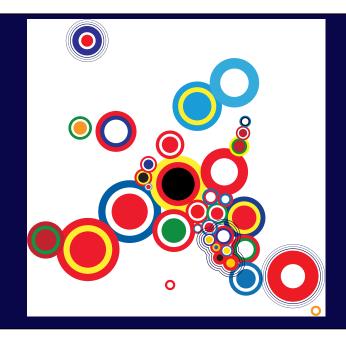


INSTRUMENT FOR PRE-ACCESSION ASSISTANCE (IPA II) 2014-2020

KOSOVO*

Further Support to Kosovo Assembly



Action Summary

Through this action Kosovo Assembly aims to strengthen its financial and IT independence, in order to ensure proper implementation of its oversight role in relation to both Government and Independent Agencies. Moreover the action will directly consolidate the role of the Kosovo Assembly in the EU related issues, especially in the process of the SAA and ensure cooperation with the civil society.

^{*} This designation is without prejudice to positions on status, and is in line with UNSCR 1244/1999 and the ICJ Opinion on the Kosovo declaration of independence.

Action Identification							
Programme Title	2014 Annual Action Programme for Kosovo						
Action Title	Further Support to Kosovo Assembly						
Action Reference	IPA 2014 /032353 / Kosovo/Further support to Kosovo Assembly						
	Sector Information						
IPA II Sectors Democracy and Governance							
DAC Sector	15111						
	Budget						
Total cost (VAT excluded) ¹	EUR 1.3 million						
EU contribution	EUR 1.3 million						
	Management and Implementation						
Method of implementation	Direct Management						
Direct management: EU Delegation in charge	European Union Office to Kosovo						
Implementation responsibilities	Secretary General of the Assembly of Kosovo						
_	Location						
Zone benefiting from the action	Kosovo						
Specific implementation area(s)	Kosovo						
Timeline							
Deadline for conclusion of the Financing Agreement	31 December 2015						
Contracting deadline	3 years following the date of conclusion of Financing Agreement						
End of operational implementation period	6 years following the date of conclusion of Financing Agreement						

The total action cost should be net of VAT and/or of other taxes. Should this not be the case, clearly indicate the amount of VAT and the reasons why it is considered eligible.

1. RATIONALE

Regarding the functioning of parliaments within the European Integration process, even though there are no requirements that are directly linked to *Acquis*, still the EU through its other planning and monitoring mechanisms poses a number of requirements in this aspect, especially with regard to issues such as:

- 1. Respect for division of powers, especially regarding oversight over the executive branch
- 2. Effective oversight of the harmonization process of national legislation to acquis

In its regular Progress Reports, EC noted improvements in the overall functioning of the Kosovo Assembly. The 2013 report, stresses that steps have been taken to improve the Assembly's oversight of the government, alignment of legislative plans between the Assembly and the government, and openness of the Assembly to civil society. The Assembly has been undertaking activities to scrutinize the work of the government. However in order to ensure that the Kosovo Assembly further addresses these weaknesses the report recommends that the Assembly and its institutions need to focus on priorities identified in the feasibility study, notably electoral reform, oversight and control functions, and the financial and administrative independence of the Assembly.

It should be noted that Kosovo Assembly made progress towards being a parliamentary administration in line with EU best practices. The legal framework of the functioning of the Assembly is set out in the Constitution and in the Rules of Procedure of the Assembly. The Feasibility Study for Kosovo notes that Assembly has to develop a completely independent system for its financial and budgetary management. The Assembly was directly supported through the EU twining projects, aiming to address the oversight and independence of the Assembly. One of the key recommendations deriving from this support is that if Kosovo aims to address recommendations related to strengthening of the independence it needs to adopt a Law on Assembly that regulates its financial and administrative independence of the Assembly, as well as its rights and duties of the elected members of the parliament. Further legal rules should be modified, and additional ones should be created in order to ensure appropriate conditions for the functioning of a democratic and independent legislative institution.

