

Appendix 15

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ERP KIM EXCLUSIVE REPORT: THE UNSUSTAINABLE MINORITY LIVELIHOOD, Kosovo, Aug 2002

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SERBIAN ORTHODOX DIOCESE OF RASKA AND PRIZREN KOSOVO AND METOHIJA

Information Service

Newsletter, October 25, 2002

LIFE AT THE MARGINS OF SOCIETY

We would like to present the following report which deals with the situation in which Kosovo Serbs and other non-majority communities in Kosovo live today. The report explores economic aspects of the life of these vulnerable communities in the pervading atmosphere of insecurity and lack of basic human rights and freedoms. Full text in PDF is available at our Web-site (<http://www.kosovo.com/jzimm2.pdf>). Executive summary and conclusions are available in html format on:

<http://www.kosovo.com/jzimm2.html>

THE UNSUSTAINABLE MINORITY LIVELIHOOD

Justifying the Need for Greater Economic Assistance

The European Agency for Reconstruction

Community Stabilisation Initiatives

Jennifer Zimmermann

August 2002

Full Text in PDF

161 pages in A4 format, 470 KB

<http://www.kosovo.com/jzimm2.pdf>

Detailed overview of the situation in which non-majority communities in Kosovo live (figures, tables).

This report was prepared with financial assistance from the European Commission. The views expressed are those of the consultant and do not necessarily represent any official view of the Commission.

Previous report by Jennifer Zimmerman, 2001

Why minority rights go unprotected- the international community's tacit approval of reverse-ethnic cleansing in Kosovo

<http://www.kosovo.com/jzimm.html>

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Summary of Executive Findings

GENERAL FINDINGS:

1. Why minority livelihood and the stability of Kosovo are unsustainable

Due to their poor access to public and private sector employment, income-generation programs, market venues, property rights, vocational education training and public and social services, minorities are being economically cleansed from Kosovo. The final status of Kosovo should be made contingent upon the ability of all ethnic communities to maintain a sustainable livelihood.

II. Strategic shortcomings of UNMIK's approach to stability creation and minority returns

The IC should re-conceptualise both minority returns and political participation along socio-economic and not just political planes. Given that effective political participation requires the reversal of the current minority brain drain, the IC ought to mitigate financial pressures to minority displacement. Similarly, minority return programs need to be more comprehensive so as to ensure the timely distribution of integration inputs, such as micro-grants at return destinations. Finally, UNMIK's grassroots approach to inter-ethnic confidence-building ought to be reinforced by a top-down approach to build minority trust in the macro socio-economic and political framework of Kosovo.

III. Recommendations on the development of two minority socio-economic integration models

The IC ought to develop an "Equal rights access model" by making the international transfer of funds, logistical support and self-government contingent upon the beneficiaries' inclusion of minorities in both its administrative and operational bodies. The international donor community should provide Kosovo with a second "Affirmative action model" by developing micro-grant and credit programs that specifically target minorities and are tailored to their vulnerable physical and financial needs. These models will physically exemplify how to best implement UNSC and NA Resolutions on equal minority rights and temporary affirmative action. The models will also demonstrate international commitment to top-down confidence building and preparation for a stable and democratic final status of Kosovo.

IV. Why minorities lack equal access to income-generation programs

Unfortunately, the majority of internationally-funded micro-grant and credit programs have not been tailored to the vulnerable situation and specific needs of minority communities. The low outreach capacity of Albanian implementing partners and the restricted physical access and skill capacity of would-be minority beneficiaries constitute significant obstacles to minority credit or grant application. Given their higher start-up costs, lower net profits and lack of support networks, minority credit beneficiaries are financially less capable of interest rate and debt repayment than are their majority cohorts. Minorities require greater access to micro-grant schemes coupled with vocational education training which are implemented either by international or minority partners.

V. General obstacles to minority employment

Minority access to public sector employment:

According to the Office of Returns and Communities (ORC), no international or national has been made responsible for facilitating minority employment within various municipal, central, state and public enterprises. Moreover, international funds for transitional socially owned enterprises (SOE) are rarely made conditional upon the beneficiary's realisation of a multi-ethnic decision-making body and workforce.

Minority access to civil service employment:

Over the past three years, state hiring bodies have not been held accountable to the employment of proportional community representational ranges. Only in 2002 have the ORC, the Special Representative to the Secretary General (SRSG) and the OSCE's Non-Discrimination Unit proposed that the National Assembly adopt such an affirmative action measure. In addition to their limited access to civil service employment, minorities are also restricted in their scope and depth of civil service operations.

