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ELECTION STAFFING BY GENDER AT THE JUNE 2014 NATIONAL ELECTION IN KOSOVO

MUNICIPAL ELECTION COMMISSIONS, POLLING STATION COMMISSIONS AND POLLING CENTER MANAGERS

February 2015

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Election Staffing by Gender at the June 2014 National Election in Kosovo:

**Municipal Election Commissions, Polling Station
Commissions and Polling Center Managers**

February 2015





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Acronyms

AAK	Aleanca Per Ardhmerine e Kosoves
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
CDU	Centar Demokratske Unije
GIBI	Gradanska Inicijativa Bosnjaka Istog
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
IRDK	Inicijativa e Re Demokratike e Kosoves
JSL	Jedinstvena Srpska Lista Vidovdan
KDTP	Kosova Demokratik Turk Partisi
KKZ/OIK	Selected by Municipal Election Commission
KTAP	Kosova Turk Adalet Partisi
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
NISMA	Nisma per Kosoven
OJQ-YIP	Youth Initiative of Partes
PAI	Partia e Ashkalinjeve Per Integrim
PCM	Polling Center Manager
PD	Partia e Drejtesise
PDAK	Partia Demokratike a Ashkanlivet e Kosoves
PDK	Partia Demokratike e Kosoves
PDS	Progresivna Demokratska Stranka
PSC	Polling Station Commission
PSD	Partia Social Demokrate
PSHDK	Partia Shqiptare Demokristiane e Kosoves
SD	Social Demokratija
SDA/SDSG	Stranka Demokratske Akcije / Socijal Demokratske Stranka Gore
SDKIM	Srpska Demokratska Stranka Kosova I Metohije
SLS	Samostalna Liberalna Stranka
VAKAT	Koalicija VAKAT

Introduction

This is IFES' second review of women's participation as election officials at elections in Kosovo¹. This report presents statistics from the June 2014 national election on the percentages of election staff at municipal and polling station levels who were women, based on aggregations of data contained in staffing lists prepared by Municipal Election Commissions (MEC). Staff for these positions are usually proposed by political entities, apart from the positions of MEC Chair (which are filled by the Municipal Election Officer (MEO) appointed by the Central Election Commission (CEC)) and Polling Center Manager (PCM) (generally a School Director or another senior teacher).

The statistics presented are segmented by staff position, by the political entity proposing the staff, and by municipality. They include comparisons with data from the 2013 local government election. Appendix 1 to the report contains detailed summaries of the 2014 election data, while appendix 2 includes tables for each municipality comparing detailed data from the 2013 and 2014 elections.

As this analysis is based solely on election staffing records, the factors affecting the overall proportions of election staff who are women, or the variations between political entities and municipalities in these proportions, cannot be identified from the data available.

Methodology

The gender of MEC and Polling Station Commission (PSC) Chairs and members and PCMs appointed for the 2014 election is not aggregated by the CEC, or recorded on the staffing lists prepared by MECs. To collate the data for this analysis, the CEC provided IFES with the election staffing lists in excel format for each municipality. The gender of each staff member was then determined according to their given name, and the results were tabulated by position and by the political party/initiative group/NGO which proposed the staff member. In very few cases, the party/initiative group/NGO affiliation of a staff member was not specified. These cases have been included in the 'Other' category for analysis based on political entity.

In comparing 2013 and 2014 election staffing data for political entities where no exact comparison exists, the data has been compared between similar political entities. Thus, 2014 election data for the Partia Demokratike e Kosoves (PDK)-led coalition which included Partia e Drejtësisë Levizja për Bashkim, Partia Shqiptare Demokristiane e Kosoves and Partia Konservatore e Kosoves has been compared to 2013 election data for PDK; 2014 election data for Aleanca për Ardhmërinë e Kosoves (AAK) has been compared to the 2013 election data for the coalition between AAK and Lidhja Demokratike e Kosovës (LDD); and 2014 election data for Srpska List with 2013 election data for Gradanska Inicijativa Srpska (G.I. Srpska).

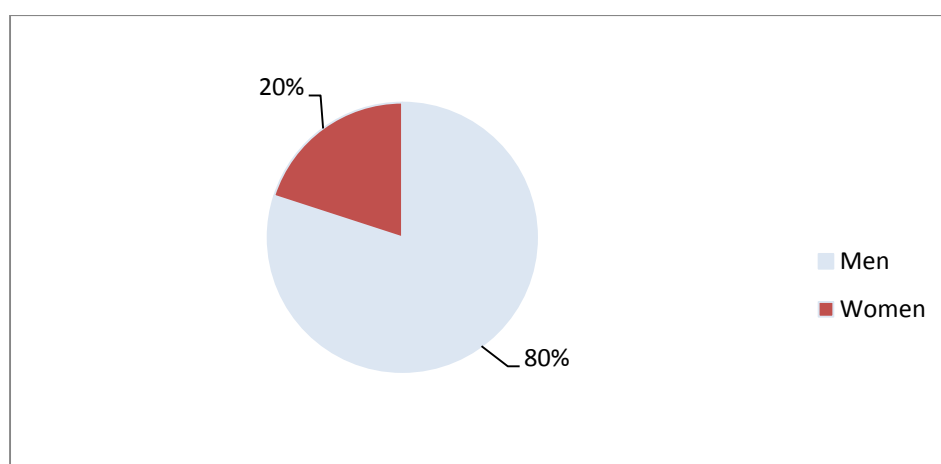
¹ The first, *Gender Analysis of Municipal Election Commissions, Polling Station Commissions and Polling Center Managers at the November 2013 Municipal Elections in Kosovo* was published in March 2014.

Overview

Analysis of staffing for the Kosovo's November 2013 Municipal Election identified that women filled low proportions of most classes of election staff, particularly in management positions. This reinforced the need to promote the employment of women as electoral officials, and to consider affirmative programs to engage women in electoral management. The unexpectedly early June 2014 national election limited the actions that could be taken in these regards.

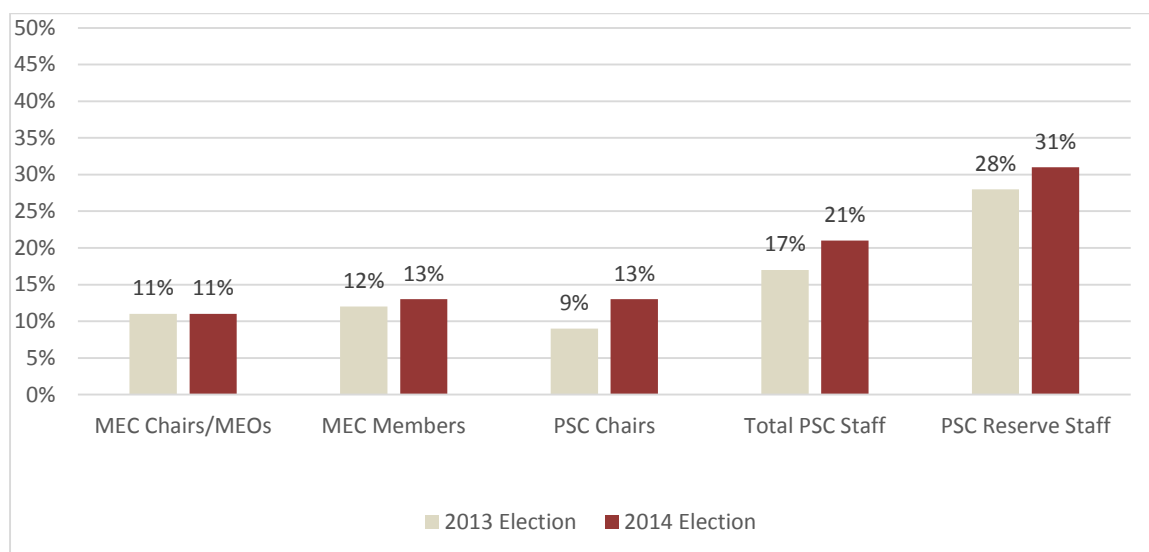
Nevertheless, the percentage of field positions in MECs and PSCs, and of PCM positions filled by women for the 2014 national election has improved a little overall, from 17 percent in 2013 to 20 percent in 2014.

Figure 1: Gender Breakdown of June 2014 Election Field Positions

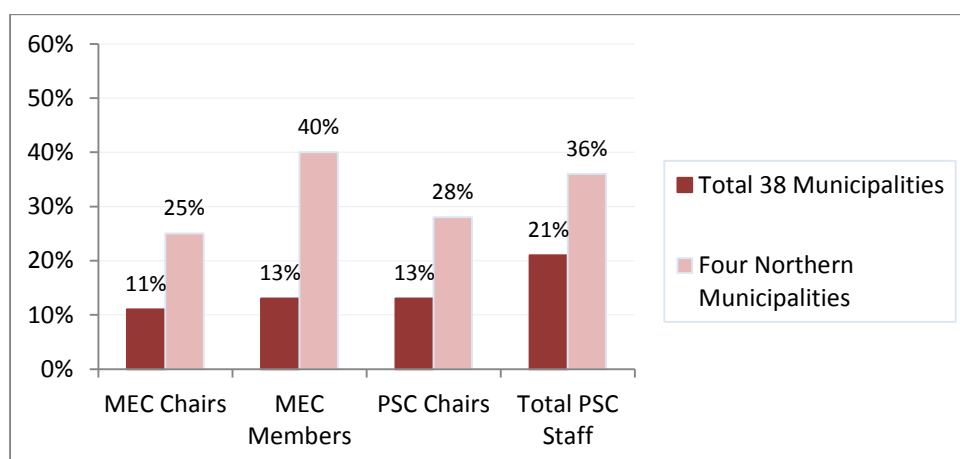


While the total number of these election field staff fell between the 2013 and 2014 elections, the number of women employed increased by 542, an increase of 16 percent. The proportion of women holding any position in a PSC (including as a reserve) increased from 17 percent in 2013 to 21 percent in 2014. Reserve staff had the highest proportion of women in both elections: 28 percent in 2013 increasing to 31 percent in 2014.

As it was in the 2013 election, the proportions of women employed in field level election management positions in 2014 is lower than that of election staff overall: 11 percent of MEO/MEC Chairs; 13 percent of MEC members; and 13 percent of PSC Chairs. However, there has been some increase between the 2013 and 2014 elections in both the numbers and proportions of women employed as MEC members and in particular as PSC chairs. The number of women chairs of PSCs increased from 219 in 2013 to 307 in 2014, an increase of 40 percent.

Figure 2: Proportions of Field Level Election Staffing Positions Held by Women: 2013 and 2014 elections

Similar to the 2013 election, the proportion of election staff who are women is significantly higher in the four northern municipalities than the average for Kosovo. This may be influenced, particularly for PSC members, by the significant proportion of these staff being nominated by NGOs rather than political entities. Overall, in the four northern municipalities for the 2014 election, women constituted 25 percent of MEO/MEC Chairs, 40 percent of MEC members, 28 percent of PSC Chairs, and 36 percent of PSC staff.

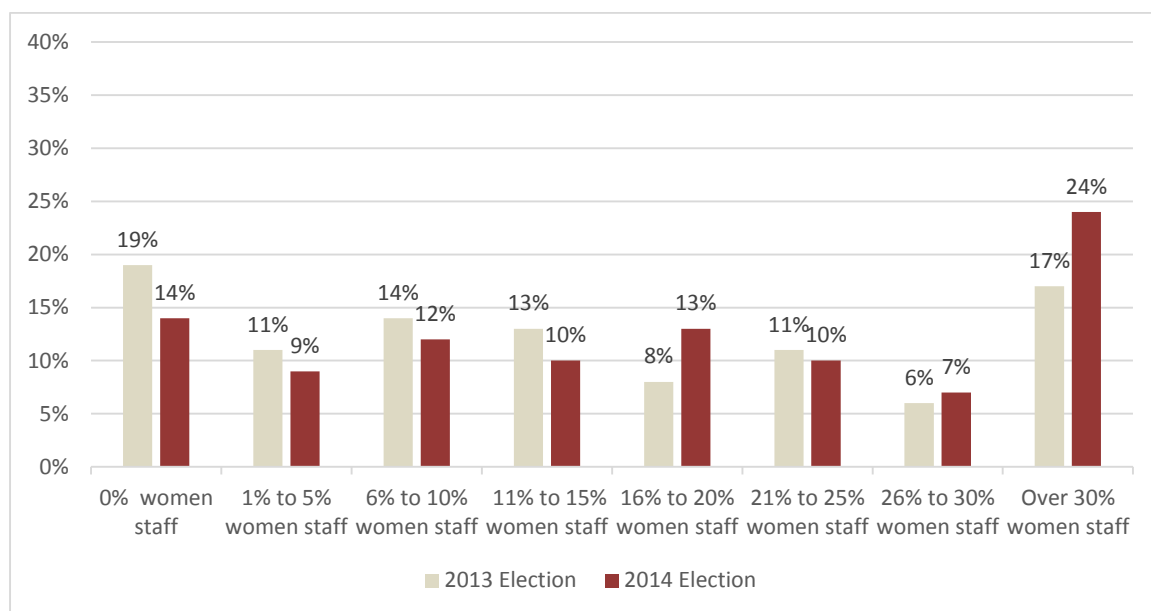
Figure 3: Percentage of Election Staff Positions Held By Women at 2014 Election – Total 38 Municipalities and Four Northern Municipality Data

Compared to the 2013 election, the proportion of total PSC staff and PSC chairs who were women increased in 2014 in the four northern municipalities, whereas the proportion of women MEC members decreased.

At the polling station level, an analysis of PSC staff shows that the percentage of instances where a political entity nominated more than 30 percent women to PSC positions in a municipality rose

significantly between the 2013 and 2014 elections – from 17 percent to 24 percent. Conversely the percentage of instances where a political entity nominated no women to PSC positions in a municipality fell, from 19 percent to 14 percent.