Despite the improvements in its oversight functions, Assembly should continue addressing challenges in this regard. The oversight activity should be further enhanced by detailed examination of draft laws submitted by the Government, and reports submitted by different institutions. The submitted documents have to properly screened and the exact failures or lacks have to be detected, whereas the reporting process of independent agencies should still be formalized

On the other hand the EU law approximation procedure and capacities have to be strengthened as crucial element of the support of legislation. Enhancement of the practical capacities of the staff is required to make it able to oversight the activity of the government, as well as to ensure technical support in the case of amendments and draft legal acts submitted by MPs in order to improve compliance with the EU acquis. The administration has to be familiar with the EU's legal system, as well as with the content of primary, secondary legislation and other legal resources in order to identify all relevant EU acquis related to the given draft laws and their amendments. Within the General Directorate of Legal and Procedural Issues after setting up a transparent procedure for the oversight activity in connection with the draft laws submitted by the Government and for the scrutiny of amendments the capacity of the staff has to be enhanced to make them able to meet all necessary requirements.

In parallel with intensifying the law approximation exercise made by the parliamentary staff, further support to the Committee on European Integration especially in strengthening its approximation and oversight capacities seem to be crucial. The Committee on European Integration should be the most important body within the Assembly in oversight of the Government's activities related to the EU integration process.

In a modern parliament – and this is especially relevant in the European integration process and other tasks related to international obligations – MPs can perform their widespread tasks only if necessary technical background is available offering strategic guidance for MPs. Therefore capable and well organized administrative structures specialized in European integration and other international issues is an inevitable pre-condition for successful fulfilment of parliamentary tasks. Setting up an administrative unit responsible for European affairs and strengthening the international activities are key requirements in this respect. To support the MPs to rely on independent analyses the research activity should also be developed within the Assembly.

Moreover the Administration of the Assembly have to be able to give their legal opinion on the draft laws, including the EU law approximation, and have also to coordinate with other units, staff members through an institutionalised way. The scrutiny role of the General Directorate is also crucial in avoiding any contradiction between the draft law and the main constitutional and democratic principles, and the adopted, existing legal acts. The negotiation of the amendments at the committee meetings and at the plenary sessions needs also special management and coordination skills at the level of administration which have also to be increased. The editing of the text of draft laws in the different stage of the legislation as well as of the final version after their adoption needs strong codification skills which have to be strengthened. In the case of different oversight tools available for the MPs such as the interpellation, or questions etc. the administration of the Assembly has to deal with them in an appropriate way to assist the MPs for using these possibilities as efficiently as possible.

From the point of view of transparency enhancing the permanent contact with the citizens should be increased. The relations with the civil society need further professionalisation that the Assembly has a closer and more committed cooperation with the different representatives of the citizens and stakeholders, and that the legislation meets more the interest of the civil society. The administration has to develop transparent mechanisms for providing information and for ensuring contacts with the interested citizens, stakeholders or their organisations. More direct participation of the civil society in the legislation with special regard to the EU matters is also required; therefore role of the Assembly in raising the general awareness on the EU integration process should be improved. The important role of the IT solutions, especially the e-parliament system through which all information could be disseminated, and the interested citizens and other stakeholders could be kept up-to-date on all details of legislation has to be developed.

This intervention is linked with the pervious Twinning Project "Support to Kosovo Assembly" and the Twinning Light currently under implementation. The first twinning was mostly related to assess how the Assembly administration is organised, and the administration of the Assembly benefited consistently from different type of training (workshops, round-tables with CSOs, study visit to some of the MS parliaments, etc). As a result of recommendation from the Twinning Project "Support to Kosovo Assembly", for second phase of support from the EU was initiated. This second phase is supporting the drafting The Law on Assembly, modifying the Rules of Procedure of the Assembly of Kosovo, and drafting the Strategy for international relations.

Building on previous actions, further support is requested to strengthen the administrative capacities of the Assembly of Kosovo under IPA II, in order to implement the recommendations from both twinning projects, and to "translate in practice" the requirements coming from the Law on Assembly and the mentioned documents. In addition, taking into account the EU integration process for Kosovo and the SAA process, we think that further support is needed as it was foreseen in this action template, such as: trainings, workshops, drafting documents and other activities that are crucial as the daily basis for EU integration.

