKR	0	1				155	85	35%
PD						128	52	29%
KDTP	0	1				38	37	49%
LB						56	22	28%
PSD						85	72	46%
SLS	1	0						
PDAK	1	0				15	5	25%
GI SRPSKA						5	0	0%
KKZ						22	20	48%
ADK						12	12	50%
Other						68	34	33%

MUNICIPALITY: PRIZREN

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	8	0	0%
Polling Centre Managers	59	8	12%
Polling Station Commission Chairs	175	33	16%
Total Field Management Staff	243	41	14%
Polling Station Commission Members	1040	206	17%
Reserve Staff	93	45	33%
Total Field Staff	1376	292	18%

DATA BREAKDOWN BY PARTY/Initiative Group/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	46	6	12%	192	40	17%
LDK	1	0	47	5	10%	206	30	13%
AAK-LDD	1	0	44	8	15%	209	23	10%
LVV	1	0	38	14	27%	164	64	28%
AKR	1	0				170	34	17%
PD						78	8	9%
KTDP	1	0				150	38	20%
VAKAT	1	0				107	40	27%
Other	1	0				34	7	17%

MUNICIPALITY: SKENDERAJ

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	6	0	0%
Polling Centre Managers	31	1	3%
Polling Station Commission Chairs	70	2	3%
Total Field Management Staff	108	3	3%
Polling Station Commission Members	375	57	13%
Reserve Staff	34	23	40%
Total Field Staff	517	83	14%

DATA BREAKDOWN BY PARTY/Initiative Group/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	18	0	0%	76	5	6%
LDK	1	0	18	0	0%	72	8	10%
AAK-LDD	1	0	16	2	11%	67	14	17%
LVV	1	0	18	0	0%	69	8	10%
AKR	1	0				68	13	16%
PD						18	9	33%
LB						19	8	30%
SLS	1	0						
KKZ						4	0	0%
ADK						17	7	29%
LSK						24	2	8%
Other						47	8	15%

MUNICIPALITY: SHTIME

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	0	1	100%
MEC Members	5	1	17%
Polling Centre Managers	10	1	9%
Polling Station Commission Chairs	32	1	3%
Total Field Management Staff	47	4	8%
Polling Station Commission Members	155	10	6%
Reserve Staff	20	12	38%
Total Field Staff	222	26	10%

DATA BREAKDOWN BY PARTY/Initiative Group/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	9	0	0%	35	1	3%
LDK	1	0	8	0	0%	34	2	6%
AAK-LDD	1	0	8	0	0%	32	4	11%
LVV	1	0	7	1	13%	31	5	14%
AKR	0	1				31	5	14%
PD						5	0	0%
LB						5	0	0%
PDAK	1	0				20	1	5%
KKZ						5	5	50%
Other						10	0	0%

MUNICIPALITY: STRPCE

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	6	1	14%
Polling Centre Managers	5	4	44%
Polling Station Commission Chairs	20	0	0%
Total Field Management Staff	32	5	14%
Polling Station Commission Members	100	0	0%
Reserve Staff	17	5	23%
Total Field Staff	149	10	6%

DATA BREAKDOWN BY PARTY/Initiative Group/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	2	0	0%	21	0	0%
LDK	1	0	1	0	0%	20	1	5%
AAK-LDD	1	0	1	0	0%	21	0	0%
LVV	1	0	4	0	0%	21	0	0%
AKR	0	1						
SLS	1	0	12	0	0%	21	0	0%
Other	1	0				12	4	25%

MUNICIPALITY: SUHAREKE

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	5	1	17%
Polling Centre Managers	30	2	6%
Polling Station Commission Chairs	77	8	9%
Total Field Management Staff	113	11	9%
Polling Station Commission Members	437	73	14%
Reserve Staff	47	10	18%
Total Field Staff	597	94	14%

DATA BREAKDOWN BY PARTY/Initiative Group/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	21	1	5%	84	10	11%
LDK	1	0	21	0	0%	91	3	3%
AAK-LDD	1	0	19	2	10%	89	5	5%
LVV	0	1	16	5	24%	70	23	25%
AKR	1	0				60	10	14%
PD						58	10	15%
LB						33	11	25%
PDAK	1	0				23	2	8%
Other						53	17	24%

MUNICIPALITY: FERIZAJ

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	5	1	17%
Polling Centre Managers	24	8	25%
Polling Station Commission Chairs	116	10	8%
Total Field Management Staff	146	19	12%
Polling Station Commission Members	662	134	18%
Reserve Staff	67	24	26%
Total Field Staff	835	177	17%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	28	4	13%	122	17	12%
LDK	1	0	31	1	3%	129	10	7%
AAK-LDD	1	0	30	1	3%	123	16	12%
LVV	0	1	27	4	13%	109	30	22%
AKR	1	0				91	48	35%
PD						105	34	24%
PDAK	1	0				126	13	9%