Figure 4 - Percent of Instances Where Percent of Women Nominated by a Political Entity to PSC Positions Falls Within Specified Range – 2013 and 2014 Elections

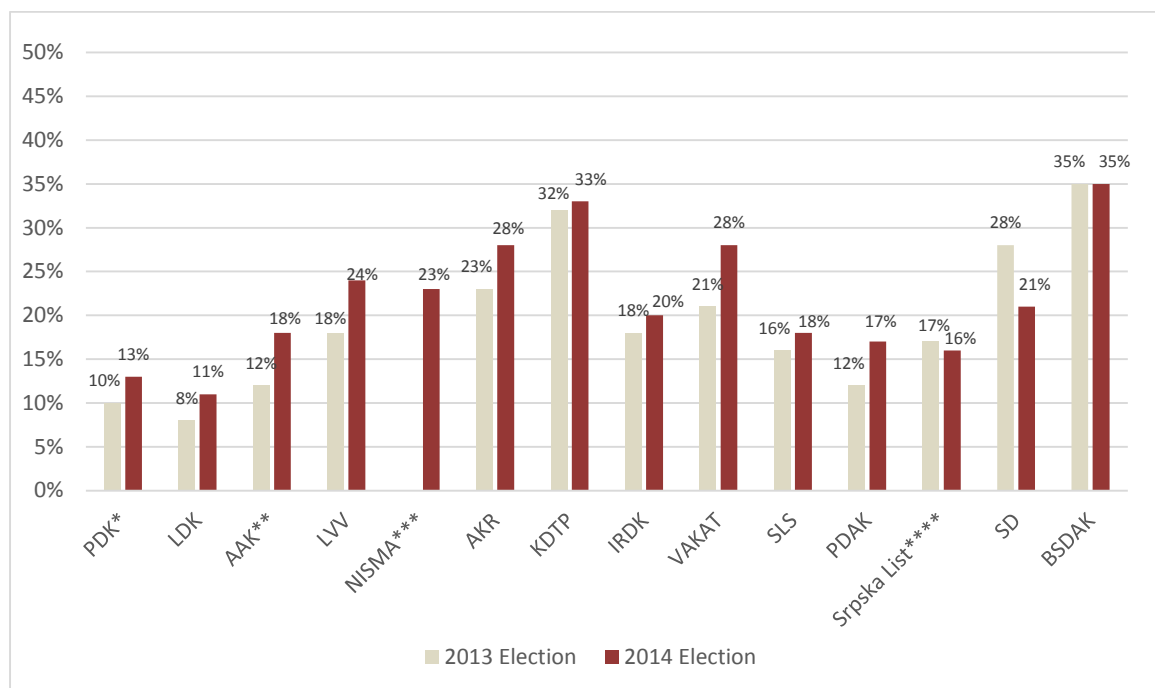


Of the major political entities at the 2014 election, Lidhja Demokratike e Kosoves (LDK) nominated the lowest proportion of women to municipal and polling station election staff positions at 11 per cent. LDK had no women representatives on MECs (similar to the 2013 election), while only 6 percent of its PSC chairs and 11 percent of its PSC members were women. PDK had the next lowest representation of women among people it nominated for election staff positions with 13 percent. 14 percent of its MEC members, 11 percent of its PSC chairs and 13 percent of its PSC members were women.

The highest proportion of women nominated to municipal and polling station election staff positions was among staff nominated by election management bodies, at 48 percent. Of the major Albanian political entities, Aleanca Kosova e Re (AKR) nominated the highest percentage of women to municipal and polling station election staff positions at 28 percent, followed by Levizja Vetevendosje (LVV) on 24 percent, NISMA per Kosoven (NISMA) at 23 percent, and AAK at 18 percent. Of the minority community political entities, Bosnjacka Stranka Demokratske Akcije Kosova (BSDAK) nominated the highest proportion of women for these positions, at 35 percent, followed by Kosova Demokratik Turk Partisi (KDTP) at 33 percent, and VAKAT (28 percent). Sixteen percent of staff nominated to these positions by Srpska List were women.

Almost all of the major political entities proposed a higher proportion of women to municipal and polling station election staff positions in 2014 than during the 2013 local government election, so some progress is being made. However even with these increases, all major parties except KDTP proposed a lower proportion of women to election staff positions than the 30 percent they are required by law to nominate as candidates on their party lists.

Figure 5: Comparison between 2013 and 2014 Elections: Percentage of Municipal and Polling Station Election Staff Positions Held By Women – Major Political Entities



*2014 election data is for PDK-led coalition

** 2013 election data is for coalition Aleanca Per Ardhmerine e Kosoves – Lidhja Demoktatike a Dardanise (AAK-LDD)

*** NISMA was formed after 2013 election

**** 2013 election data is for G.I. Srpska

Among polling station staff (including reserves), 28 percent of AKR's PSC representatives are women, LVV had 24 percent and NISMA 23 percent. Only one party with a substantial number of PSC members in multiple municipalities had over 30 percent women representatives on these bodies: KDTP at 33 percent. Of the larger Serb community-based political entities, 18 percent of Samostalna Liberalna Stranka's (SLS) representatives on PSCs were women, as were 16 percent of Srpska List's.

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—has been considered separately. Analysis of this data provides a good indicator of how empowered women are in the electoral process, while overall numbers and percentages of women employed in polling official roles indicate the participation rates of women in electoral field operations.

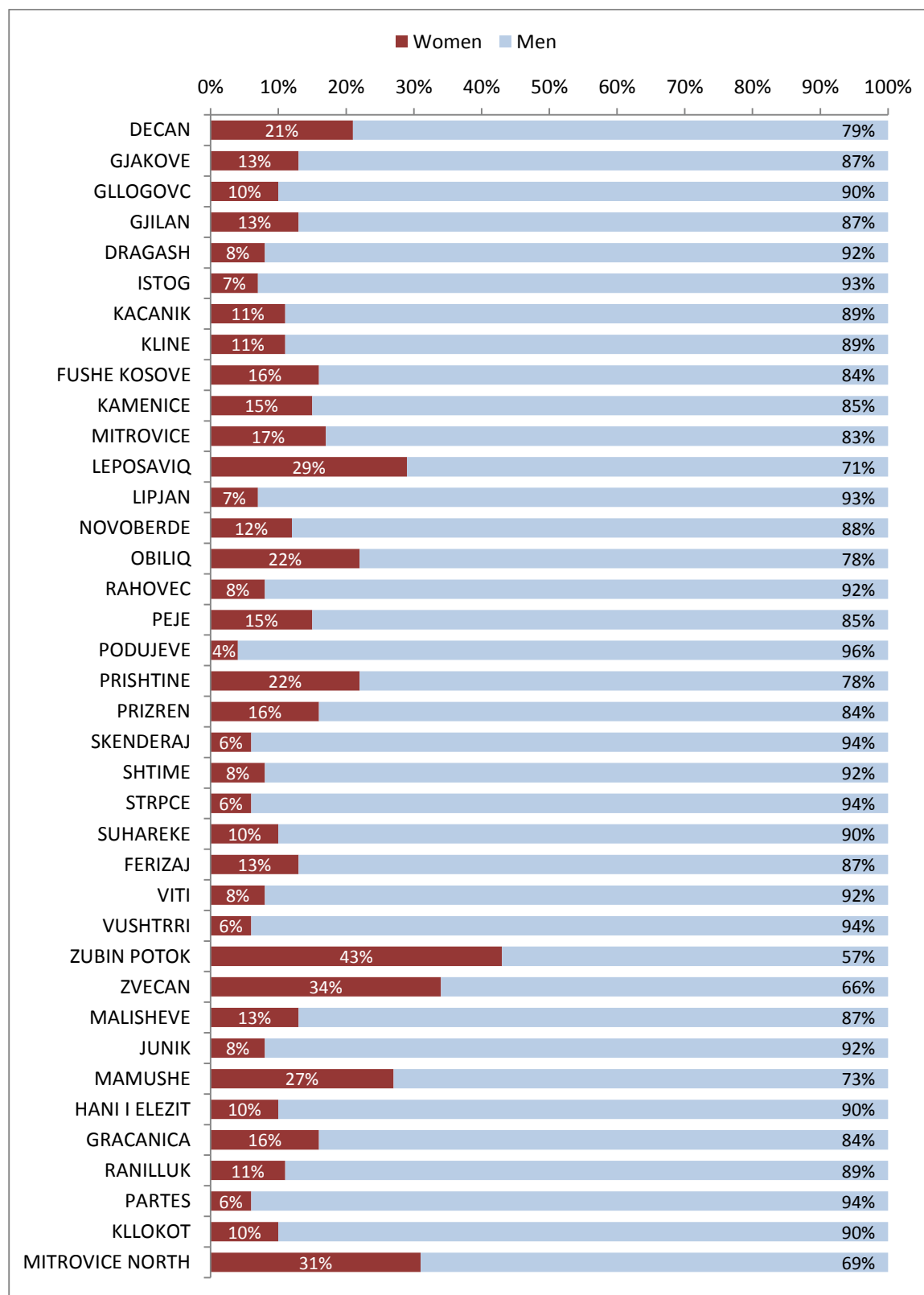
In the 2014 election, women held slightly higher proportions of the political entity-nominated MEC member and PSC chair positions (each at 13 percent) than of the CEC-appointed MEO/MEC Chair positions (11 percent). While data for the MEC member and PSC chair positions shows a little improvement on the 2013 election data (at 11 percent and 9 percent respectively), the percentage of women holding these positions is still very low.

The highest proportions of women in election field management positions were in the municipalities of Zubin Potok, Zvecan and Mitrovice North. Similar to 2013, women filled over 30 percent of field management positions in these three municipalities. The fourth municipality in the north, Leposaviq, followed closely with 29 percent. The only municipality in the south of Kosovo with over 25 percent of election field management positions filled by women was Mamushe.

However there has been some improvement in many municipalities, with 25 of the 38 recording a higher proportion of women in these election field management positions than at the 2013 election. There were six municipalities with 5 percent or fewer of these positions held by women in the 2013 election. In the 2014 election, however, there was only one - Podujeve. In the municipalities of Decan, Dragash, Gjilan, Kamenice, Kline, Malisheve, Mamushe, Mitrovice and Skenderaj, the percentage of these positions held by women increased substantially: by 80 percent or more (although from a low base in 2013).

There were fourteen municipalities where women held between 6 to 10 percent of these positions in the 2014 election, the same number as in 2013. There were also 12 municipalities in which there was a lower proportion of field management positions held by women in 2014 than in 2013. The largest percentage decreases were in the municipalities of Partes, Ranilluk, Strpce and Vushtrri, though these involved relatively small numbers of staff.

Figure 6: Percentage of Total Electoral Field Management Positions Held by Women and Men, By Municipality, 2014 Election

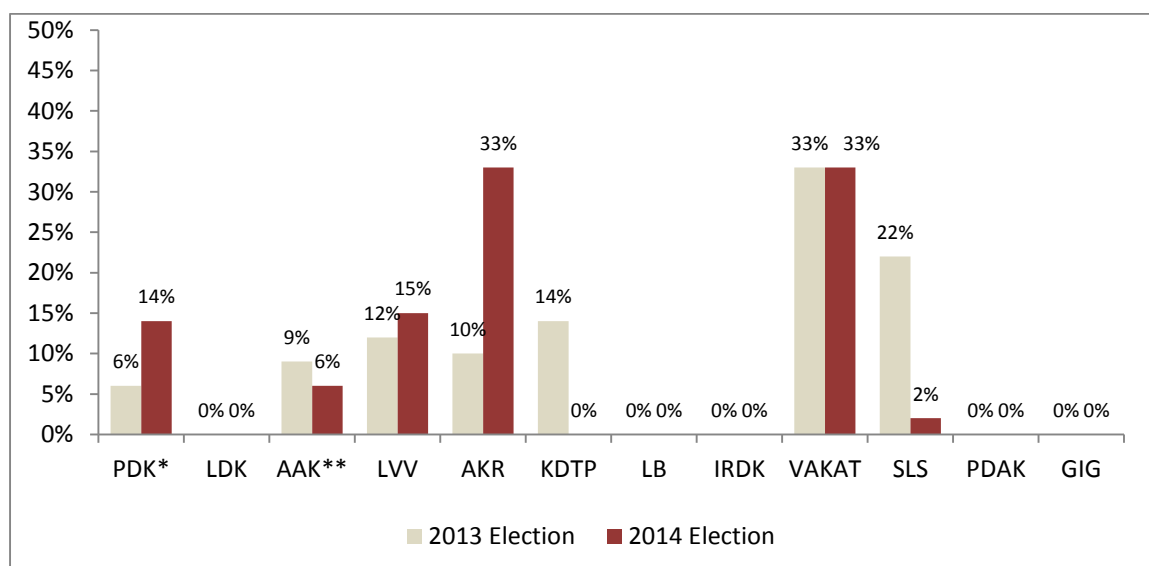


MEC Membership

The percentage of MEC member positions filled by women increased slightly to 13 percent in the 2014 election, compared to 12 percent in the 2013 election. There was no change in the percentage of MEC Chairs held by women, at 11 percent.

Of the larger political entities, those that nominated the highest percentages of women to MECs were AKR and VAKAT (both 33 percent), followed by LVV at 15 percent and PDK at 14 percent. For both the 2013 and 2014 elections, LDK nominated no women to MEC positions. There were substantial changes between the 2013 and 2014 elections in other political entities' nominations—with PDK and AKR increasing nominations, and KDTP and SLS decreasing.