PROBLEM AND STAKEHOLDER ANALYSIS

The Assembly of Kosovo needs a further support to cover and fulfil practically and professionally duties and responsibilities, including strengthening capacities for EU law approximation, implementation of the Law on the Assembly (currently being drafted through EU support), oversight of both Government and Independent Agencies.

The Progress Report for Kosovo specify the Assembly of Kosovo has increased administrative and professional capacities but need further steps to fulfil the international and European rules through legislative and oversight capacities, approximation and check on compliance with the EU *acquis* resource management, E-parliament activities, External relations, financial management, role and importance of the Committee on European Integration regarding EU *acquis*.

Furthermore, Kosovo Assembly still needs support from EU in order to enhance: transparency, cooperate more closely with government and overseas the government and independent bodies, implement the Declaration for partnership between the Assembly and civil society organisation, strengthen legislative capacities for doing approximation and harmonisation of national legislation with EU *acquis*. A transparent procedure has to be developed for the scrutiny of all activity and documents prepared for different purposes by the Government, or other institutions.

RELEVANCE WITH THE IPA II STRATEGY PAPER (OR MULTI-COUNTRY STRATEGY PAPER) AND OTHER KEY REFERENCES

The action is line with the main EU and Kosovo strategy papers such as:

- The Indicative Strategy Paper 2014-2020 for Kosovo sets out the priorities for EU financial assistance for the period 2014-2020 to support Kosovo on its path to accession in part of PAR where the Assembly of Kosovo is in political support for political reforms, (c) strengthening the ability of the beneficiary country to fulfil the (future) obligations stemming from membership in the EU by supporting progressive alignment with the Union acquis, (d) strengthening regional integration and territorial cooperationⁱ.
- In line with the finding of the Feasibility Study for a Stabilization and Association Agreement between the European Union and Kosovo² and the Kosovo 2013 Progress Report ³
- National strategy on European Integration Kosovo will strengthen the institutional capacities of the Assembly Committee on Public Administration.
- Twinning Project "Support to Kosovo Assembly", implemented by Hungarian National Assembly, from November 2011 December 2013;
- Strategy- Europe 2020⁴
- Gender Acquis-. EU gender equality acquis' refers to all the relevant Charter of Fundamental rights article 23. Equality between women and men must be ensured in all areas. The principle of equality shall not prevent the adoption of measures providing for specific advantages in favour of the underrepresented sex. IPA Treaty provisions, legislation and the case law of the Court of Justice of the European Union (ECJ) in relation to gender equality also Based on Treaty of Lisbon, article 2, Kosovo elections law- quota from 30%, based on Low on Gender Equality 2004/2 which was initiated by the Assembly of Kosovo, Gender Acquis will be reflected as a

COM(2013) 700 final

COM(2013) 100 IIIIdi

RCC, 2014-2016 Cross-border cooperation, Parliamentary Cooperation, Working plan 2014-2016

SWD(2012) 339 final

precondition to see the laws and policies from gender perspective especially within on Committee of European Integration. in a process of reflecting the gender balance through training, advocacy, improvements and efficiency.

SECTOR APPROACH ASSESSMENT

The Assembly of Kosovo is not part of any sector strategy. Once the Law on Assembly is approved the Kosovo Assembly is going to develop the Strategic Plan for a parliamentary term. The Assembly of Kosovo, supported by EC through Twinning light project, is in a process of drafting the Law on Assembly. This law will create a full independency of the Assembly by other institutions in terms of budget, IT, and human resources management.

If the parliament will be functionally before the autumn's session, the Law will proceed for first reading. After the approving the Assembly of Kosovo will develop the Strategic plan in order of implementations the law in professional way. Assembly of Kosovo has aim to strength the administrations capacities to fulfil the obligation which will derive by the new law. The strategic plan will be developed in 2015.