Access to Vocational Education Training:

In order to assuage the transitional pains of capitalism, the IC should retrain the myriad of former SOE employees to better integrate them into Kosovo's privatising economic sector. Unfortunately, no such comprehensive measures have been taken to the benefit of minorities. Difficulties within the private sector: Minorities face manifold obstacles to commercial activity within the private economy. Problems include lack of access to agricultural land, commercial premises, raw materials, market venues, equal selling prices, vocational education training, and to specifically tailored income-generation programs. The latter difficulties are compounded by the illegal occupation and management of minority property and business respectively.

SPECIFIC FINDINGS:

Areas targeted by the 2002 Community Stabilisation Initiatives (CSI):

I. Pec/Peja AOR

In order to avoid institutional overlap with and duplication of the Swiss government's non-Serb minority return and reintegration project, the consultant will only analyse the situation of the Serbian community. The most vulnerable communities are found in Osojane, Gorazdovac, Suvo Grlo and Crkolez. The Serbian enclaves of Osojane and Gorazdovac are completely isolated and surrounded by Albanian villages. Due to their highly restricted movement (KFOR maintains some of its only fixed checkpoints within these enclaves), inhabitants are largely unable to access input or output markets, employment opportunities, or micro-grant and credit distribution centres. No minorities from Gorazdovac have been reinstated in their former SOE or private employment positions within Pristina/Prishtina municipality. Extra living costs are imposed on Serbs who lack access to secondary education and health care within the Pec/Peja municipality. Students from Gorazdovac must either pay exorbitant rent while attending secondary school in north Mitrovica, live with relatives and receive education in Serbia proper or forgo secondary schooling altogether. Patients from Gorazdovac must wait 48 to 72 hours for KFOR escort to north Mitrovica hospital, after which they must pay for round-trip ambulance fuel expenses. Apparently, the degraded quality and quantity of medical equipment and supplies within the Mitrovica north hospital force many Serbs to pay for the transport to better health facilities in Serbia proper. Efforts by UNMIK to facilitate Serbian access to the Pec/Peja hospital floundered due to the mutual misunderstanding forged by the Albanian language assistant. The 2001 return of 80 Serbs to Osojane was delayed to the extent that houses were not fully reconstructed before the onset of winter. Moreover, UNHCR did not actively seek donors income-generation projects. Not until mid-2002, did Osojane receive 150,000 Euro from the EAR which is being allocated by ACTED towards agroinputs. However, ACTED is moving slowly and without adequate consultation or employment of experienced locals. Now that Osojane's population has risen to over 200 persons, there is a greater need for income-generation projects. International donors should fund integration inputs to complement the 350,000 Euro housing reconstruction program funded by Belgrade for Osojane. The laudable persistence of UNMIK's Regional Administrator, Margarite Roy has resulted in the actualisation of several return projects funded by the Italian government. In order to ensure the sustainable return of Serbs to the villages of Brestovik, Siga, Levojsa, and Bica additional income-generation projects will be needed.

II. Prizren/Prizren AOR

Orahovac/Rahovec Municipality

The two rather large Serb enclaves of Orahovac/Rahovec Municipality are characterized by restricted movement, a net outflow of minorities and socio-economic isolation. No Serbs or Egyptians have been reemployed by the Orvin wine factory or the Thermovent radiator factory while only one Egyptian has been reemployed by the plastic factory. Public utilities departments do not advertise job vacancies in minority communities. Moreover, these departments reject minority applicants whose ethnic community has not paid past utility dues. Public hiring bodies have never employed a proportional community representation range. Micro-grants are needed to support CIDA funded and Intercooperation implemented wine growers' association of 113 families in Velika Hoca. Wine growers in Upper Orahovac also require funds to revitalize soil and wine production. Potential entrepreneurs in Upper Orahovac are seeking funds for ceramic production, pipeline production, tinsmith, tailor, and furniture production and upholstering businesses. Grants could also be funneled towards the rehabilitation of the November 18th

Plastic bottling factory branch in Velika Hoca. The success of such income-generation projects would be contingent upon market access facilitation.