Figure 7: Percentage of Selected Political Entities' Representatives in MECs Who Are Women, 2013 and 2014 Elections



* 2014 election data is for PDK-led coalition

**2013 election data is for AAK-LDD coalition

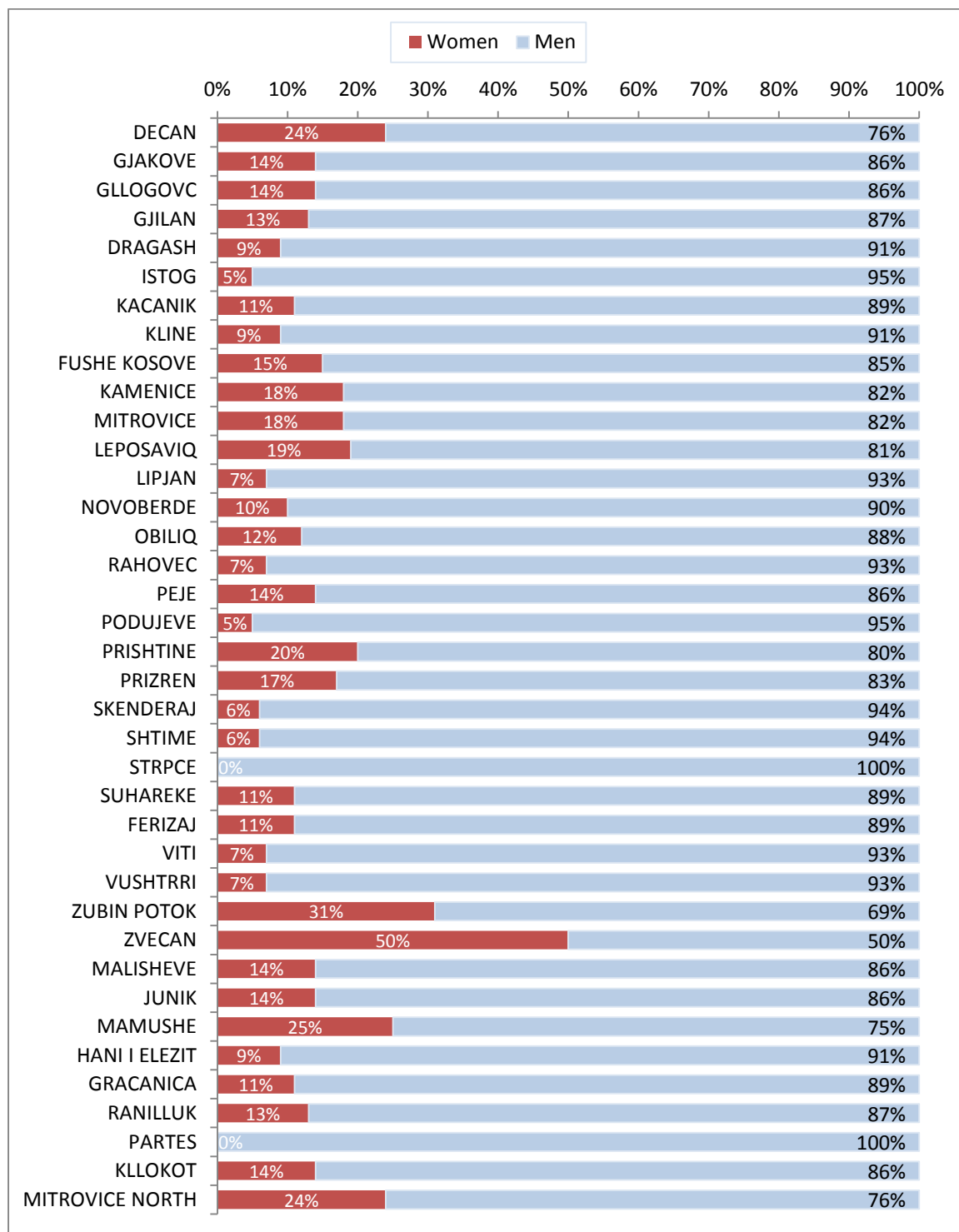
PSC Chairs

At the 2014 election, women held 13 percent of PSC Chair positions, an increase from 9 percent in the 2013 election. The number of municipalities in which women held no PSC Chair positions went from six in the 2013 election to two in the 2014 election (Partes and Strpce), with the other municipalities that had no women PSC Chairs in 2013 (Hani i Elezit, Junik, Kllokot and Mamushe) having one woman PSC Chair in 2014. In 13 of the 38 municipalities (34 percent), women held less than 10 percent of PSC chair positions: an improvement from 2013 when this was the case in 25 municipalities (66 percent).

20 percent or more of PSC chair positions were held by women in six municipalities during the 2014 election: Zvecan (50 percent), Zubin Potok (31 percent), Mamushe (25 percent), Mitrovica North (24 percent), Decan (24 percent) and Prishtine (20 percent). These municipalities (apart from Mamushe) also had the highest percentages of PSC Chair positions held by women in the 2013 election. Between

the 2013 and 2014 elections, there were also substantial increases in the percentage of PSC Chair positions held by women in Decan (12 to 24 percent), Gjilan (5 to 13 percent), Kacanik (2 to 11 percent), Kamenice (4 to 18 percent) and Mitrovice (7 to 18 percent).

Figure 8: Percentage of PSC Chair Positions Held by Women and Men – By Municipality, 2014 Election

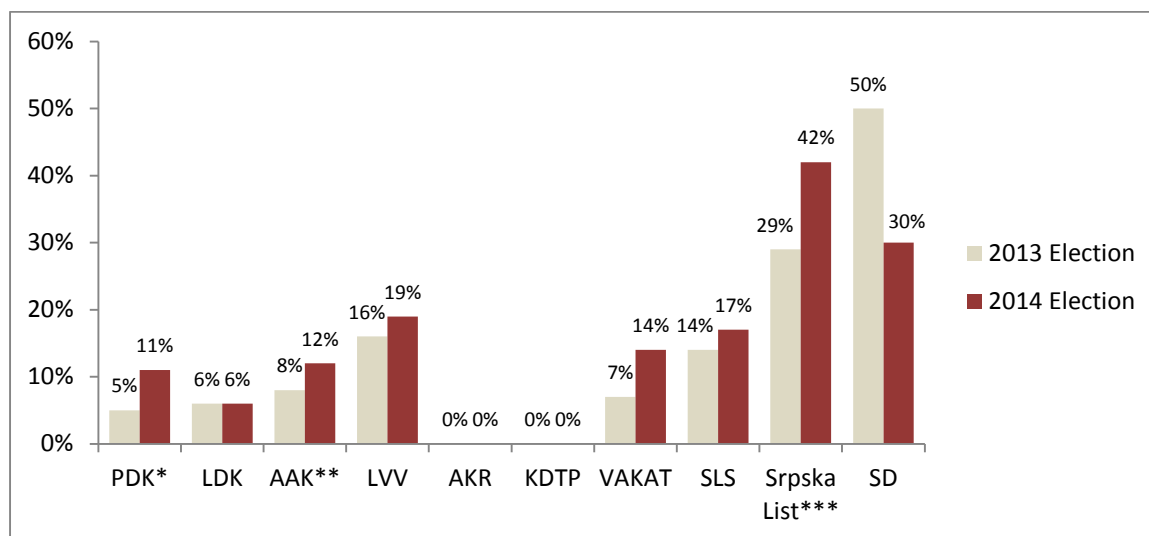


Similar to 2013, the proportion of PSC Chair positions held by women in most municipalities was significantly less than the proportion of all PSC positions (including reserves) held by women. The exceptions to this in 2014 were in Decan, Junik, Kamenice, Klllokot, Leposaviq, Malisheve, Mamushe, Novoberde and Zvecan. In 17 municipalities, the percentage of PSC Chair positions held by women was around half, or less, than that of other PSC staff (i.e.: PSC members and reserves).

Figure 9: Municipalities with Significant Gaps Between Percentages of PSC Chairs and PSC Member and Reserves Who Are Women, 2014 Election

Municipality	Percentage of PSC Chairs Who Are Women	Percentage of PSC Members and Reserves Who Are Women
Gjilan	13%	28%
Istog	5%	14%
Kacanik	11%	22%
Fushe Kosovo	15%	30%
Lipjan	7%	16%
Obiliq	12%	24%
Rahovec	7%	15%
Peje	14%	30%
Podujeve	5%	20%
Prishtine	20%	38%
Skenderaj	6%	19%
Shtime	6%	17%
Strpce	0%	17%
Ferizaj	11%	22%
Viti	7%	14%
Vushtrri	7%	17%
Partes	0%	3%

AKR had no women representatives as PSC Chairs in the 2014 election, and the proportion of LDK-proposed PSC Chairs who were women was very low, at 6 percent. Of the large parties, LVV had the highest proportion of PSC Chairs who were women at 19 percent, followed by AAK at 12 percent, and PDK at 11 percent (Figure 10). Some smaller and minority community-based political entities had substantially higher percentages of women among their PSC Chairs, but overall they held few PSC Chair positions: for example PDAK (50 percent), Srpska List (42 per cent), and Social Demokratija (SD) (30 percent).

Figure 10: Percentage of PSC Chairs Who Are Women, by Larger Political Entities, 2013 and 2014 Elections

* 2014 election data is for PDK-led coalition

** 2013 election data is for AAK-LDD coalition

*** 2013 election data is for G.I. Srpska

The data indicates that, in most cases, PSC Chairs included a higher proportion of women in the 2014 election, compared to the 2013 election. Parties such as AKR, KDTP and SD had very few representatives as PSC members, which may have affected the chances of their representatives being PSC chairs.

Total PSC Positions

Overall, 21 percent of PSC positions in the 2014 election were held by women, an increase from the 17 percent recorded in the 2013 election. As in the 2013 election, in 2014 women filled a higher proportion of non-leadership positions—PSC members (21 percent) and reserve staff (31 percent)—than of PSC Chair positions (13 percent). In each of these three staff categories, the percentage of women was a little higher than in the 2013 election (at 17 percent, 28 percent and 9 percent, respectively).

As in 2013, women held a higher percentage of posts that were ‘reserve’ positions, which may not have been used on polling day but which still attracted a payment.

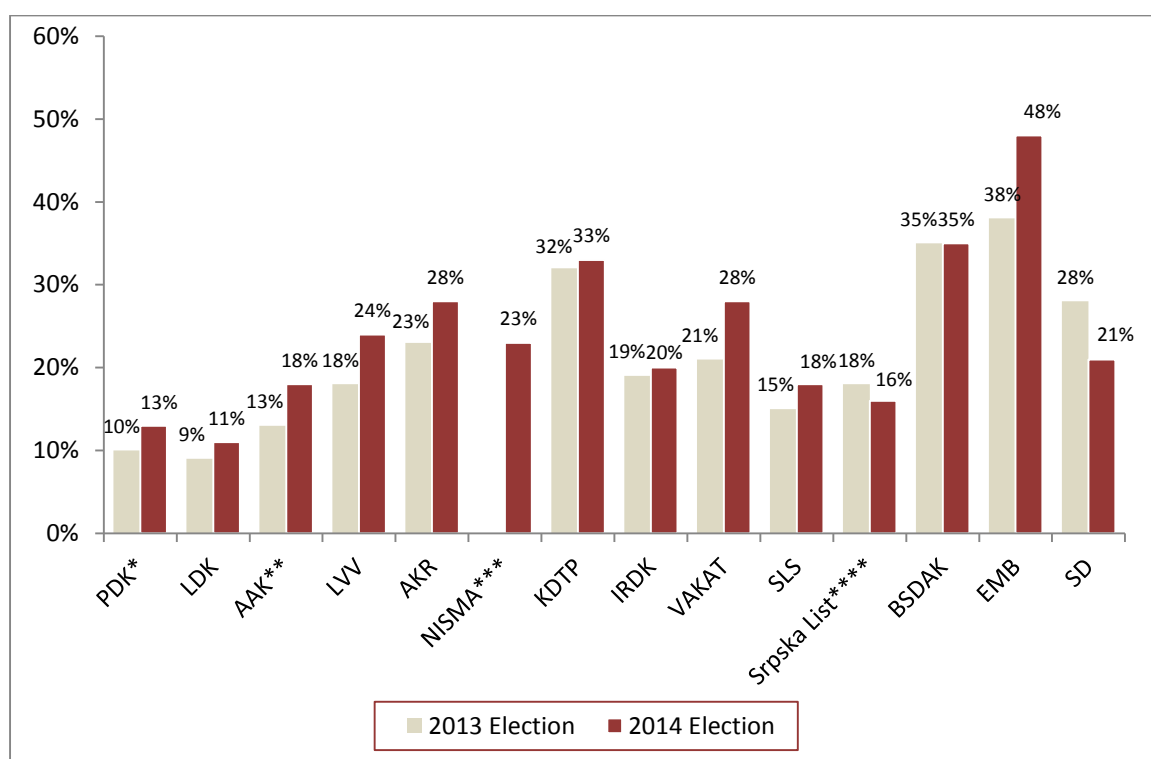
When the 2014 election data is analysed according to political entity, of the larger political entities, LDK had the lowest percentage of women representatives in PSCs, at 11 percent, followed by PDK with 13 percent. Other major political entities had higher percentages, led by AKR at 28 percent, LVV with 24 percent and NISMA with 23 percent.

The percentages of women representatives in PSCs was significantly higher for some smaller minority community-based political entities, with BSDAK at 35 percent, KDTP at 33 percent and

VAKAT at 28 percent. Of the PSC positions filled by nominations from election commissions, 48 percent were women.

While smaller political entities proposed PSC staff in fewer municipalities than the larger ones, this data appears to suggest there are women who are available to take on PSC positions and that it is possible for political entities to have higher percentages of women represented in PSCs if they make the commitment and effort to do so. In almost all cases, political entities proposed a higher proportion of women among their PSC staff in the 2014 election than for the 2013 election. One notable exception is the major Serbian community initiative group Srpska List, compared to its equivalent in 2013, G.I. Srpska.

Figure 11: Proportion of Political Entities' Representatives in PSCs (including reserves) Who Are Women – Selected Larger Political Entities, 2013 and 2014 Elections



* 2014 Election data is for PDK-led coalition

** 2013 election data is for AAK-LDD coalition

*** NISMA was formed after the 2013 election

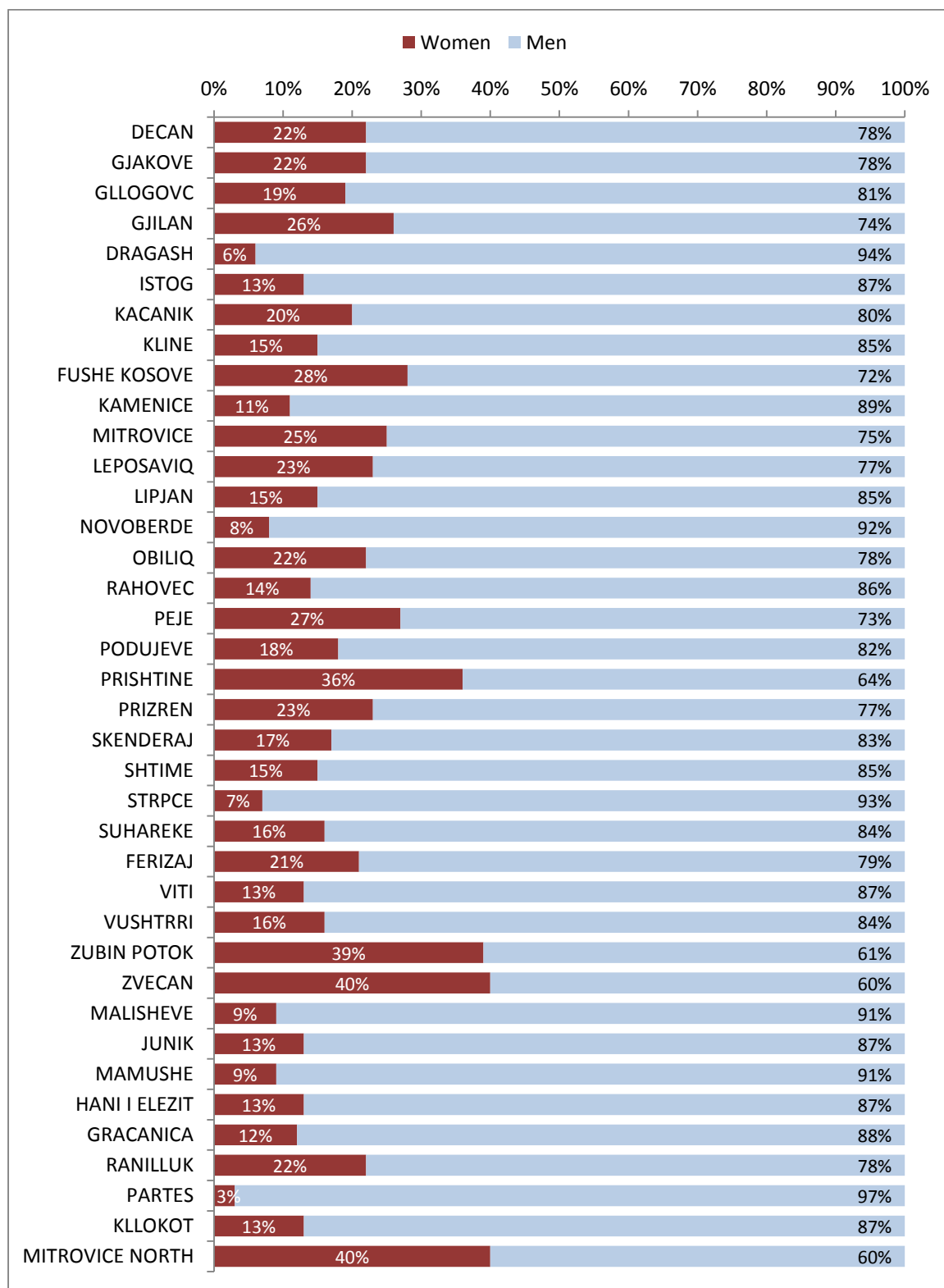
**** 2013 election data is for G.I. Srpska

For the 2013 election, analysis of the distribution of women PSC Chairs, members and reserves by political entity and municipality showed that in only 23 percent of cases did a political entity have women as over 30 percent of its representatives for PSC positions in a municipality. This increased slightly to 24 percent in the 2014 election. Thirty percent women's representation is the statutory minimum for each political entity's candidate list and representatives in elected municipal and national assemblies.