LESSONS LEARNED AND LINK TO PREVIOUS FINANCIAL ASSISTANCE

Twinning Project "Support to Kosovo Assembly", implemented by Hungarian National Assembly, had the task to cover practically all the important activity fields of a national parliament. In the two-years project (from November 2011 to December 2013) there were 9 project components: 1. Legislative and oversight capacities, 2. Human resource management, 3. E-parliament activities, 4. External relations, 5. Financial management, 6. Approximation and check on compliance with the EU *acquis*, 7. Role of the Committee on European Integration, 8. Training programme for MPs and staff on European integration issues and the EU *acquis*, 9. Research and library activities. The Hungarian National Assembly managed alone this project and coordinated the more than 70 member expert team from 9 EU national parliaments.

The recommendations of the project, in coordination with the support of other organisation such as OSCE, NDI, DCAF, UNDP, GIZ indicate that the Assembly of Kosovo should advance its administrative and professional responsibility, especially in the process of reviewing draft-laws in line with EU acquis, parliamentary research, law codifications, increase the cooperation between assembly and government, transparency, e-parliament and having an independent budgetary and finance management.

Twinning Light "Strengthening of Functioning of Kosovo Assembly", is currently under implementation. It is expected that Kosovo Assembly will benefit in three components: Law on assembly of Kosovo, is going to be drafted, Rules of Procedure of Kosovo Assembly is going to be modified, Financial and IT rules are going to be drafted, and Strategy for International Cooperation, is going to be drafted.

Rosovo Assembly is also receiving support by: NDI, OSCE, GIZ, DCAF, and UNDP.						

2. Intervention Logic

LOGICAL FRAMEWORK MATRIX

OVERALL OBJECTIVE	OBJECTIVELY VERIFIABLE INDICATORS (OVI)	SOURCES OF VERIFICATION	
To support the Kosovo Assembly to meet the democratic standards of functionality as other EU Parliaments	Progress made toward meeting political criteria	How the information will be collected, when and by whom	
SPECIFICOBJECTIVE	OBJECTIVELY VERIFIABLE INDICATORS (OVI)	SOURCES OF VERIFICATION	ASSUMPTIONS
To support independent function of the Kosovo Assembly To strengthen the oversight role of the Kosovo Assembly in relation to both work of the Government and Independent Agencies To strengthen the role of the Kosovo assembly in the EU related issues, especially in the process of ensuring the Assembly supports the SAA process	 implementation of the Law on assembly developed Assembly organizes regular hearings in at the level of Commissions and plenary to implement its monitoring role vis-a-vie 	-Implementation Plan for implementation of Twinning	EU integration of Kosovo; -Political commitment to Administrative reformAllocation of sufficient human resources for the projectProactive involvement of
RESULTS	OBJECTIVELY VERIFIABLE INDICATORS (OVI)	SOURCES OF VERIFICATION	ASSUMPTIONS
Result 1: The Law on the Assembly properly implemented and allows for independent functioning of the Assembly	 - Law endorsement by the Assembly - Development of the by laws and Rules of Procedure (based on the new legislation) - Budget planning for the assembly for year 	Kosovo Assembly for 2014;	Political commitment for Parliamentary control; -Proactive involvement of the Secretariat.

Result 2: Kosovo Assembly effective and efficiently conducts it oversight functions of Government and the Independent Agencies	2015 implemented in line with the new legislation - Regular hearings and reporting of the Governmental institutions and Independent Agencies - Development of proper mechanisms for efficient monitoring of the Independent Agencies	on Legislation -Number of oversight activities; -Expert reports on the oversight activities.	- Political commitment for Parliamentary control of SAA process; -Proactive involvement of the Secretariat.
Result 3: SAA process is properly supervised and supported by the Assembly through strengthening of the Committees (especially Committee on EU integration)	_ No of meetings/hearings/debates organized by the Assembly to discuss GoK reports		Political and administrative commitment-
Result 4: Kosovo Assembly improves the legislative process and its resource management in the areas of finance, HR and infrastructure	- Administrative staff of the Assembly prepared on relevant EU acquis, - Administrative staff of the of Assembly update their functions as per the new legislation (securing financial HR and IT independence)	-Report on Assembly financial and IT independence.	
Result 5:			