Prizren/Prizren Municipality

80 elderly Serbs in Prizren town are partially sustained by social assistance. While the age structure of Serbs in Zhupa Valley is also focused on the elderly, there is a larger potential for the return of youth (displaced mostly in Strpce/Shterpce municipality) pending greater access to income-generation projects. Given the proximity and freedom of movement between Musnikovo (Zupa Valley) and Strpce/Shterpce, no organized return or market access facilitation would be required. Strpce/Shterpce Municipality Serb residents of Strpce/Shterpce Municipality enjoy unrestricted access to grazing pastures, rivers, and fields. Micro-grants could support sheep and cattle herding, mushroom farming, dairy production, and fish farming. Certain villages need renovated water and electricity systems as a prerequisite to any micro-grant or credit provision.

Dragas/Dragash Municipality

The Municipality of Dragas/Dragash has experienced a significant brain drain of ethnic Gorani members due to their minimal access to Albanian-managed SOEs. Those Gorani fortunate enough to work within the industrial sector are relegated to lower-skilled positions regardless of their qualifications. According to the UNMIK LCO, there is an estimated 70 % minority unemployment rate. Gorani lack adequate freedom of movement to search for jobs outside their municipality. Consequentially, the Gorani require micro-grant assistance in juniper fruit collection, sheep herding, pastry production and other SMEs.

III. Pristina/Prishtina AOR

Lipljan/Lipjane Municipality

Most vulnerable are the Serbs in western Lipljan/Lipjane and in Lipljan town and the RAE immediately surrounding Lipljan town. The average income per family per month ranges between 10 and 30 Euro. These communities have endured the most inter-ethnic harassment, the largest restrictions on movement and the least access to income-generation programs. Operational factories, such as Lepinka and Thermovent exclude minorities from their workforce. Albanian political and municipal figures have obstructed the reopening of several factories by refusing to accept the multi-ethnic conditionality demanded by international creditors. UNMIK has recently reduced the number of Serbs on its health (and soon education) payroll from 390 to a mere 96 in order to meet the World Health Organization's suggested staff-to-patient ratio. However, as Lipljan's MCO and OSCE staff have noted, without reemployment facilitation of financial compensation, such drastic staff cuts indirectly discriminated against a Serbian workforce that faces larger difficulties in accessing alternative locations or types of employment than do the Albanian workforce. During the past three years, only 15,000 Euro in micro-grants and credit has been allocated to the 11,000 Serbs within Lipljan municipality. After having visited 12 minority communities, the consultant found only one minority project being implemented by the Kosovo Civil Society Foundation (KCSF). Unfortunately, KCSF's funding of a computer-training course for unskilled Ashkalija in Medvec is irrelevant to the beneficiaries' skill level and development needs. One of the most active micro-credit providers, FINCA, has been operational in the municipality for over a year. However, due to the restricted outreach capacity of its local Albanian staff no FINCA credit has been allocated to minority communities. Lipljan's minority community owns approximately 7,600 hectares of high quality farmland especially suitable for the production of corn and wheat. An agriculture wholesale center should be established to aid with the expansion of commercial agriculture in minorities communities. This Albanian-run beer factory in Pec/Peja would likely purchase large quantities of wheat from Lipljan so that it does not have to purchase expensive imports of wheat. There are several RAE return projects planned for 2002/03 which also require funding for economic integration inputs.

Pristina/Prishtina Municipality

Access to Pristina/Prishtina's job market is gravely restricted by security-related issues. Only those internationally employed inhabitants who enjoy international transport feel sufficiently secure to attend work. The municipality has never advertised civil service vacancies within the main Serb apartment (YU) building. Nor have minorities benefited from any affirmative action with regards to state employment. In

rural Pristina/Prishtine, the most viable enterprises would be established within the ambit of agriculture, livestock and dairy production and in auxiliary enterprises producing essential inputs such as chicken feed.

Obilic/Obilitch Municipality

Only one Serb is employed (for PTK) within the public utilities sector. No minorities are employed by KEK or by the waste management and fire departments. While 15 percent of the staff in each of the core municipal administrative departments should be filled by minorities, there are only 3 minorities (one Serb and two Bosniacs) out of 80 total staff. While 15 minorities are employed within the Municipal Community Office, both the CFA budget and the effort to get these minorities employed comes from the international community. Given that 90 percent of the Roma workforce and significant numbers of Serbs and Ashkalija were formerly employed by KEK, there should be a large vocational education training program to facilitate minority reemployment in the private sector.

Kosovo Polje/Fushe Kosova Municipality

Although approximately 2,300 Serbs and 380 Ashkalija and Roma were formerly employed by KEK, the consultant only identified one minority (Ashkalija) who has been reemployed. In what OSCE staff have admitted to be a discriminatory hiring practice, KEK is demanding the payment of past electricity bills before it will rehire any of its former minority employees. Vocational education training of numerous former SOE minority employees will increase their competitive capacity within the private employment sector. Given that the Serb and RAE communities have not benefited from any income-generation projects, the European Agency for Reconstruction should provide micro-grants for minority entrepreneurs, community developers, and farmers.