The percentage of cases in which a political entity had zero women amongst its representatives in PSC positions in a municipality fell from 19 percent in 2013 to 14 percent in 2014. LDK is the only major political entity with no municipalities in which women comprised over 30 percent of its PSC representatives in the 2014 election, and in 19 percent of municipalities in which it nominated people to PSC positions, no women were included. This is little better than LDK's performance in the 2013 elections.

Some 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, 14 percent of municipalities and LVV, 12 percent). Most of these instances were in minority-dominant municipalities in which these parties had few PSC representatives, but some were in municipalities like Decan, Obiliq, Podujeve and Skenderaj. Obiliq is the only one of these municipalities in which this also occurred in 2013. SLS and Srpska List did not propose any women PSC staff members in 24 percent of the municipalities in which each had PSC representation.

Figure 12: Percentage of PSC Positions (including reserves) Held by Women, By Municipality, 2014 Election



As Figure 12 indicates, the level of women's representation in PSCs (including reserves) varied greatly between municipalities. In general it was relatively high in the four northern municipalities (Mitrovice North and Zvecan, each 40 percent; Zubin Potok, 39 percent; and Leposaviq, 23 percent). The only southern municipality in which the percentage of PSC positions filled by women was over 30 percent was Prishtine, at 36 percent. The adjacent municipalities of Fushe Kosove and Gjilan also had relatively higher percentages of PSC positions filled by women at 28 percent and 26 per cent, respectively. Some other more highly urbanised municipalities also had higher than average proportions of PSC positions filled by women: Peje, 27 percent; Mitrovice, 25 percent; Prizren, 23 percent; and Decan, Gjakove and Obiliq at 22 percent.

Women's representation in PSC positions tends to be well below the national average in smaller, rural and minority-community municipalities in the south (for example Gracanica, 12 percent; Hani I Elezit, 13 percent; Junik, 13 percent; Klokot, 13 percent; Mamushe, 9 percent; Novoberde, 8 percent; Partes, 3 percent; and Strpce, 7 per cent). However it is also low in some larger, more urban municipalities, such as Dragash, 6 percent; Istog, 13 per cent; Kamenice, 11 percent; Malisheve, 9 percent, Rahovec, 14 percent; and Viti, 13 percent.

The data in Figure 13 indicates that in 31 of the 38 municipalities, the percentages of total PSC staff who are women was higher in the 2014 election than in the 2013 election. On the other hand, in Leposaviq, Malisheve, Mamushe, Novoberde and Partes, both the percentage of PSC staff who were women and the number of women employed in PSCs fell slightly between the 2013 and 2014 elections. In Leposaviq, the percentage of PSC staff who are women is still well above the national average at 26 percent.

Between the 2013 and 2014 elections, there were significant increases in both the numbers of women employed in PSCs and the proportion of PSC staff who were women in Decan, Dragash, Gracanica, Kacanik, Kamenice, Kline, Obiliq, Podujeve, Prizren, and Shtime. However of these, in Dragash, Gracanica, Kamenice, Kline and Shtime, the percentage of PSC staff who are women is still well below the national average of 21 percent.

Figure 13: Women in PSC Positions, by Municipality, 2013 and 2014 Elections

Municipality	Percent of Total PSC Staff Who Were Women		Number of Total PSC Staff Who Were Women		Percent Increase In Numbers of Women PSC Staff: 2013-2014
	2013 Election	2014 Election	2013 Election	2014 Election	
DECAN	13%	22%	45	72	60%
GJAKOVE	19%	22%	197	213	8%
GLLOGOVC	14%	19%	72	83	15%
GJILAN	24%	26%	260	250	-4%
DRAGASH	3%	6%	13	28	115%
ISTOG	13%	13%	56	55	-2%
KACANIK	6%	20%	19	60	216%
KLINE	8%	15%	36	63	75%
FUSHE KOSOVE	24%	28%	74	84	14%
KAMENICE	7%	11%	24	42	75%
MITROVICE	21%	25%	159	187	18%
LEPOSAVIQ	26%	23%	61	55	-10%
LIPJAN	13%	15%	74	86	16%
NOVOBERDE	9%	8%	16	15	-6%
OBILIQ	16%	22%	40	55	38%
RAHOVEC	11%	14%	60	79	32%
PEJE	25%	27%	238	265	11%
PODUJEVE	11%	18%	81	132	63%
PRISHTINE	32%	36%	598	562	-6%
PRIZREN	18%	23%	284	369	30%
SKENDERAJ	15%	17%	82	98	20%
SHTIME	10%	15%	23	35	52%
STRPCE	4%	7%	5	11	120%
SUHAREKE	14%	16%	91	106	16%
FERIZAJ	17%	21%	168	203	21%
VITI	10%	13%	47	51	9%
VUSHTRRI	13%	16%	98	122	24%
ZUBIN POTOK	36%	39%	36	47	31%
ZVECAN	39%	40%	36	42	17%
MALISHEVE	9%	9%	49	44	-10%
JUNIK	5%	13%	2	5	150%
MAMUSHE	14%	9%	5	3	-40%
HANI I ELEZIT	7%	13%	5	8	60%
GRACANICA	8%	12%	15	27	80%
RANILLUK	22%	22%	12	12	0%
PARTES	6%	3%	3	1	-67%
KLLOKOT	2%	13%	1	7	600%
MITROVICE NORTH	31%	40%	65	102	57%
TOTAL	17%	21%	3150	3679	17%

Conclusions

The percentage of election staff positions filled by women increased in the 2014 election to 20 percent, compared to 17 percent in 2013. This is an encouraging trend, and the data shows some progress in most municipalities and in most political entities. However progress is uneven, both when comparing data between municipalities and between political entities. At the current level, the proportion of these positions filled by women is only two thirds of the legally required minimum proportion (30 percent) of women in political entity candidate lists and in the assemblies, whom these election staff work to elect.

Greater effort needs to be made to increase the numbers of women appointed as election officials. Unless they are active in political entities' affairs, it may be difficult for women to be proposed as election staff. Members of the CEC, most of whom represent the political entities which propose staff for these positions, are well placed to advocate for their political entities proposing more women for election staff positions. The CEC could also consider the examples of countries where election regulations specify that a minimum percentage of election staff must be of each gender.

For both the 2013 and 2014 elections the data shows that in most municipalities and for most political entities, women are even less proportionately represented among electoral field management positions (MEC Chairs and members, PSC Chairs) than they are in election staff overall. The overall proportion of MEC members who are women remained fairly static between the 2013 and 2014 elections, increasing from 12 to 13 percent. At the 2014 election, in 16 of the 38 municipalities there was not one woman appointed by a political entity to the MEC. Currently only 11 percent of the CEC's MEOs, who are Chairs of MECs, are women. This is an even lower proportion of women than have been nominated to MECs by political entities. This is an area where the CEC can provide leadership, in its own appointments to MEO positions and in focusing on women participating in the CEC's planned pre-election training of potential MEC members.

Overall, the situation is little different for polling station management, where the proportion of PSC Chairs who were women was also 13 percent at the 2014 election.

The poor record of the two largest political parties, LDK and PDK, in nominating women to MEC and PSC positions will need to be specifically addressed if the proportion of election staff who are women is to be significantly improved. LDK did not nominate any woman to be an MEC member in either the 2013 or 2014 election, and in all election staffing categories it has proposed the lowest proportion of women of all the major political entities.

The 2013 and 2014 data for a few municipalities and political entities show that it is not an impossible task for political entities to nominate women to 30 percent or more of electoral field staff positions. In Leposaviq, a majority of MEC members at the 2014 election were women, and in Mitrovica North, the MEC was evenly balanced between men and women. At the 2014 election, 28 percent of the election staff nominated by AKR were women, while women made up a third or more of the election staff proposed by minority community political entities BSDAK and KDTP. Conversely, there are lower proportions of PSC positions held by women in some small and more rural municipalities and in some larger urban areas such as Kamenice, Lipjan, Rahovec and Viti.

Recommendations

1. Further qualitative research to be undertaken on barriers to women being selected as election officials, and on factors affecting variations in the proportion of election officials who are women between municipalities and political entities.
2. All political entities to ensure that at least 40 percent of the staff that they propose for election staff positions are women, in the spirit of the Law on Gender Equality.
3. LDK and PDK to identify specific barriers within their political parties that result in very low proportions of women among the election staff they nominate, and take action to remove these barriers.
4. CEC to consider including requirements for gender balance in political entities' nominations to all election staff positions when drafting its regulation on MECs and PSCs.
5. CEC to fill any forthcoming vacancies in MEO positions with qualified women, so that at least 40 percent of MEO positions are filled by women.
6. CEC members to advocate within their political entity structures for greater proportions of women to be proposed as election staff.
7. Political entities and the CEC to ensure that women comprise at least 40 percent of the participants in the planned training of potential MEC members, as described in point 3.20 of the CEC's Annual Work Plan for 2015.
8. Political entities to implement programs at the local level to encourage more women to become active in the entities' administration and activities.

Appendix 1: Summary Tables

Table 1: Percentage of 2014 National 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	25%	0	0%	12	24%	13	21%
GJAKOVE	0	0%	0	0%	3	11%	19	14%	22	13%
GLLOGOV	0	0%	0	0%	1	4%	9	14%	10	10%
GJILAN	0	0%	0	0%	5	15%	16	13%	21	13%
DRAGASH	0	0%	0	0%	3	10%	5	9%	8	8%
ISTOG	0	0%	1	11%	2	13%	3	5%	6	7%
KACANIK	0	0%	1	20%	2	11%	5	11%	8	11%
KLINE	0	0%	1	14%	3	18%	5	9%	9	11%
FUSHE KOSOVE	1	100%	0	0%	2	20%	6	15%	9	16%
KAMENICE	0	0%	0	0%	3	12%	10	18%	13	15%
MITROVICE	0	0%	0	0%	6	22%	17	18%	23	17%
LEPOSAVIQ	0	0%	5	56%	6	35%	6	19%	17	29%
LIPJAN	0	0%	0	0%	3	12%	5	7%	8	7%
NOVOBERDE	0	0%	0	0%	4	21%	2	10%	6	12%
OBILIQ	0	0%	0	0%	8	57%	4	12%	12	22%
RAHOVEC	0	0%	0	0%	4	12%	5	7%	9	8%
PEJE	0	0%	1	11%	5	22%	17	14%	23	15%
PODUJEVE	0	0%	0	0%	2	5%	5	5%	7	4%
PRISHTINE	1	100%	1	13%	18	32%	43	20%	63	22%
PRIZREN	0	0%	2	22%	9	13%	36	17%	47	16%
SKENDERAJ	0	0%	1	14%	2	6%	4	6%	7	6%
SHTIME	1	100%	1	17%	0	0%	2	6%	4	8%
STRPCE	0	0%	1	14%	1	11%	0	0%	2	6%
SUHAREKE	0	0%	1	17%	3	9%	9	11%	13	10%
FERIZAJ	0	0%	1	17%	7	22%	14	11%	22	13%
VITI	0	0%	1	17%	3	11%	4	7%	8	8%
VUSHTRRI	0	0%	0	0%	1	4%	6	7%	7	6%
ZUBIN POTOK	1	100%	2	25%	8	67%	5	31%	16	43%
ZVECAN	0	0%	2	25%	1	17%	7	50%	10	34%
MALISHEVE	0	0%	0	0%	4	11%	10	14%	14	13%
JUNIK	0	0%	0	0%	0	0%	1	14%	1	8%
MAMUSHE	0	0%	2	40%	0	0%	1	25%	3	27%
HANI I ELEZIT	0	0%	1	20%	0	0%	1	9%	2	10%
GRACANICA	0	0%	1	17%	3	30%	3	11%	7	16%
RANILLUK	0	0%	0	0%	1	25%	1	13%	2	11%
PARTES	0	0%	1	17%	0	0%	0	0%	1	6%
KLLOKOT	0	0%	0	0%	1	20%	1	14%	2	10%
MITROVICE NORTH	0	0%	5	50%	3	43%	8	24%	16	31%
TOTAL	4	11%	33	13%	127	16%	307	13%	471	14%