Administration of the Assembly strategically and effectively supports the MP, through its improved research activities in various issues		-Number of activities for this purpose;	-staff commitment	
ACTIVITIES	MEANS	OVERALL COST	ASSUMPTIONS	
Activities to achieve Result 1: - Support in drafting sub-legal acts deriving from the Law on Assembly; - Trainings about the Role of Parliamentary Civil Servants; - Trainings for the codification of laws;	Twinning project	EUR 1.3 million	Commitment from the political level to adopt and implement recommendations	
Activities to achieve Result 2: - Evaluation of the cooperation between the Assembly and the Government, as well as cooperation between the Assembly and Independent Institutions; - Development of recommendations on improvement of oversight, including cooperation, between the Assembly and Independent Agencies and Government - Support to ensure proper communication between the staff of the Assembly (responsible staff) and the staff of the Independent Institutions; - Drafting of the Manual for Parliamentary supervision (oversight).				
Activities to achieve Result 3: - Analysis of the methodology of work and drafting of the necessary recommendations, for improvement of the legislative process in the Assembly of Kosovo, particularly, improvement of the procedures on approximation of the national legislation with the acquis; -Drafting of the Manual on approximation and transposition of the EU legislation; - Training on the techniques of transposition of EU acquis into national legislation;				

- Support on approximation, of at least 15 draft-laws, within the implementing period of the project, as well as transferring of the knowledge for the respective staff of the Assembly;
- Internship and or study visits organized for the responsible staff of the Assembly.

Activities to achieve Result 4:

- Specialised Trainings on implementation of electronic procurement;
- Preparation of various Instructions, as well as proper professional training of the Working Staff, on offering better services;
- Professional increase in electronic data management, files and procedures of the personnel.
- Exchange of the experience, in drafting of the internal regulations for budgetary and financial independence of the Assembly;
- Study visit, regarding the financial management rules, the decentralisation of the budget, as well as accounting policies and accounting structures;
- Technical assistance in the procedures for the establishment of a data centre, a centre which is completely independent and is technically completed;
- Expertise and technical assistance, in the field of the implementation of e-parliament system, in all scope of work of this system, mainly in legal proceedings in the legal department of the Assembly;
- International Cooperation, in gaining special knowledge on the structure, function, legislation, communication of other state parliaments.
- Contrivance and propagate of the key procedural documents of the IT (ICT Regulation, vision, strategy, guideline for e-parliament, etc.);

Activities to achieve Result 5:

- Drafting of the Regulation on the field of library collections;

- Analysis of the training needs for the research staff, for the librarians and the archive; - Training for the best European practices, for preparation of the research analysis; - Support on development of research methods, advanced analytical methods of collecting and processing of the information/ specifics of parliamentary research, in accordance with the best European practices; - Support on the Role of the Parliamentary Library and Archive, for the preservation and conservation of the historical and cultural heritage; - Drafting of the Manual for legislative research; - Study visit, an internships of the officials for researches, library and archive, - Trainings on: the advancement of the civil society participation, as equal partners, in the supervision of the implementations of laws; the techniques of drafting and publication of press releases, social media; the role of communication of Parliament through social media, EU best practices, etc- Study visit in one of the Parliaments of EU regarding the EU best practice for cooperation between Parliaments and CSOs;

ADDITIONAL DESCRIPTION

Despite the achievements, that have been done by the Assembly of Kosovo, in fulfilling its obligations, the results that are foreseen in this project, relate to a more detailed insight and measurable results of professional and administrative bodies in functionalizing, strengthening and institutionalising of the Assembly' work. During the implementation of this project, the Assembly of Kosovo believes that will increase the level of professionalism in drafting of the regulations, manuals, analyses, researches, comparisons, transparency and will reinforce as well as bring the Kosovo Assembly closer to the citizens.