IV. Mitrovica/Mitrovice AOR

Srbica/Skenderaj Municipality

According to the UNMIK LCO, the Srbica/Skenderaj municipality has never followed a proportional community representational range in the hiring of civil servants. Since November 2000, only 6 minorities (Serb) are employed from a total civil service staff of 150. Municipal administrative departments are overstuffed and largely unaccountable to any terms of reference. There has been no post-war assessment of the need for and qualification of each civil servant. The Municipality has failed to advertise either for civil service or public utility vacancies in the minority communities. Those operational industries have not hired any minority workers and would-be new minority employees have not had physical access to or equal treatment at job interviews.

Zvecan Municipality

The political aftershock of 1999 is particularly manifest in the Albanian community's refusal to officially recognize the Zvecan municipality. Although two seats had been reserved for Albanians in the Municipal Assembly, the Albanian population boycotted the Assembly until April 2002. Only recently has the UNMIK LCO obtained better Albanian in exchange for the promise of extensive assistance in agriculture, water installation, and housing reconstruction. Additional micro-grants are needed for the reparation of tractors, the purchase of seeds and the reestablishment of former chicken, lamb, and cow farms. None of these three mountain villages can be labeled an enclave as all inhabitants have freedom of movement to the Albanian majority job and product markets of south Mitrovica.

Leposavic/Leposavitch Municipality

While the security situation is relatively stable within the three Albanian villages of Kustovo, Ceranja, and Bistrica, villagers nonetheless face restricted freedom of movement within Leposavic/Leposavitch municipality. Inhabitants may take a UNMIK bus with KFOR escort thrice weekly to South Mitrovica. Only 8 out of approximately 75 adults are officially employed. Villagers lack funds for agriculture and livestock herding. Funds are needed for the purchase of livestock.

Vucitrn/Vushtrri Municipality

Serbs from Priluzje, Grace and Banja are practically excluded from both the Albanian-managed private and public employment sectors. There has been little international or national effort to facilitate minority access to the job market. Given its large population, Priluzje could sustain numerous production and service-based enterprises. 12 women who have received business management training could establish pie dough, coffee, and broidery production-based enterprises. The local textile industry could also be rehabilitated. Funds are needed for service-based projects such as local cafes, pubs, shoe-repair workshops, discotheques, and a library. Pending an increase in access to their high quality farmland, villagers from Grace and Banja could employ micro-grants to start or restart commercial agriculture. Mini-markets, a dairy farm and a local bakery would also alleviate the dearth of locally available goods.

Mitrovica/Mitrovica Municipality

All former KEK and Trepca Serb workers are currently unemployed within Svinjare. There is small-scale agricultural activity, an IOM-funded pastry shop and 2 dried goods stores. Funds could be used to establish commercial agriculture, greenhouses, animal feed production and a mill with which to grind wheat and corn.

Areas requiring economic assistance in 2003:*I. Gnjilane/Gilane AOR**Novo Brdo/Novoberde Municipality*

Within the ten Serb villages of Novo Brdo/Novoberde not only is the security situation relatively stable but inhabitants can travel unescorted between villages. This freedom of movement extends to the 2 northernmost Serb villages (Kusce and Silovo) of the Gnjilane Municipality. Despite its relatively stable inter-ethnic situation, Novo Brdo has not benefited from many income-generation projects tailored for minority needs.

Kamenica/Kamenica Municipality

The relatively stable security situation has enable residual Serbs to actively engage in civil service employment. Yet, further Serb returns require greater access to income-generation programs. Production and service-based enterprises could be successful as Serbs are capable of accessing both the Friday market in Kamenica town, and the Saturday market in Ranilug village (southern Kamenica).