Table 2: Percentage of Total Election Field Staff Who Are Women 2014 Election

MUNICIPALITY	Total Electoral Field Management Staff		PSC Members		Reserve Staff		TOTAL Election Field Staff	
	Women	% Women	Women	% Women	Women	% Women	Women	% Women
DECAN	13	21%	48	19%	12	36%	73	21%
GJAKOVE	22	13%	167	23%	27	33%	216	22%
GLLOGOVC	10	10%	56	17%	18	41%	84	18%
GJILAN	21	13%	199	27%	35	39%	255	25%
DRAGASH	8	8%	21	5%	2	4%	31	6%
ISTOG	6	7%	45	13%	7	22%	58	13%
KACANIK	8	11%	47	20%	8	33%	63	19%
KLINE	9	11%	49	15%	9	23%	67	15%
FUSHE KOSOVE	9	16%	72	30%	6	30%	87	27%
KAMENICE	13	15%	26	9%	6	17%	45	11%
MITROVICE	23	17%	141	24%	29	43%	193	25%
LEPOSAVIQ	17	29%	42	23%	7	30%	66	25%
LIPJAN	8	7%	57	13%	24	44%	89	14%
NOVOBERDE	6	12%	11	7%	2	13%	19	9%
OBILIQ	12	22%	40	22%	11	29%	63	23%
RAHOVEC	9	8%	67	15%	7	18%	83	14%
PEJE	23	15%	217	29%	31	35%	271	27%
PODUJEVE	7	4%	95	17%	32	41%	134	17%
PRISHTINE	63	22%	470	38%	49	40%	582	35%
PRIZREN	47	16%	271	22%	62	42%	380	23%
SKENDERAJ	7	6%	79	18%	15	25%	101	17%
SHTIME	4	8%	19	12%	14	41%	37	15%
STRPCE	2	6%	9	8%	2	12%	13	8%
SUHAREKE	13	10%	84	16%	13	22%	110	16%
FERIZAJ	22	13%	156	20%	33	37%	211	21%
VITI	8	8%	40	13%	7	19%	55	13%
VUSHTRRI	7	6%	99	16%	17	26%	123	15%
ZUBIN POTOK	16	43%	40	42%	2	20%	58	41%
ZVECAN	10	34%	29	41%	6	30%	45	38%
MALISHEVE	14	13%	31	9%	3	7%	48	9%
JUNIK	1	8%	4	14%	0	0%	5	11%
MAMUSHE	3	27%	2	8%	0	0%	5	12%
HANI I ELEZIT	2	10%	7	16%	0	0%	9	13%
GRACANICA	7	16%	22	13%	2	10%	31	13%
RANILLUK	2	11%	8	20%	3	43%	13	20%
PARTES	1	6%	1	4%	0	0%	2	4%
KLLOKOT	2	10%	5	12%	1	14%	8	11%
MITROVICE NORTH	16	31%	86	43%	8	38%	110	41%
TOTAL	471	14%	2862	21%	510	31%	3843	20%

Table 3: Percentage of Election Staff Categories Who Are Women, by Nominating Political Entity, 2014 Election

Political Entity	MEC Members	PSC Chairs	PSC Members	Reserves
PDK	14%	11%	13%	21%
LDK	0%	7%	11%	21%
AAK	6%	12%	19%	29%
LVV	15%	19%	23%	40%
AKR	33%	0%	27%	40%
NISMA			22%	32%
KDTP	0%	0%	33%	37%
LB	0%			
BSDAK			35%	33%
IRDK	0%		19%	36%
VAKAT	33%	14%	27%	46%
SLS	22%	17%	16%	35%
PDAK	0%	50%	16%	24%
SRPSKA LIST		42%	11%	35%
PDS			13%	0%
KKZ/OIK		20%	48%	51%
SD		30%	19%	10%
CDU		0%	18%	20%
GIG	0%		0%	0%
PAI		0%	6%	17%
KTAP			14%	50%
OTHER (<50 staff, plus NGOs)	20%	15%	34%	28%
TOTAL	13%	13%	21%	31%

Table 4: 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	3	8%
PDK	37	5	14%
LDK	36	0	0%
AAK	36	2	6%
LVV	33	5	15%
AKR	6	2	33%
KDTP	7	0	0%
LB	2	0	0%
IRDK	5	0	0%
VAKAT	6	2	33%
SLS	23	5	22%
PDAK	7	0	0%
GIG	1	0	0%
OJG/NVO (NGO)	11	5	45%
OTHER (<50 PSC staff)	49	7	14%
TOTAL	297	36	12%

Table 5: 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		IRDK		VAKAT		SLS		PDAK		GIG		OJG/NVO (NGO)		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																				0	0
GJAKOVE	1		1		1		1		1								1												1	0
GLLOGOV	1		1		1		1		1																				1	0
GJILAN	1		1		1		1		1				1								1								1	0
DRAGASH	1		1		1		1		1										1						1				1	0
ISTOG	1		1		1		1		1		1						1		1	1									1	0
KACANIK	1		1		1			1	1																				1	0
KLINE	1		1		1		1		1								1				1								0	1
FUSHE KOSOVE		1	1		1		1		1		1										1		1						1	0
KAMENICE	1		1		1		1		1		1										1								1	0
MITROVICE	1		1		1		1		1				1						1			1							1	0
LEPOSAVIQ	1			1	1			1	1											1	1						2	1	0	
LIPJAN	1		1		1		1		1				1								1								2	0
NOVOBERDE	1		1		1		1		1		1										1								3	0
OBILIQ	1		1		1		1		1						1						1								1	0
RAHOVEC	1		1		1		1		1		1				1		1				1								0	0
PEJE	1		1		1		1		1		1		1				1		1			1							1	0
PODUJEVE	1		1		1		1		1		1												1						1	0
PRISHTINE		1	1		1		1		1		1		1								1		1						0	1
PRIZREN	1		1		1		1			1		1	1						1										2	0
SKENDERAJ	1		1		1		1		1			1									1								1	0
SHTIME		1	1		1		1		1		1												1						0	1
STRPCE	1		1		1		1		1		1										1								1	1
SUHAREKE	1		1		1		1			1													1						1	0
FERIZAJ	1		1		1		1			1														1					1	0
VITI	1			1	1		1		1		1		1								1								0	0
VUSHTRRI	1		1		1		1		1		1		1								1								1	0
ZUBIN POTOK	1		1		1		1		1													1				1	1	2	0	0
ZVECAN	1		1		1		1															1				3	1	0	0	0
MALISHEVE	1		1		1		1		1		1																		1	0
JUNIK	1		1		1		1		1		1																		0	0
MAMUSHE	1			1	1		1			1		1																	0	0
HANI I ELEZIT	1		1		1		1		1																				0	1
GRACANICA	1		1		1		1														1								1	1
RANILLUK	1		1																			1							4	0
PARTES	1																				1						1	1	3	0
KLLOKOT	1		1		1		1		1		1										1								3	0
MITROVICE NORTH	1			1	1		1			1												1					1		3	1
TOTAL	35	3	32	5	36	0	34	2	28	5	4	2	7	0	2	0	5	0	4	2	18	5	7	0	1	0	6	5	42	7
% WOMEN		8%		14%		0%		6%		15%		33%		0%		0%		0%		33%		22%		0%		0%		45%		14%

Table 6: 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 %	LVV %	AKR %	NISMA %	KDTP %	BSDAK %	IRDK %	VAKAT %	SLS %	PDAK %	SRPSKA LIST %	PDS %	KKZ/ OIK %	SD %	CDU %	GIG %	PAI %	KTAP %	OTHER (<50 PS staff) %
DECAN	72	22%	19%	14%	4%	35%	31%	28%															
GJAKOVE	213	22%	20%	17%	7%	31%	41%	14%		40%	13%			19%			43%						
GILLOGVC	83	19%	7%	14%	10%	39%	33%	3%															22%
GJILAN	250	26%	27%	9%	29%	18%	36%	32%	37%				13%		13%	0%		13%					0%
DRAGASH	28	6%	11%	3%	6%	10%	2%				8%							7%	0%				3%
ISTOG	55	13%	9%	3%	6%	23%	17%	20%			3%	25%	24%		0%								17%
KACANIK	60	20%	16%	8%	26%	10%	38%	22%															
KLINE	63	15%	3%	5%	10%	8%	20%	28%			35%		19%		0%								34%
FUSHE KOSOVE	84	28%	18%	16%	45%	36%	27%	33%			42%			5%	14%		54%				0%		17%
KAMENICE	42	11%	3%	8%	5%	16%	10%	16%					25%					50%					29%
MITROVICE	187	25%	10%	18%	26%	28%	20%	29%	47%	20%		25%		32%			0%				17%	20%	20%
LEPOSAVIQ	55	23%	0%	0%	33%	0%							16%		9%		31%	21%	26%				28%
LIPJAN	86	15%	2%	7%	19%	8%	25%	4%	35%				40%	28%	25%		79%	25%			0%	29%	
NOVOBERDE	15	8%	13%	4%	9%	5%	9%						13%		6%	0%		14%					0%
OBILIQ	55	22%	6%	0%	14%	36%	44%	34%					0%	0%			33%				100%		25%
RAHOVEC	79	14%	6%	7%	4%	17%	17%	17%			27%		28%										
PEJE	265	27%	18%	12%	18%	27%	36%	48%		14%	22%	51%	0%										45%
PODUJEVE	132	18%	5%	6%	14%	18%	33%	22%						42%			38%				0%		25%
PRISHTINE	562	36%	28%	25%	35%	38%	40%	49%	45%	60%				29%	0%	100%	57%					20%	27%
PRIZREN	369	23%	14%	15%	19%	31%	32%		23%			30%		0%				33%				10%	35%
SKENDERAJ	98	17%	1%	10%	23%	13%	18%	24%					25%										31%
SHTIME	35	15%	3%	8%	17%	11%	42%	0%						11%			69%				8%		
STRPCE	11	7%	9%	10%	5%	0%							0%		0%	20%							12%
SUHAREKE	106	16%	14%	4%	11%	17%	23%	23%						13%							11%		26%
FERIZAJ	203	21%	16%	7%	18%	27%	35%	16%						6%			60%						42%
VITI	51	13%	7%	1%	10%	9%	16%	31%					50%										
VUSHTRRI	122	16%	3%	4%	15%	23%	25%	36%	22%				13%	5%	8%						0%	15%	48%
ZUBIN POTOK	47	39%	0%	0%	0%								33%		47%		42%	33%					40%
ZVECAN	42	40%	0%	0%	50%	0%							25%		58%								45%
MALISHEVE	44	9%	3%	5%	21%	10%	10%	5%															19%
JUNIK	5	13%	50%	0%	0%	0%		13%															
MAMUSHE	3	9%	0%	0%	0%	60%	0%		0%													0%	
HANI I ELEZIT	8	13%	0%	0%	17%	33%																	
GRACANICA	27	12%	3%	10%	32%		18%						3%	0%	4%	10%		23%		8%			14%
RANILLUK	12	22%	40%				0%						22%		22%	11%	100%	22%					25%
PARTES	1	3%											0%		0%	0%		13%					0%
KLLOKOT	7	13%	13%	13%	13%	25%							13%		13%			0%					
MITROVICE NORTH	102	40%	17%	23%	43%	64%	57%		60%	50%			32%		41%								47%
TOTAL	3679	21%	13%	11%	18%	24%	28%	23%	33%	35%	20%	28%	18%	17%	16%	12%	48%	21%	17%	0%	6%	15%	33%

Table 7: Municipal Distribution of Percentages of Women In PSCs By Political Party/Initiative Group/ NGO

PARTY/IG/ NGO	Number of Municipalities with % of PSC Staff Who Are Women In Ranges												
	0%	1%- 5%	6%- 10%	11%- 15%	16%- 20%	21%- 25%	26%- 30%	31%- 35%	36%- 40%	41%- 45%	46%- 50%	Over 50%	No PSC Staff
PDK	5	9	7	5	7	0	2	0	1	0	1	0	1
LDK	7	9	10	5	3	2	0	0	0	0	0	0	2
AAK	3	4	7	5	6	2	3	3	0	2	1	0	2
LVV	4	1	6	2	5	3	3	4	4	0	0	2	4
AKR	2	1	3	0	8	3	1	5	4	3	0	1	7
NISMA	1	3	0	2	4	4	3	4	1	0	2	0	14
KDTP	1	0	0	0	0	2	0	1	1	1	1	1	30
BSDAK	0	0	0	1	1	0	0	0	1	0	1	1	33
IRDK	0	1	0	1	0	1	1	1	0	1	0	0	32
VAKAT	0	0	1	0	0	2	1	0	0	0	0	1	33
SLS	4	1	0	3	3	5	1	2	1	0	1	0	17
PDAK	3	2	1	1	2	0	2	1	0	1	0	0	25
SRPSKA LIST	5	1	3	3	0	2	0	0	0	1	1	1	21
PDS	3	0	1	1	1	0	0	0	0	0	0	1	31
KKZ/OIK	1	0	0	0	0	0	0	2	1	2	0	6	26
SD	1	0	0	3	0	4	0	1	0	0	1	0	28
CDU	0	0	1	0	0	0	1	1	0	0	0	0	35
GIG	1	0	0	0	0	0	0	0	0	0	0	0	37
PAI	4	0	2	1	1	0	0	0	0	0	0	1	29
KTAP	1	0	1	1	1	1	1	0	0	0	0	0	32
OTHER (<50 PSC staff)	3	1	0	2	4	4	4	3	1	3	2	0	11
TOTAL	49	33	43	36	46	35	23	28	15	14	11	15	450
% of Total With Staff	14%	9%	12%	10%	13%	10%	7%	8%	4%	4%	3%	4%	

Appendix 2: Gender Analysis by Municipality

MUNICIPALITY: **DECAN**

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0	1	0	0%
MEC Members	4	1	20%	3	1	25%
Polling Centre Managers	8	0	0	8	0	0%
Polling Station Commission Chairs	44	6	12%	38	12	24%
Total Field Management Staff	57	7	11%	50	13	21%
Polling Station Commission Members	218	32	13%	202	48	19%
Reserve Staff	28	7	20%	21	12	36%
Total Field Staff	303	46	13%	273	73	21%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	0	1	11	1	8%	50	5	9%
	2014	0	1	9	4	31%	46	11	19%
LDK	2013	1	0	11	2	15%	51	4	7%
	2014	1	0	12	1	8%	48	8	14%
AAK-LDD	2013	1	0	12	1	8%	51	4	7%
AAK	2014	1	0	12	1	8%	54	2	4%
LVV	2013	1	0	10	2	17%	43	12	22%
	2014	1	0	5	6	55%	36	19	35%
AKR	2013	1	0						
	2014						38	17	31%
NISMA	2014						39	15	28%
PD	2013						42	13	24%
PSHDK	2013						29	6	17%
BKK	2013						24	1	4%