The Assembly of Kosovo, particularly key directories, supporting the functioning of the parliamentary committees, need to strengthen the parliamentary supervising (oversight) process and to strengthen the cooperation between the Government and Independent Institutions. The improvements of the legislative process, in the Assembly of Kosovo, particularly, the improvement of the approximation procedures and transposition of the national legislation with the legislation of the EU, requires a necessary support by the EU. During this process, it is required to make the approximation of at least 15 (fifteen) draft laws, in cooperation with experts, who come from EU member states, more so when now the MEI has already signed the agreement with the MEI of Albania, for translation and the approximation of the legislation. The Assembly of Kosovo, despite the noted achievements in the field of parliamentary legislative research services, is still in the process of upgrading its infrastructure in the field of legislative researches, analyses, comparisons, synthesis of the information, by giving legal and procedural advices to the Chairmanship of the Assembly, the Plenary Sessions and Parliamentary Commissions, on amending and supplementing of public policies, which are adopted in the Assembly, according to the best European functioning practices.

Though EU support, the Assembly will draft the Law on Assembly and the New Rules of Procedures (Working Regulation). After the approval of the Law on Assembly, it will be necessary to implement and concretise the obligations (duties) as well as the responsibilities of the administration, which are: rules of Financial and Control management, professional procedures in the electronic management of data, files and the personnel procedures, procurement issues, especially of the electronic procurement, in the management issue of BMS (Building management System).

Moreover there is still a need to continue support so that the Assembly_strengthens its supervision (oversight) functions, especially in the technical areas related to the EU laws and directives.

Other areas where support will be required include further increase of transparency towards the citizens, support to develop international relations and official diplomacy, support to strengthen the techniques of translation and formats, as well as access to the mass media through systems of IT, such as e –Parliament.

3. IMPLEMENTATION ARRANGEMENTS

ROLES AND RESPONSIBILITIES

The beneficiary of this action is the Assembly of Kosovo.

IMPLEMENTATION METHOD(S) AND TYPE(S) OF FINANCING

WINNING, as through this program Kosovo Assembly will benefit from the expertise of other Parliaments, experts working in the parliamentary administration of EU member states.

The EU Office Task Manager has the ultimate authority regarding all decisions relating to the management of this project.

The implementation duration of the action is expected to be 24 months.

4. PERFORMANCE MEASUREMENT

The Assembly of Kosovo shall cooperate closely with the future Twinning project and the EU Office in Pristina. The Assembly will be directly involved as beneficiary to prepare a working plan for medium term; it will be also involved in the regular preparation of a report on achieving the results as well as measuring indicators. The report will be divided according to the program in the following sections: Support with expertise, training, drafting the different manuals and sub-legal acts also on exchange the experiences.

METHODOLOGY FOR MONITORING (AND EVALUATION)

Project monitoring will be conducted through direct participation in the project approval committee as well as regular reporting provided by the implementing agency. The action further foresees monitoring from the EU Results Oriented Monitoring (ROM) team. The implementing authority will provide regular reporting on the implementation of the project, and on ensuring the beneficiary's needs and concerns are met and addressed. The implementing authority will ensure the flexibility of accommodating the needs within the framework of the project's mandate.

The assessment will be used to provide suggestions for the future implementation of similar programming and draw out lessons learned from the current phase.

In addition, the Action will be subject to external monitoring and evaluation in line with the EC rules and procedures set in the Financing Agreement.

INDICATOR MEASUREMENT

Indicator	Description	Baseline (2015)	Last available (year)	Milestone 2017	Target 2020	Source of information
Acton outcome indicator 1	Secondary legislation for the implementation of the Law on assembly developed	n/a	n/a	100%		Project reports EU reports
Indicator	Description	Baseline (2014)	Last available (year)	Milestone 2017	Target 2020	Source of information
Acton outcome indicator 2	Assembly organizes regular hearings in at the level of Commissions and plenary to implement its monitoring role vis-a-vie Independent agencies and Government	15 hearings per year	15 hearings per year	30 hearing per year	50 hearing per year	Project reports EU reports
Acton outcome indicator 3	Key laws approved by the Assembly are fully in line with the EU	10 laws per year	10 laws per year	20 Laws per year	All Laws approved by the Assembly	Project reports EU reports