Gnjilane/Gjilan Municipality

Minorities are largely excluded from employment within municipal, central or public enterprises. Fortunately, the Mediation Committee (1 Roma, 3 Serbs, 1 Turk, and 3 Ashkali) has made four recommendations to the Municipal Assembly regarding minority employment in the municipal, socially owned and public companies. While the Municipal Assembly approved the recommendations and forwarded them to the respective employers the proposals for minority employment have not yet been implemented. On a more positive note, Serb employment within the civil service is satisfactory. Unfortunately, no affirmative action such as human capacity building has been undertaken to facilitate the municipal employment of Roma. Freedom of movement is somewhat more restricted in the Serb villages of Gnjilane Municipality than in those of Kamenica or Novo Brdo/Novoberde. Yet, Serbs may still travel unescorted among many of their villages as well as to the municipality of Kamenica. Any aided small-business sector could build upon the current small-scale cattle breeding and commercial farming. Indeed, there are two decent market venues including the green market in Stanisor and the Sunday and Tuesday markets in Gnjilane town. The Serb-speaking Roma in Kamenica and Gnjilane/Gilane are more harassed and discriminated against than those Albanian-speaking Roma in Ferizaj Municipality. Not only have many Serb-speaking Roma been displaced but hundreds of their houses have either been destroyed, heavily damaged, or illegally occupied. Furthermore, according to field interviews, the Serb-speaking Roma are more pessimistic about relations with the Albanian majority than are the Serbs. In addition to the Albanians' perception of Serb-speaking Roma as war time collaborators, these Roma suffer from educational penury. Thus, even where they have been offered municipal employment applications, such

as in Kamenica, the Roma have been unable to meet the required skill threshold. The policy implications are dual-track. On one hand, property and educational issues must be attended to, while on the other, micro-grant programs in the service (mechanic, electrician, welding) and production (soap, detergent, and textile manufacturing) sectors. Any loan-based enterprises would have to be preceded by or coupled with sufficient training in business management, accounting, marketing and job-specific skills.

Vitina/Viti Municipality

The socio-economic situation of Vitina/Viti Municipality's Serbs is tainted by noticeably lower levels of security and freedom of movement. Continual Serb displacement and brain drain is caused by the interrelated factors of ethnically-motivated violence, strategic buying of Serb property, illegal cultivation of Serb farmland and restricted access to market venues. There are currently no markets for the sale of Serb goods, a factor that would heavily constrain the development of a small-enterprise sector. On a more positive note, the municipal assembly is contemplating the allotment to Serbs of several kiosk spaces in Vitina's green market, a move that would both benefit Serb entrepreneurs and Serb residents who lack access to fresh food.

Orahovac/Ferizaj Municipality

The Ashkalija and Albanian-speaking Roma communities enjoy unrestricted freedom of movement and physical access to product and employment markets. The major impediment to Roma and Ashkalija employment is a pernicious lack of education. Business and vocational training programs would help reintegrate unemployed SOE minorities in alternative occupational sectors. Gorani are for the most part a self-sustaining community with their renowned pastry shops and restaurants. There ought to be a situational assessment of the Bosniac community.
(.....)

Executive Recommendations

I. Goal establishment

UNSC Resolution 1244 mandates the international community to ensure the democratic development of Kosovo self-government. Within this obligatory context, the IC should prioritise the following three goals:

- ° Halt the economic cleansing of Kosovo's minority communities
- ° Reverse minority brain drain to build minority skill capacity for reintegration
- ° Develop sustainable minority livelihood and national self-government

The international community should pursue these goals through the development of two minority socio-economic integration models.

II. General recommendations to the IC: Equal Rights Access Model

The IC in Kosovo ought to incorporate the principle of conditionality employed by the IMF and to a certain degree by the World Bank. The IMF's Structural Adjustment Programs (SAP) are a method of holding the loan beneficiary government accountable not only to free market principles, but also to international standards regarding social, economic and political rights. In this way, the IMF endeavours to bring wayward regimes onto the path of democratic capitalism. UNMIK and its adjunctive partners ought to similarly condition their assistance to Kosovo on the national government's equal treatment and protection of all citizens under its jurisdiction. The Equal Rights Access Model will enable UNMIK to reinforce its current grassroots minority confidence-building measures with a top-down approach. By demonstrating commitment to the establishment of equal access to employment and public and social services, the IC may redress the debilitating conceptual paradigm with which minority and majority community members approach local dialogue facilitation meetings. In other words, nationals will be

reassured of the indelible link between minority rights and Kosovo's final status. Within the Equal Rights Access Model, the IC should take the following measures.

Condition international transfer of funds, logistical support and capacity building programs upon the beneficiaries':

- 1) Effective inclusion of minorities in administrative and operational units
- 2) Provision of equal access to housing reconstruction assistance and income-generation programs.
- 3) Improved outreach capacity to minority communities in areas of advertisement, solicitation and recruitment.