MUNICIPALITY: GJAKOVE

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0%	1	0	0%
MEC Members	6	0	0%	6	0	0%
Polling Centre Managers	26	2	7%	25	3	11%
Polling Station Commission Chairs	122	12	9%	115	19	14%
Total Field Management Staff	155	14	8%	147	22	13%
Polling Station Commission Members	646	158	20%	569	167	23%
Reserve Staff	65	27	29%	56	27	33%
Total Field Staff	866	199	19%	772	216	22%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	32	1	3%	126	21	14%
	2014	1	0	27	6	18%	117	30	20%
LDK	2013	1	0	30	3	9%	133	14	10%
	2014	1	0	30	3	9%	122	25	17%
AAK-LDD	2013	1	0	34	0	0%	147	0	0%
AAK	2014	1	0	33	1	3%	137	10	7%
LVV	2013	1	0	26	8	24%	109	38	26%
	2014	1	0	25	9	26%	101	46	31%
AKR	2013	1	0				95	52	35%
	2014						87	60	41%
NISMA	2014						48	8	14%
BSDAK	2014						21	14	40%
IRDK	2013						43	15	26%
	2014						77	11	13%
PDAK	2014						26	6	19%
KKZ/OIK	2013						2	4	67%
	2014						4	3	43%
OTHER	2013						40	2	5%
	2014	1	0						
PD	2013	1	0				32	12	27%
LB	2013						14	10	42%
PSD	2013						10	7	41%
PSHDK	2013						74	14	15%
BKK	2013						8	8	50%

MUNICIPALITY: GLLOGOV

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0%	1	0	0%
MEC Members	5	0	0%	5	0	0%
Polling Centre Managers	22	2	8%	23	1	4%
Polling Station Commission Chairs	56	10	15%	57	9	14%
Total Field Management Staff	84	12	13%	86	10	10%
Polling Station Commission Members	347	49	12%	274	56	17%
Reserve Staff	22	13	37%	26	18	41%
Total Field Staff	453	74	14%	386	84	18%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	15	2	12%	66	7	10%
	2014	1	0	16	1	6%	69	5	7%
LDK	2013	1	0	11	5	31%	56	17	23%
	2014	1	0	15	1	6%	63	10	14%
AAK-LDD	2013	1	0	16	0	0%	72	0	0%
AAK	2014	1	0	16	0	0%	66	7	10%
LVV	2013	1	0	14	3	18%	52	17	25%
	2014	1	0	10	7	41%	44	28	39%
AKR	2013	1	0				54	19	26%
	2014						48	24	33%
NISMA	2014						39	1	3%
OTHER	2013						67	6	8%
	2014	1	0				28	8	22%
KKZ/OIK	2013						1	2	67%
PD	2013						57	4	7%

MUNICIPALITY: GJILAN

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0%	1	0	0%
MEC Members	7	0	0%	7	0	0%
Polling Centre Managers	28	5	15%	28	5	15%
Polling Station Commission Chairs	119	6	5%	109	16	13%
Total Field Management Staff	155	11	7%	145	21	13%
Polling Station Commission Members	660	215	25%	551	199	27%
Reserve Staff	61	39	39%	54	35	39%
Total Field Staff	876	265	23%	750	255	25%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	29	1	3%	109	25	19%
	2014	1	0	24	6	20%	97	35	27%
LDK	2013	1	0	29	0	0%	125	9	7%
	2014	1	0	30	0	0%	120	12	9%
AAK-LDD	2013	1	0	27	3	10%	106	28	21%
AAK	2014	1	0	24	5	17%	94	38	29%
LVV	2013	1	0	28	1	3%	108	26	19%
	2014	1	0	26	3	10%	108	24	18%
AKR	2013	1	0				95	38	29%
	2014						85	47	36%
NISMA	2014						90	42	32%
KDTP	2013	1	0				90	43	32%
	2014	1	0				83	49	37%
SLS	2013	1	0	4	0	0%	8	0	0%
	2014	1	0	3	1	25%	7	1	13%
SRPSKA LIST	2014						7	1	13%
PDS	2014						8	0	0%
SD	2013			2	1	33%	7	1	13%
	2014			2	1	33%	7	1	13%
OTHER	2013						16	0	0%
	2014	1	0				8	0	0%
PD	2013						89	44	33%
PSD	2013						87	46	35%

MUNICIPALITY: DRAGASH

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0%	1	0	0%
MEC Members	7	0	0%	7	0	0%
Polling Centre Managers	30	1	3%	28	3	10%
Polling Station Commission Chairs	54	3	5%	52	5	9%
Total Field Management Staff	92	4	4%	88	8	8%
Polling Station Commission Members	390	9	2%	378	21	5%
Reserve Staff	40	1	2%	46	2	4%
Total Field Staff	522	14	3%	512	31	6%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	12	2	14%	57	5	8%
	2014	1	0	12	2	14%	56	7	11%
LDK	2013	1	0	15	0	0%	61	2	3%
	2014	1	0	14	1	7%	61	2	3%
AAK-LDD	2013	1	0	14	0	0%	61	1	2%
AAK	2014	1	0	14	0	0%	59	4	6%
LVV	2013	1	0				62	0	0%
	2014	1	0				57	6	10%
AKR	2013	1	0				62	1	2%
	2014						62	1	2%
VAKAT	2013	1	0	13	1	7%	61	2	3%
	2014	1	0	12	2	14%	58	5	8%
CDU	2014						27	2	7%
GIG	2013	1	0				62	1	2%
	2014	1	0				63	0	0%
OTHER	2013						29	0	0%
	2014	1	0				33	1	3%
LB	2013						10	0	0%
BKK	2013						11	1	8%
SDA-SDSG	2013						8	0	0%

MUNICIPALITY: ISTOG

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0%	1	0	0%
MEC Members	7	1	13%	8	1	20%
Polling Centre Managers	13	2	13%	13	2	13%
Polling Station Commission Chairs	56	2	3%	55	3	5%
Total Field Management Staff	77	5	6%	77	6	7%
Polling Station Commission Members	293	45	13%	302	45	13%
Reserve Staff	21	9	30%	25	7	22%
Total Field Staff	391	59	13%	404	58	13%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	15	0	0%	57	6	10%
	2014	1	0	14	1	7%	58	2	3%
LDK	2013	1	0	15	0	0%	62	1	2%
	2014	1	0	14	0	0%	62	2	3%
AAK-LDD	2013	1	0	14	0	0%	60	4	6%
AAK	2014	1	0	14	0	0%	60	4	6%
LVV	2013	1	0	13	1	7%	50	14	22%
	2014	1	0	13	1	7%	49	15	23%
AKR	2013	1	0				50	13	21%
	2014	1	0				52	11	17%
NISMA	2014						20	5	20%
IRDK	2013						31	0	0%
	2014	1	0				32	1	3%
VAKAT	2013	0	1				11	4	27%
	2014	0	1				12	4	25%
SLS	2013			1	1	100%	8	3	27%
	2014	1	0	0	1	100%	13	4	24%
GI SRPSKA	2013						6	0	0%
SRPSKA List	2014						9	0	0%
OTHER	2013						19	4	17%
	2014	1	0				15	3	17%
PSHDK	2013						2	1	33%
SD	2013						4	3	43%
SDA/SDSG	2013						7	3	30%
BSDAK	2013						3	0	0%

MUNICIPALITY: KACANIK

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0%	1	0	0%
MEC Members	5	1	17%	4	1	20%
Polling Centre Managers	16	3	16%	17	2	11%
Polling Station Commission Chairs	45	1	2%	41	5	11%
Total Field Management Staff	67	5	7%	63	8	11%
Polling Station Commission Members	214	16	7%	183	47	20%
Reserve Staff	30	2	6%	16	8	33%
Total Field Staff	311	23	7%	262	63	19%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	12	0	0%	47	3	6%
	2014	1	0	10	2	17%	42	8	16%
LDK	2013	1	0	11	0	0%	47	3	6%
	2014	1	0	11	0	0%	46	4	8%
AAK-LDD	2013	0	1	10	1	9%	48	2	4%
AAK	2014	0	1	9	2	18%	37	13	26%
LVV	2013	2	0	12	0	0%	47	3	6%
	2014	1	0	11	1	8%	45	5	10%
AKR	2013	1	0				49	1	2%
	2014						31	19	38%
NISMA	2014						39	11	22%
OTHER	2013						32	6	16%
	2014	1	0						
PD	2013						19	1	5%

MUNICIPALITY: KLINE

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0%	1	0	0%
MEC Members	7	0	0%	6	1	14%
Polling Centre Managers	14	3	18%	14	3	18%
Polling Station Commission Chairs	55	1	2%	50	5	9%
Total Field Management Staff	77	4	5%	71	9	11%
Polling Station Commission Members	305	31	9%	281	49	15%
Reserve Staff	32	4	11%	31	9	23%
Total Field Staff	414	39	9%	383	67	15%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	14	0	0%	62	0	0%
	2014	1	0	14	0	0%	59	2	3%
LDK	2013	1	0	13	0	0%	58	4	6%
	2014	1	0	12	1	8%	58	3	5%
AAK-LDD	2013	1	0	13	1	7%	59	3	5%
AAK	2014	1	0	12	2	14%	56	6	10%
LVV	2013	1	0	13	0	0%	60	1	2%
	2014	1	0	12	0	0%	56	5	8%
AKR	2013	1	0				27	6	18%
	2014						49	12	20%
NISMA	2014						26	10	28%
IRDK	2013	1	0				26	7	21%
	2014	1	0				20	11	35%
SLS	2013	1	0						
	2014	1	0	0	2	100%	13	3	19%
G.I. SRPSKA	2013			2	0	0%	10	5	33%
SRPSKA List	2014						4	0	0%
OTHER	2013						25	2	7%
	2014	0	1				21	11	34%
PD	2013						29	5	15%
PSHDK	2013						33	2	6%
SD	2013						3	1	25%

MUNICIPALITY: FUSHE KOSOVO

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	0	1	100%	0	1	100%
MEC Members	7	0	0%	7	0	0%
Polling Centre Managers	8	2	20%	8	2	20%
Polling Station Commission Chairs	36	4	10%	34	6	15%
Total Field Management Staff	51	7	12%	49	9	16%
Polling Station Commission Members	182	58	24%	170	72	30%
Reserve Staff	16	12	43%	14	6	30%
Total Field Staff	249	77	24%	233	87	27%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	10	0	0%	41	3	7%
	2014	1	0	10	0	0%	36	8	18%
LDK	2013	1	0	10	0	0	40	4	9%
	2014	1	0	9	1	10%	37	7	16%
AAK-LDD	2013	1	0	7	3	30%	21	23	52%
AAK	2014	1	0	7	3	30%	24	20	45%
LVV	2013	1	0	9	1	10%	36	8	18%
	2014	1	0	8	2	20%	28	16	36%
AKR	2013	1	0				27	17	39%
	2014						32	12	27%
NISMA	2014						10	5	33%
IRDK	2013						11	3	21%
	2014						7	5	42%
SLS	2013	1	0						
	2014	1	0						
PDAK	2013	1	0				21	1	5%
	2014	1	0				19	1	5%
GI SRPSKA	2013						3	1	25%
SRPSKA List	2014						6	1	14%
KKZ/OIK	2014						6	7	54%
PAI	2014						3	0	0%
OTHER	2013						9	1	10%
	2014	1	0				10	2	17%
PD	2013						10	8	44%
LB	2013						5	0	0%
PSD	2013						10	5	33%

MUNICIPALITY: KAMENICE

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0%	1	0	0%
MEC Members	6	0	0%	6	0	0%
Polling Centre Managers	23	3	12%	23	3	12%
Polling Station Commission Chairs	52	2	4%	45	10	18%
Total Field Management Staff	82	5	6%	75	13	15%
Polling Station Commission Members	261	15	5%	255	26	9%
Reserve Staff	25	7	22%	29	6	17%
Total Field Staff	368	27	7%	359	45	11%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	12	0	0%	57	2	3%
	2014	1	0	12	0	0%	57	2	4%
LDK	2013	1	0	12	0	0%	59	0	0%
	2014	1	0	10	2	17%	54	5	8%
AAK-LDD	2013	1	0	12	0	0%	58	1	2%
AAK	2014	1	0	11	1	8%	55	3	5%
LVV	2013	1	0	10	2	17%	52	7	12%
	2014	1	0	9	3	25%	49	9	16%
AKR	2013	1	0	6	0	0%	56	3	5%
	2014						52	6	10%
NISMA	2014						47	9	16%
SLS	2013	1	0						
	2014	1	0	2	2	50%	6	2	25%
SD	2014			1	2	67%	4	4	50%
OTHER	2013						11	3	21%
	2014	1	0				5	2	29%
PD	2013						45	8	15%

MUNICIPALITY: MITROVICE

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0%	1	0	0%
MEC Members	7	0	0%	8	0	0%
Polling Centre Managers	22	5	19%	21	6	22%
Polling Station Commission Chairs	90	7	7%	79	17	18%
Total Field Management Staff	120	12	9%	109	23	17%
Polling Station Commission Members	449	129	22%	437	141	24%
Reserve Staff	44	23	34%	39	29	43%
Total Field Staff	613	164	21%	585	193	25%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	22	2	8%	97	8	8%
	2014	1	0	23	1	4%	94	11	10%
LDK	2013	1	0	23	1	4%	97	9	8%
	2014	1	0	22	2	8%	87	19	18%
AAK-LDD	2013	1	0	22	2	8%	91	15	14%
AAK	2014	1	0	17	7	29%	78	27	26%
LVV	2013	1	0	22	2	8%	92	14	13%
	2014	1	0	17	7	29%	77	30	28%
AKR	2013	1	0				86	19	18%
	2014						84	21	20%
NISMA	2014						5	2	29%
KDTP	2013	1	0				50	56	53%
	2014	1	0				56	50	47%
BSDAK	2014						4	1	20%
VAKAT	2014	1	0				21	7	25%
PDAK	2014	1	0				34	16	32%
KKZ/OIK	2013						2	0	0%
	2014						2	0	0%
PAI	2014						5	1	17%
KTAP	2014						4	1	20%
OTHER	2013			1	0	0%	1	0	0%
	2014	1	0				4	1	20%
PD	2013						67	38	36%