MUNICIPALITY: VITI

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	6	0	0%
Polling Centre Managers	24	3	11%
Polling Station Commission Chairs	58	3	5%
Total Field Management Staff	89	6	6%
Polling Station Commission Members	327	39	11%
Reserve Staff	38	5	12%
Total Field Staff	454	50	10%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	16	0	0%	65	3	4%
LDK	1	0	14	1	7%	64	4	6%
AAK-LDD	1	0	15	0	0%	64	4	6%
LVV	1	0	13	2	13%	59	9	13%
AKR	1	0				63	5	7%
PD						20	2	9%
SLS	1	0						
PSHDK						20	2	9%
ADK						18	4	18%
Other						50	14	22%

MUNICIPALITY: VUSHTRRI

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	6	1	14%
Polling Centre Managers	21	5	19%
Polling Station Commission Chairs	83	5	6%
Total Field Management Staff	111	11	9%
Polling Station Commission Members	534	82	13%
Reserve Staff	59	11	16%
Total Field Staff	704	104	13%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	22	0	0%	94	3	3%
LDK	1	0	21	1	5%	95	2	2%
AAK-LDD	0	1	21	1	5%	89	8	8%
LVV	1	0	19	3	14%	83	14	14%
AKR	1	0				76	21	22%
PD						68	14	17%
KDTP	1	0				63	19	23%
LB						66	16	20%
SLS	1	0				42	1	2%

MUNICIPALITY: ZUBIN POTOK

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	0	1	100%
MEC Members	6	3	33%
Polling Centre Managers	N/A	N/A	N/A
Polling Station Commission Chairs	11	5	31%
Total Field Management Staff	17	9	35%
Polling Station Commission Members	48	24	33%
Reserve Staff	5	7	58%
Total Field Staff	70	40	36%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	1	0	0%	3	0	0%
LDK			1	0	0%	3	0	0%
AAK-LDD	1	0				3	0	0%
SLS	0	1						
GI SRPSKA			4	2	33%	6	3	33%
KKZ			2	2	50%	30	21	41%
SD				1	100%	7	4	36%
Other			3	0	0%	15	8	35%
No party affiliation stated	4	2						

MUNICIPALITY: ZVECAN

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	5	4	44%
Polling Centre Managers	N/A	N/A	N/A
Polling Station Commission Chairs	8	5	38%
Total Field Management Staff	14	9	39%
Polling Station Commission Members	29	25	46%
Reserve Staff	19	6	24%
Total Field Staff	62	40	39%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	1	0	0%	3	0	0%
AAK-LDD	1	0	1	0	0%	3	0	0%
LVV						2	0	0%
SLS	0	1						
GI SRPSKA			2	3	60%	11	4	27%
KKZ						5	0	0%
GI SDP			4	2	33%	17	9	35%
Other						16	23	59%
No party affiliation stated	3	3						

MUNICIPALITY: MALISHEVE

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	5	0	0%
Polling Centre Managers	32	3	9%
Polling Station Commission Chairs	68	4	6%
Total Field Management Staff	106	7	6%
Polling Station Commission Members	396	37	9%
Reserve Staff	39	8	17%
Total Field Staff	541	52	9%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	18	1	6%	74	5	6%
LDK	1	0	18	1	6%	76	3	4%
AAK-LDD	1	0	18	1	6%	68	12	15%
LVV	1	0	18	1	6%	73	6	8%
AKR	1	0				70	8	10%
PD						48	6	11%
LB						23	7	23%
IQM						71	2	3%

MUNICIPALITY: JUNIK

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	5	0	0%
Polling Centre Managers	1	0	0%
Polling Station Commission Chairs	7	0	0%
Total Field Management Staff	14	0	0%
Polling Station Commission Members	27	1	4%
Reserve Staff	4	1	20%
Total Field Staff	45	2	4%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	2	0	0%	7	1	13%
LDK	1	0	2	0	0%	8	0	0%
AAK-LDD	1	0	2	0	0%	8	0	0%
LVV	1	0	1	0	0%	8	0	0%
AKR	1	0						
KKZ						7	1	13%

MUNICIPALITY: MAMUSHE

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	5	1	17%
Polling Centre Managers	1	0	0%
Polling Station Commission Chairs	4	0	0%
Total Field Management Staff	11	1	8%
Polling Station Commission Members	21	3	13%
Reserve Staff	6	2	25%
Total Field Staff	38	6	14%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	1	0	0%	3	2	40%
LDK	1	0	1	0	0%	5	0	0%
AAK-LDD	1	0	1	0	0%	5	0	0%
LVV	0	1				2	3	60%
AKR	1	0				5	0	0%
KDTP	1	0	1	0	0%	5	0	0%
Other						6	0	0%