Condition transfer of self-government upon:

- 1) The National Assembly's enactment of an Omnibus Anti-Discrimination law.
- 2) The active employment of proportional community representation ranges by public hiring bodies.
- 3) National elimination of impunity
- 4) More effective and timely property dispute resolution and illegal property occupant evictions by the Housing Property Directorate (HPD).

A body should be appointed to monitor the implementation of the Equal Rights Access Model. This monitoring partner could be comprised of members from the Office of Returns and Communities (ORC) and the OSCE Non-Discrimination Unit.

III. Specific recommendations to the EAR: Affirmative Action Model

Until the macro-policies of the Equal Rights Access Model have assumed national ownership, international donors such as the EAR should develop an Affirmative Action.

Model at the micro-level. Income-generation programs that are specifically targeted and tailored to minority needs are an essential affirmative action mechanism for raising minority livelihoods to a sustainable level. Affirmative action micro-grant programs are needed for several reasons including the minorities' restricted access to mainstream income-generation programs, public and private sector employment and Albanian support networks. Minority targeted programs should be coupled with vocational education training (VET) in order to allay the effects upon the residual population of brain drain and exclusion from former SOE positions. In addition to better enabling minorities to receive and implement income-generation projects, VET will also augment minority skill capacity for greater administrative participation within public employment and political bodies. The Affirmative Action Model for minority income-generation programs is broken down into the following operational pillars. International donors should augment their outreach capacity through:

- 1) the usage of neutral (international or minority) implementing partners
- 2) the establishment of more field offices in minority areas
- 3) the heightened distribution (and distribution monitoring) of advertisements in minority media outlets
- 4) the extension of application deadlines for minorities with restricted movement or awareness-related delays in response time

International donors should tailor their assistance to minority needs by:

- 1) Offering micro-grants in lieu of micro-credit. If an NGO is only mandated to allot credit, then the credit should be tied with lower interest rates and lengthier repayment periods.
- 2) Supplying micro-grants to vulnerable minority returnees
- 3) Providing intermediary market access facilitation for vulnerable beneficiaries. The implementing partner may have to temporarily act as a makeshift wholesaler.

- 4) Complementing income-generation projects with the requisite vocational education training programs.

Affirmative action micro-grant or credit programs ought to help make residual and returnee minorities self-sufficient until such a time as they are no longer excluded from mainstream private and public employment. Moreover, by providing increased access to economic opportunities, the EAR would be aiding the reversal of minority brain drain as well as the capacity-building necessary for successful minority socio-economic integration. Finally, the Affirmative Action Model has the additional benefit of imparting the know-how to public and private sector hiring bodies seeking to employ the tools of active minority recruitment, application and deadline extension, affirmative preference and minority capacity-building programs. Below are listed several means by which minority-targeted income-generation programs will act as guidelines for national employers. Augmenting outreach capacity can be duplicated by national employers by:

- 1) Increasing their utilisation of minority language assistants and minority language job applications, interviews and interviewees
- 2) Allowing international panels to monitor the application and hiring procedures
- 3) Holding more interviews in minority areas
- 4) Establishing additional employment centres/field offices in minority regions
- 5) Advertising more frequently through minority media outlets
- 6) Extending application deadlines for minorities with restricted movement and/or information access.

Nationals can also raise access to and capacity for minority employment by:

- 1) Awarding equally qualified minorities with preference in hiring and promotions
- 2) Providing public transport for minority applicants and state employees
- 3) Holding job-training programs for low-skilled minorities to increase their capacity to effectively compete for civil service and or public employment.

IV. Conclusion: outcome of model implementation

By physically exemplifying how to develop the democratic principles promulgated in various UNSC and National Assembly Resolutions, the Equal Rights Access and Affirmative Action Models will act as essential tools in the successful transfer of social, economic and political administration to the PSIG. Within the larger top-down confidence building framework of Equal Rights Access, the EARs Community Stabilisation Initiatives (CSI) will be an institutional forerunner in the re-conceptualisation of sustainable minority returns along socio-economic and not just physical lines. Especially if coupled with Vocational Education Training, the CSI will provide both residual and returnee minority communities with hitherto neglected integration inputs. By building minority confidence in both the inclusive future and economic prospects of Kosovo, the Equal Right Access and Affirmative Action models will alleviate both the macro and micro-economic pressures for continual minority displacement from Kosovo. Only once minority livelihoods have been made sustainable can the international community resolve Kosovo's final status in a democratic and stable manner.

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Detailed overview of the situation in which non-majority communities in Kosovo live (figures, tables)