MUNICIPALITY: LEPOSAVIQ

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0%	1	0	0%
MEC Members	6	3	33%	4	5	56%
Polling Centre Managers				11	6	35%
Polling Station Commission Chairs	26	5	16%	25	6	19%
Total Field Management Staff	33	8	20%	41	17	29%
Polling Station Commission Members	144	42	23%	144	42	23%
Reserve Staff	8	14	64%	16	7	30%
Total Field Staff	185	64	26%	201	66	25%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013						2	0	0%
	2014	0	1				3	0	0%
LDK	2013	1	0	1	0	0%	2	0	0%
	2014	1	0	1	0	0%	3	0	0%
AAK-LDD	2013						2	0	0%
AAK	2014	0	1	0	1	100%	2	1	33%
LVV	2013	1	0	1	0	0%	2	0	0%
	2014	1	0				3	0	0%
BSDAK	2013			1	0	0%	11	1	8%
	2014						2	1	33%
VAKAT	2014	0	1						
SLS	2013	1	0	7	2	22%	26	10	28%
	2014	1	0	9	2	18%	27	5	16%
GI SRPSKA	2013			6	0	0%	25	5	17%
SRPSKA List	2014			7	1	13%	29	3	9%
KKZ/OIK	2013						4	0	0%
	2014			3	1	25%	32	16	33%
SD	2013						15	5	25%
	2014			3	1	25%	23	6	21%
CDU	2014			2	0	0%	23	8	26%
OTHER	2013			9	3	25%	76	30	28%
	2014	1	2				38	15	28%
GI SDP Oliver Ivanovic	2013			1	0	0%	13	10	43%
Affiliation not shown	2013	3	3						

MUNICIPALITY: LIPJAN

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0%	1	0	0%
MEC Members	8	0	0%	8	0	0%
Polling Centre Managers	22	4	15%	23	3	12
Polling Station Commission Chairs	74	2	3%	71	5	7%
Total Field Management Staff	105	6	5%	103	8	7%
Polling Station Commission Members	400	56	12%	397	57	13%
Reserve Staff	39	16	29%	31	24	44%
Total Field Staff	544	78	13%	531	89	14%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	17	0	0%	81	2	2%
	2014	1	0	18	0	0%	81	2	2%
LDK	2013	1	0	17	1	6%	81	2	2%
	2014	1	0	15	2	12%	77	6	7%
AAK-LDD	2013	1	0	17	0	0%	77	6	7%
AAK	2014	1	0	16	1	6%	67	16	19%
LVV	2013	1	0	17	0	0%	78	5	6%
	2014	1	0	17	0	0%	76	7	8%
AKR	2013	1	0						
	2014						61	20	25%
NISMA	2014						68	3	4%
KDTP	2013	1	0				6	0	0%
	2014	1	0				11	6	35%
SLS	2013	1	0	3	1	25%	4	1	20%
	2014	1	0	3	1	25%	3	2	40%
PDAK	2013						4	1	20%
	2014			1	1	50%	23	9	28%
GI SRPSKA	2013						4	0	0%
SRPSKA LIST	2014						3	1	25%
KKZ/OIK	2013						11	11	50%
	2014						3	11	79%
SD	2014						3	1	25%
PAI	2014			1	0	0%	18	0	0%
KTAP	2014						5	2	29%
OTHER	2013	1	0	3	0	0%	58	16	22%
	2014	2	0						
PD	2013						32	8	20%
LB	2013						28	9	24%
PSD	2013						49	13	21%

MUNICIPALITY: NOVOBERDE

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0%	1	0	0%
MEC Members	7	0	0%	8	0	0%
Polling Centre Managers	14	5	26%	15	4	21%
Polling Station Commission Chairs	19	2	10%	19	2	10%
Total Field Management Staff	41	7	15%	43	6	12%
Polling Station Commission Members	136	11	7%	136	11	7%
Reserve Staff	11	3	21%	14	2	13%
Total Field Staff	188	21	10%	193	19	9%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	2	0	0%	22	1	4%
	2014	1	0	2	0	0%	20	3	13%
LDK	2013	1	0	2	0	0%	21	2	9%
	2014	1	0	2	0	0%	22	1	4%
AAK-LDD	2013	1	0	1	0	0%	20	3	13%
AAK	2014	1	0	1	0	0%	20	2	9%
LVV	2013	1	0	2	0	0%	18	1	5%
	2014	1	0	2	0	0%	21	1	5%
AKR	2013	1	0				20	3	13%
	2014						21	2	9%
SLS	2013	1	0	12	2	14%	20	3	13%
	2014	1	0	6	1	14%	14	2	13%
GI SRPSKA	2013						8	1	11%
SRPSKA LIST	2014						16	1	6%
PDS	2014						9	0	0%
SD	2014			6	1	14%	19	3	14%
OTHER	2013	1	0				33	2	6%
	2014	3	0				7	0	0%
KKZ/OIK	2013						4	0	0%

MUNICIPALITY: **OBILIQ**

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0%	1	0	0%
MEC Members	7	0	0%	7	0	0%
Polling Centre Managers	7	6	50%	6	8	57%
Polling Station Commission Chairs	28	5	15%	29	4	12%
Total Field Management Staff	43	12	22%	43	12	22%
Polling Station Commission Members	176	28	14%	139	40	22%
Reserve Staff	14	7	33%	27	11	29%
Total Field Staff	233	47	17%	209	63	23%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	5	1	17%	26	3	10%
	2014	1	0	7	0	0%	34	2	6%
LDK	2013	1	0	7	0	0%	29	0	0%
	2014	1	0	7	0	0%	36	0	0%
AAK-LDD	2013	1	0	7	0	0%	25	4	14%
AAK	2014	1	0	6	1	14%	31	5	14%
LVV	2013	1	0	5	2	29%	29	6	17%
	2014	1	0	3	3	50%	23	13	36%
AKR	2013	1	0				20	9	31%
	2014						20	16	44%
NISMA	2014						21	11	34%
SLS	2013	1	0	4	2	33%	4	3	43%
	2014	1	0	5	0	0%	8	0	0%
PDAK	2014						8	0	0%
KKZ/OIK	2013						5	3	38%
	2014			1	0	0%	11	5	31%
PAI	2014						0	2	100%
LB	2013	1	0				28	1	3%
	2014	1	0						
OTHER	2013						21	2	9%
	2014	1	0				3	1	25%
PD	2013						24	5	17%
GI SRPSKA	2013						4	1	20%
SD	2013						3	3	50%

MUNICIPALITY: RAHOVEC

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0%	1	0	0%
MEC Members	7	0	0%	7	0	0%
Polling Centre Managers	31	4	11%	30	4	12%
Polling Station Commission Chairs	71	3	4%	71	5	7%
Total Field Management Staff	110	7	6%	109	9	8%
Polling Station Commission Members	396	48	11%	389	67	15%
Reserve Staff	34	9	21%	32	7	18%
Total Field Staff	540	64	11%	530	83	14%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	19	0	0%	78	3	4%
	2014	1	0	19	0	0%	78	5	6%
LDK	2013	1	0	19	0	0%	81	0	0%
	2014	1	0	18	1	5%	77	6	7%
AAK-LDD	2013	1	0	18	0	0%	75	6	7%
AAK	2014	1	0	18	1	5%	80	3	4%
LVV	2013	1	0	15	3	17%	67	14	17%
	2014	1	0	16	3	16%	69	14	17%
AKR	2013	1	0				70	11	14%
	2014						68	14	17%
NISMA	2014						44	9	17%
IRDK	2013						13	0	0%
	2014	1	0				55	20	27%
SLS	2013	1	0				16	8	33%
	2014	1	0				21	8	28%
LB	2013	1	0				51	9	15%
	2014	1	0						
PD	2013						46	7	13%
SD	2013						4	2	33%

MUNICIPALITY: PEJE

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0%	1	0	0%
MEC Members	7	1	13%	8	1	11%
Polling Centre Managers	18	5	22%	18	5	22%
Polling Station Commission Chairs	110	15	12%	108	17	14%
Total Field Management Staff	136	21	13%	135	23	15%
Polling Station Commission Members	560	190	25%	533	217	29%
Reserve Staff	54	33	38%	58	31	35%
Total Field Staff	750	244	25%	726	271	27

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/ NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	30	1	3%	126	11	8%
	2014	1	0	25	6	19%	113	25	18%
LDK	2013	1	0	30	1	3%	122	16	12%
	2014	1	0	31	1	3%	122	16	12%
AAK-LDD	2013	1	0	32	0	0%	118	20	14%
AAK	2014	1	0	26	5	16%	113	25	18%
LVV	2013	1	0	18	13	42%	101	36	26%
	2014	1	0	26	5	16%	100	37	27%
AKR	2013	1	0				80	55	41%
	2014	1	0				88	50	36%
NISMA	2014						11	10	48%
BSDAK	2013						5	2	29%
	2014						12	2	14%
IRDK	2013	1	0				31	11	26%
	2014	1	0				35	10	22%
VAKAT	2013	1	0				33	11	25%
	2014	1	0				22	23	51%
SLS	2013	0	1				8	2	20%
	2014	0	1				1	0	0%
OTHER	2013						9	0	0%
	2014	1	0				82	67	45%
PD	2013						47	25	35%
GI SRPSKA	2013						5	2	29%
BKK	2013						2	6	75%
ADK	2013						1	6	86%
SDA/SDSG	2013						22	23	51%
LSK	2013						14	12	46%

MUNICIPALITY: PODUJEVE

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0%	1	0	0%
MEC Members	6	0	0%	6	0	0%
Polling Centre Managers	40	3	7%	41	2	5%
Polling Station Commission Chairs	103	6	6%	104	5	5%
Total Field Management Staff	150	9	6%	152	7	4%
Polling Station Commission Members	479	59	11%	466	95	17%
Reserve Staff	52	16	24%	46	32	41%
Total Field Staff	681	84	11%	664	134	17%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	26	1	4%	117	3	3%
	2014	1	0	23	4	15%	114	6	5%
LDK	2013	1	0	28	0	0%	116	4	3%
	2014	1	0	28	0	0%	113	7	6%
AAK-LDD	2013	1	0	26	1	4%	107	13	11%
AAK	2014	1	0	27	0	0%	103	17	14%
LVV	2013	1	0	23	4	15%	106	14	12%
	2014	1	0	26	1	4%	98	21	18%
AKR	2013	1	0				92	28	23%
	2014						80	40	33%
NISMA	2014						43	12	22%
PDAK	2013	1	0				13	7	35%
	2014	1	0				18	13	42%
KKZ/OIK	2014						24	15	38%
PAI	2014						20	0	0%
OTHER	2013						11	0	0%
	2014	1	0				3	1	25%
PD	2013						39	7	15%
LB	2013						18	3	14%
BKK	2013						15	2	12%

MUNICIPALITY: PRISHTINE

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	0	1	100%	0	1	100%
MEC Members	6	2	25%	7	1	13%
Polling Centre Managers	42	15	26%	39	18	32%
Polling Station Commission Chairs	177	41	19%	175	43	20%
Total Field Management Staff	225	59	21%	221	63	22%
Polling Station Commission Members	1027	511	33%	772	470	38%
Reserve Staff	79	46	37%	73	49	40%
Total Field Staff	1331	616	32%	1066	582	35%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	50	4	7%	185	55	23%
	2014	1	0	46	9	16%	172	68	28%
LDK	2013	1	0	45	9	17%	184	56	23%
	2014	1	0	46	8	15%	179	61	25%
AAK-LDD	2013	1	0	17	38	31%	157	83	35%
AAK	2014	1	0	44	11	20%	155	85	35%
LVV	2013	1	0	44	11	20%	175	65	27%
	2014	1	0	39	15	28%	150	90	38%
AKR	2013	0	1				155	85	35%
	2014						143	97	40%
NISMA	2014						26	25	49%
KDTP	2013	0	1				38	37	49%
	2014	1	0				46	37	45%
BSDAK	2014						2	3	60%
SLS	2013	1	0						
	2014	1	0						
PDAK	2013	1	0				15	5	25%
	2014	1	0				34	14	29%
GI SRPSKA	2013						5	0	0%
SRPSKA LIST	2014						4	0	0%
PDS	2014						0	2	100%
KKZ/OIK	2013						22	20	48%
	2014						42	56	57%
KTAP	2014						8	2	20%
OTHER	2013						66	34	34%
	2014	0	1				59	22	27%
PD	2013						128	52	29%
LB	2013						56	22	28%
PSD	2013						85	72	46%
ADK	2013						12	12	25%

MUNICIPALITY: PRIZREN

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0%	1	0	0%
MEC Members	8	0	0%	7	2	22%
Polling Centre Managers	59	8	12%	59	9	13%
Polling Station Commission Chairs	175	33	16%	175	36	17%
Total Field Management Staff	243	41	14%	242	47	16%
Polling Station Commission Members	1042	206	17%	960	271	22%
Reserve Staff	93	45	33%	84	62	42%
Total Field Staff	1378	292	17%	1286	380	23%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	46	6	12%	192	40	17%
	2014	1	0	45	8	15%	205	33	14%
LDK	2013	1	0	47	5	10%	206	30	13%
	2014	1	0	47	6	11%	198	36	15%
AAK-LDD	2013	1	0	44	8	15%	209	23	10%
AAK	2014	1	0	43	9	17%	186	45	19%
LVV	2013	1	0	38	14	27%	164	64	28%
	2014	0	1	40	13	25%	160	73	31%
AKR	2013	1	0				170	34	17%
	2014	0	1				157	75	32%
KTDP	2013	1	0				150	38	20%
	2014	1	0				143	42	23%
VAKAT	2013	1	0				107	40	27%
	2014	1	0				106	45	30%
PDAK	2014						12	0	0%
CDU	2014						2	1	33%
KTAP	2014						18	2	10%
OTHER	2013	1	0				34	7	17%
	2014	2	0				32	17	35%
PD	2013						78	8	9%

MUNICIPALITY: SKENDERAJ

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0%	1	0	0%
MEC Members	6	0	0%	6	1	14%
Polling Centre Managers	31	1	3%	30	2	6%
Polling Station Commission Chairs	70	2	3%	68	4	6%
Total Field Management Staff	108	3	3%	105	7	6%
Polling Station Commission Members	375	57	13%	352	79	18%
Reserve Staff	34	23	40%	44	15	25%
Total Field Staff	517	83	14%	501	101	17%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	18	0	0%	76	5	6%
	2014	1	0	17	0	0%	78	1	1%
LDK	2013	1	0	18	0	0%	72	8	10%
	2014	1	0	18	1	5%	71	8	10%
AAK-LDD	2013	1	0	16	2	11%	67	14	17%
AAK	2014	1	0	16	2	11%	61	18	23%
LVV	2013	1	0	18	0	0%	69	8	10%
	2014	1	0	17	1	6%	69	10	13%
AKR	2013	1	0				68	13	16%
	2014	0	1				65	14	18%
NISMA	2014						50	16	24%
SLS	2013	1	0						
	2014	1	0				3	1	25%
OTHER	2013						47	8	15%
	2014	1	0				67	30	31%
PD	2013						18	9	33%
LB	2013						17	8	32%
KKZ/OIK	2013						4	0	0%
ADK	2013						17	7	29%
LSK	2013						24	2	8%