MUNICIPALITY: HANI I ELEZIT

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	6	0	0%
Polling Centre Managers	3	1	25%
Polling Station Commission Chairs	11	0	0%
Total Field Management Staff	21	1	5%
Polling Station Commission Members	50	5	9%
Reserve Staff	7	0	0%
Total Field Staff	78	6	7%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	3	0	0%	12	0	0%
LDK	1	0	3	0	0%	10	2	17%
AAK-LDD	1	0	3	0	0%	12	0	0%
LVV	1	0	2	0	0%	13	0	0%
AKR	1	0				9	3	25%
KP Rufki Suma	1	0				12	0	0%

MUNICIPALITY: GRACANICA

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	5	1	17%
Polling Centre Managers	8	3	27%
Polling Station Commission Chairs	25	2	7%
Total Field Management Staff	39	6	13%
Polling Station Commission Members	100	8	8%
Reserve Staff	60	5	8%
Total Field Staff	199	19	9%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	4	0	0%	26	1	4%
LDK	1	0	4	0	0%	27	0	0%
AAK-LDD	1	0	4	0	0%	18	8	31%
SLS	0	1	9	1	10%	29	1	3%
GI SRPSKA			2	0	0%	270	0	0%
SD			1	1	50%	23	4	15%
Other	2	0	1	0	0%	35	1	3%

MUNICIPALITY: RANILLUK

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	5	0	0%
Polling Centre Managers	2	2	50%
Polling Station Commission Chairs	6	2	25%
Total Field Management Staff	14	4	22%
Polling Station Commission Members	34	6	15%
Reserve Staff	3	4	57%
Total Field Staff	51	14	22%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
LDK			2	1	33%	7	2	22%
AAK-LDD	1	0						
AKR	1	0						
SLS	1	0	4	1	20%	7	2	22%
GI SRPSKA						8	1	11%
KKZ						0	1	100%
SD						5	4	44%
Other	2	0				16	2	11%

MUNICIPALITY: PARTESH

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	4	1	20%
Polling Centre Managers	2	1	33%
Polling Station Commission Chairs	7	0	0%
Total Field Management Staff	14	2	13%
Polling Station Commission Members	40	2	5%
Reserve Staff	4	1	20%
Total Field Staff	58	5	8%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
SLS	1	0	4	0	0%	8	0	0%
GI SRPSKA						8	0	0%
NGO YIP	0	1						
GIZ	1	0						
SDSKIM	1	0						
JSL	1	0						
Nova Snaga						6	1	14%
NarodnaInicijativa			3	0	0%	8	0	0%
GIDI						7	1	13%
GISP						7	1	13%
GISDB						7	0	0%

MUNICIPALITY: KLOKOT

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	6	0	0%
Polling Centre Managers	3	2	40%
Polling Station Commission Chairs	7	0	0%
Total Field Management Staff	17	2	11%
Polling Station Commission Members	41	1	2%
Reserve Staff	7	0	0%
Total Field Staff	65	3	4%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	1	0	2	0	0%	8	0	0%
LDK	1	0	2	0	0%	8	0	0%
AAK-LDD			1	0	0%	8	0	0%
LVV	1	0						
AKR								
PD								
SLS	1	0	2	0	0%	8	0	0%
GI SRPSKA						8	0	0%
Other	2	0				15	1	6%

MUNICIPALITY: NORTH MITROVICA

	Number of Men	Number of Women	% of Women
MEO/MEC Chair	1	0	0%
MEC Members	5	8	62%
Polling Centre Managers	N/A	N/A	N/A
Polling Station Commission Chairs	22	6	21%
Total Field Management Staff	28	14	33%
Polling Station Commission Members	115	50	30%
Reserve Staff	9	9	50%
Total Field Staff	152	73	32%

DATA BREAKDOWN BY PARTY/INITIATIVE GROUP/NGO REPRESENTATIVES

Party/IG/NGO	MEC Members		PSC Chairs			PSC Total Staff including Reserves		
	Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	0	1	2	0	0%	27	6	18%
LDK	1	0	2	0	0%	8	1	11%
AAK-LDD	0	1	0	1	100%	6	2	25%
LVV	0	1	1	0	0%	8	0	0%
PD						6	2	25%
KDTP						4	3	43%
VAKAT	0	1						
SLS	0	1	9	1	10%	17	6	26%
GI SRPSKA			1	2	67%	12	11	48%
GI SDP Oliver Ivanovic			6	2	25%	17	10	37%
BSDAK						17	16	48%
Other						26	8	24%
No party affiliation stated	4	3						



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