Indicator	Description	Baseline (2015)	Last available (year)	Milestone 2017	Target 2020	Source of information
	requirements;					

5. CROSS-CUTTING ISSUES

ENVIRONMENT AND CLIMATE CHANGE (AND IF RELEVANT DISASTER RESILIENCE)

Not Applicable even though environmental considerations will be duly reflected in all IPA-financed activities

ENGAGEMENT WITH CIVIL SOCIETY (AND IF RELEVANT OTHER NON-STATE STAKEHOLDERS)

The Assembly of Kosovo has a Strategy for communications with citizens, Declaration for Partnership between Assembly and Civil society organisations, also CSO which are register on Database for CSO in Assembly official webpage. Kosovo Assembly, consider CSOs as partner. Therefore, the intention is to include CSOs in this project.

From the point of view of transparency enhancing the permanent contact with the citizens should be increased. The relations with the civil society need further professionalisation that the Assembly has a closer and more committed cooperation with the different representatives of the citizens and stakeholders, and that the legislation meets more the interest of the civil society. The register of the civil society organisations is under development. With the help of the new system all kind of activity in relation with the civil society could be increased, but to detect and develop these solutions and possibilities further capacities need to be strengthened. The administration has to develop transparent mechanisms for providing information and for ensuring contacts with the interested citizens, stakeholders or their organisations. To ensure the smooth functioning of the system duties and responsibilities of the staff dealing with this issue have to be laid down in a detailed way.

More direct participation of the civil society in the legislation with special regard to the EU matters is also required, therefore role of the Assembly in raising the general awareness on the EU integration process should be improved. The important role of the IT solutions, especially the e-parliament system through which all information could be disseminated, and the interested citizens and other stakeholders should be kept up-to-date on all details of legislation has to be developed.

EOUAL OPPORTUNITIES AND GENDER MAINSTREAMING

The Constitution of Kosovo, guaranties the equal opportunities for man and women. Equal access regardless of sex, nationality, racial or ethnic origin, religion or belief, disability, age or sexual orientation will be guaranteed for participation in the project.

MINORITIES AND VULNERABLE GROUPS

Within Kosovo Assembly, there are presented all minority groups, as it is foreseen by The Constitution of Kosovo and the Law on Civil Service of Kosovo.

6. SUSTAINABILITY

After the successful implementation of the project, sustainability will be achieved by the Implementation of the results of the project, notably the implementation of the procedures for

efficient functioning of the Administrations of the Assembly of Kosovo in line with the EU guidelines. In this sense the staff of AoK will be trained for EU law, will be trained on oversight functions of the Assembly towards Government and independent bodies, oversight of the SAA process, and partnership with CSOs,

7. COMMUNICATION AND VISIBILITY

Communication and visibility will be given high importance during the implementation of the Action.

The implementation of the communication activities shall be the responsibility of the final beneficiary, and shall be funded from the amounts allocated to the Action.

The European Union Office in Kosovo has developed clear visibility guidelines and ensures that all projects which are implemented in Kosovo are fully in line with these guidelines. Project visibility is also clearly stipulated in all contractual documents whereby the contractors/implementers are obliged to adhere to all EU visibility requirements.

All necessary measures will be taken to publicise the fact that the Action has received funding from the EU in line with the guidelines developed by the EU Office in Kosovo, as well as the provisions outlined in the Communication and Visibility Manual for EU External actions.

Visibility and communication actions shall demonstrate how the intervention contributes to the agreed programme objectives and the accession process. Actions shall be aimed at strengthening general public awareness and support of interventions financed and the objectives pursued. The actions shall aim at highlighting to the relevant target audiences the added value and impact of the EU's interventions. Visibility actions should also promote transparency and accountability on the use of funds.

It is the responsibility of the beneficiary to keep the EU Office fully informed of the planning and implementation of the specific visibility and communication activities.

The beneficiary shall report on its visibility and communication actions in the report submitted to the IPA monitoring committee and the sectoral monitoring committees.