MUNICIPALITY: SHTIME

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	0	1	100%	0	1	100%
MEC Members	5	1	17%	5	1	17%
Polling Centre Managers	10	1	9%	11	0	0%
Polling Station Commission Chairs	32	1	3%	31	2	6%
Total Field Management Staff	47	4	8%	47	4	8%
Polling Station Commission Members	155	10	6%	146	19	12%
Reserve Staff	20	12	38%	20	14	41%
Total Field Staff	222	26	10%	213	37	15%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	9	0	0%	35	1	3%
	2014	1	0	8	0	0%	36	1	3%
LDK	2013	1	0	8	0	0%	34	2	6%
	2014	1	0	8	0	0%	33	3	8%
AAK-LDD	2013	1	0	8	0	0%	32	4	11%
AAK	2014	1	0	8	1	11%	30	6	17%
LVV	2013	1	0	7	1	13%	31	5	14%
	2014	1	0	7	1	13%	32	4	11%
AKR	2013	0	1				31	5	14%
	2014						7	5	42%
NISMA	2014						12	0	0%
PDAK	2013	1	0				19	1	5%
	2014	1	0				31	4	11%
KKZ/OIK	2013						5	5	50%
	2014						5	11	69%
PAI	2014						11	1	8%
OTHER	2013						10	0	0%
	2014	0	1						
PD	2013						5	0	0%
LB	2013						5	0	0%

MUNICIPALITY: **SHTRPCE**

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0%	1	0	0%
MEC Members	6	1	14%	6	1	14%
Polling Centre Managers	5	4	44%	8	1	11%
Polling Station Commission Chairs	20	0	0%	19	0	0%
Total Field Management Staff	32	5	14%	34	2	6%
Polling Station Commission Members	100	0	0%	111	9	8%
Reserve Staff	17	5	23%	15	2	12%
Total Field Staff	149	10	6%	160	13	8%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	2	0	0%	21	0	0%
	2014	1	0	1	0	0%	20	2	9%
LDK	2013	1	0	1	0	0%	20	1	5%
	2014	1	0	1	1	50%	18	2	10%
AAK-LDD	2013	1	0	1	0	0%	21	0	0%
AAK	2014	1	0	2	0	0%	19	1	5%
LVV	2013	1	0	4	0	0%	21	0	0%
	2014	1	0	2	0	0%	20	0	0%
AKR	2013	0	1						
	2014								
SLS	2013	1	0	12	0	0%	21	0	0%
	2014	1	0	10	0	0%	17	0	0%
GI SRPSKA	2013						21	0	0%
SRPSKA LIST	2014						20	0	0%
PDS	2014						16	4	20%
OTHER	2013	1	0				12	4	25%
	2014	1	1	3	0	0%	15	2	12%

MUNICIPALITY: SUHAREKE

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0%	1	0	0%
MEC Members	5	1	17%	5	1	17%
Polling Centre Managers	30	2	6%	29	3	9%
Polling Station Commission Chairs	77	8	9%	76	9	11%
Total Field Management Staff	113	11	9%	111	13	10%
Polling Station Commission Members	437	73	14%	426	84	16%
Reserve Staff	47	10	18%	46	13	22%
Total Field Staff	597	94	14%	583	110	16%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	21	1	5%	84	10	11%
	2014	1	0	18	4	18%	81	13	14%
LDK	2013	1	0	21	0	0%	91	3	3%
	2014	1	0	20	1	5%	90	4	4%
AAK-LDD	2013	1	0	19	2	10%	89	5	5%
AAK	2014	1	0	19	2	10%	84	10	11%
LVV	2013	0	1	16	5	24%	70	23	25%
	2014	0	1	19	2	10%	78	16	17%
AKR	2013	1	0				60	10	14%
	2014						72	22	23%
NISMA	2014						70	21	23%
PDAK	2013	1	0				23	2	8%
	2014	1	0				20	3	13%
PAI	2014						8	1	11%
OTHER	2013						53	17	24%
	2014	1	0				45	16	26%
PD	2013						58	10	15%
LB	2013						33	11	25%

MUNICIPALITY: FERIZAJ

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0%	1	0	0%
MEC Members	5	1	17%	5	1	17%
Polling Centre Managers	24	8	25%	25	7	22%
Polling Station Commission Chairs	116	10	8%	114	14	11%
Total Field Management Staff	146	19	12%	145	22	13%
Polling Station Commission Members	662	134	18%	612	156	20%
Reserve Staff	67	24	26%	57	33	37%
Total Field Staff	835	177	17%	814	211	21%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	28	4	13%	122	17	12%
	2014	1	0	28	4	13%	118	23	16%
LDK	2013	1	0	31	1	3%	129	10	7%
	2014	1	0	32	0	0%	131	10	7%
AAK-LDD	2013	1	0	30	1	3%	123	16	12%
AAK	2014	1	0	30	2	6%	115	26	18%
LVV	2013	0	1	27	4	13%	109	30	22%
	2014	0	1	24	8	25%	103	38	27%
AKR	2013	1	0				91	48	35%
	2014						91	50	35%
NISMA	2014						42	8	16%
PDAK	2013	1	0				126	13	9%
	2014	1	0				131	9	6%
KKZ/OIK	2014						2	3	60%
OTHER	2014	1	0				50	36	42%
PD	2013						105	34	24%

MUNICIPALITY: VITI

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0	1	0	0%
MEC Members	6	0	0	5	1	17%
Polling Centre Managers	24	3	11%	24	3	11%
Polling Station Commission Chairs	58	3	5%	57	4	7%
Total Field Management Staff	89	6	6%	87	8	8%
Polling Station Commission Members	327	39	11%	265	40	13%
Reserve Staff	38	5	12%	29	7	19%
Total Field Staff	454	50	10	381	55	13%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	16	0	0	65	3	4%
	2014	0	1	14	1	7%	62	5	7%
LDK	2013	1	0	14	1	7%	64	4	6%
	2014	1	0	22	0	0%	66	1	1%
AAK-LDD	2013	1	0	15	0	0%	64	4	6%
AAK	2014	1	0	15	0	0%	60	7	10%
LVV	2013	1	0	13	2	13%	59	9	13%
	2014	1	0	13	2	13%	61	6	9%
AKR	2013	1	0				63	5	7%
	2014	1	0				56	11	16%
NISMA	2014						45	20	31%
SLS	2013	1	0						
	2014	1	0	1	1	50%	1	1	50%
PD	2013						20	2	9%
PSHDK	2013						20	2	9%
ADK	2013						18	4	18%
OTHER	2013						50	14	22%

MUNICIPALITY: **VUSHTRRI**

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0	1	0	0%
MEC Members	6	1	4%	8	0	0%
Polling Centre Managers	21	5	19%	25	1	4%
Polling Station Commission Chairs	83	5	6%	82	6	7%
Total Field Management Staff	111	11	9%	116	7	6%
Polling Station Commission Members	534	82	13%	517	99	16%
Reserve Staff	59	11	16%	49	17	26%
Total Field Staff	704	104	13%	682	123	15%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	22	0	0%	94	3	3%
	2014	1	0	22	0	0%	94	3	3%
LDK	2013	1	0	21	1	5%	95	2	2%
	2014	1	0	22	0	0%	93	4	4%
AAK-LDD	2013	0	1	21	1	5%	89	8	8%
AAK	2014	1	0	19	3	14%	82	15	15%
LVV	2013	1	0	19	3	14%	83	14	14%
	2014	1	0	19	3	14%	75	22	23%
AKR	2013	1	0				76	21	22%
	2014	1	0				73	24	25%
NISMA	2014						14	8	36%
KDTP	2013	1	0				63	19	23%
	2014	1	0				76	21	22%
SLS	2013	1	0				42	1	2%
	2014	1	0				42	6	13%
PDAK	2014						19	1	5%
SRPSKA LIST	2014						44	4	8%
PAI	2014						12	0	0%
KTAP	2014						11	2	15%
OTHER	2014	1	0				13	12	48%
PD	2013						68	14	17%
LB	2013						66	16	20%

MUNICIPALITY: ZUBIN POTOK

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	0	1	100%	0	1	100%
MEC Members	6	3	33%	6	2	25%
Polling Centre Managers	N/A	N/A	N/A	4	8	67%
Polling Station Commission Chairs	11	5	31%	11	5	31%
Total Field Management Staff	17	9	35%	21	16	43%
Polling Station Commission Members	48	24	33%	56	40	42%
Reserve Staff	5	7	58%	8	2	20%
Total Field Staff	70	40	36%	85	58	41%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	1	0	0%	2	0	0%
	2014	1	0	1	0	0%	1	0	0%
LDK	2013			1	0	0%	2	0	0%
	2014	1	0				1	0	0%
AAK-LDD	2013	1	0				2	0	0%
AAK	2014	1	0				1	0	0%
SLS	2013	0	1						
	2014	0	1	1	1	50%	10	5	33%
GI SRPSKA	2013			4	2	33%	6	3	33%
SRPSKA LIST	2014			3	1	25%	8	7	47%
KKZ/OIK	2013			2	2	50%	30	21	41%
	2014						15	11	42%
SD	2013				1	100%	7	4	36%
	2014			4	3	43%	10	5	33%
OTHER	2013			3	0	0%	15	8	35%
	2014	3	1	2	0	0%	29	19	40%
Affiliation not shown	2013	4	2						

MUNICIPALITY: **ZVECAN**

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0	1	0	0%
MEC Members	5	4	44%	6	2	25%
Polling Centre Managers	N/A	N/A	N/A	5	1	17%
Polling Station Commission Chairs	8	5	38%	7	7	50%
Total Field Management Staff	14	9	39%	19	10	34%
Polling Station Commission Members	29	25	46%	41	29	41%
Reserve Staff	19	6	24%	14	6	30%
Total Field Staff	62	40	39%	74	45	38%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	1	0	0%	3	0	0%
	2014	1	0	1	0	0%	3	0	0%
LDK	2014						3	0	0%
AAK-LDD	2013	1	0	1	0	0%	3	0	
AAK	2014	1	0	1	0	0%	1	1	50%
LVV	2013						1	0	0%
	2014						3	0	0%
SLS	2013	0	1						
	2014	0	1	4	2	33%	9	3	25%
GI SRPSKA	2013			2	3	60%	11	4	27%
SRPSKA LIST	2014			1	5	83%	5	7	58%
OTHER	2013						16	23	59%
	2014	3	1				38	31	45%
KKZ/OIK	2013						5	0	0
GI SDP Oliver Ivanovic	2013			4	2	33%	17	9	35%
Affiliation not shown	2013	3	3						

MUNICIPALITY: MALISHEVE

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0	1	0	0%
MEC Members	5	0	0	5	0	0%
Polling Centre Managers	32	3	9%	31	4	11%
Polling Station Commission Chairs	68	4	6%	61	10	14%
Total Field Management Staff	106	7	6%	98	14	13%
Polling Station Commission Members	396	37	9%	324	31	9%
Reserve Staff	39	8	17%	39	3	7%
Total Field Staff	541	52	9%	461	48	9%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	18	1	6%	74	5	6%
	2014	1	0	17	1	6%	76	2	3%
LDK	2013	1	0	18	1	6%	76	3	4%
	2014	1	0	15	3	17%	74	4	5%
AAK-LDD	2013	1	0	18	1	6%	68	12	15%
AAK	2014	1	0	15	2	12%	62	16	21%
LVV	2013	1	0	18	1	6%	73	6	8%
	2014	1	0	14	4	22%	70	8	10%
AKR	2013	1	0				70	8	10%
	2014						70	8	10%
NISMA	2014						59	3	5%
OTHER	2014	1	0				13	3	19%
PD	2013						48	6	11%
LB	2013						23	7	23%
IQM	2013						71	2	3%

MUNICIPALITY: JUNIK

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0	1	0	0%
MEC Members	5	0	0	4	0	0%
Polling Centre Managers	1	0	0	1	0	0%
Polling Station Commission Chairs	7	0	0	6	1	14%
Total Field Management Staff	14	0	0	12	1	8%
Polling Station Commission Members	27	1	4%	24	4	14%
Reserve Staff	4	1	20%	5	0	0%
Total Field Staff	45	2	4%	41	5	11%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	2	0	0%	7	1	13%
	2014	1	0	1	1	50%	4	4	50%
LDK	2013	1	0	2	0	0%	8	0	0%
	2014	1	0	2	0	0%	8	0	0%
AAK-LDD	2013	1	0	2	0	0%	8	0	0%
AAK	2014	1	0	2	0	0%	8	0	0%
LVV	2013	1	0	1	0	0%	8	0	0%
	2014	1	0	1	0	0%	8	0	0%
NISMA	2014						7	1	13%
AKR	2013	1	0						
KKZ/OIK	2013						7	1	13%

MUNICIPALITY: MAMUSHE

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0	1	0	0%
MEC Members	5	1	17%	3	2	40%
Polling Centre Managers	1	0	0	1	0	0%
Polling Station Commission Chairs	4	0	0	3	1	25%
Total Field Management Staff	11	1	8%	8	3	27%
Polling Station Commission Members	21	3	13%	22	2	8%
Reserve Staff	6	2	25%	7	0	0%
Total Field Staff	38	6	14%	37	5	12%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	1	0	0%	3	2	40%
	2014	0	1	1	0	0%	5	0	0%
LDK	2013	1	0	1	0	0%	5	0	0%
	2014	1	0	1	0	0%	5	0	0%
AAK-LDD	2013	1	0	1	0	0%	5	0	0%
AAK	2014	1	0				5	0	0%
LVV	2013	0	1				2	3	60%
	2014	0	1	0	1	100%	2	3	60%
AKR	2013	1	0				5	0	0%
	2014						5	0	0%
KDTP	2013	1	0	1	0	0%	5	0	0%
	2014	1	0	1	0	0%	5	0	0%
KTAP	2014						5	0	0%
OTHER	2013						6	0	0%

MUNICIPALITY: HANI I ELEZIT

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0	1	0	0%
MEC Members	6	0	0	4	1	20%
Polling Centre Managers	3	1	25%	4	0	0%
Polling Station Commission Chairs	11	0	0	10	1	9%
Total Field Management Staff	21	1	5%	19	2	10%
Polling Station Commission Members	50	5	9%	37	7	16%
Reserve Staff	7	0	0	5	0	0%
Total Field Staff	78	6	7%	61	9	13%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	3	0	0%	12	0	0%
	2014	1	0	3	0	0%	12	0	0%
LDK	2013	1	0	3	0	0%	10	2	17%
	2014	1	0	3	0	0%	12	0	0%
AAK-LDD	2013	1	0	3	0	0%	12	0	0%
AAK	2014	1	0	3	0	0%	10	2	17%
LVV	2013	1	0	2	0	0%	13	0	0%
	2014	1	0	1	1	50%	8	4	33%
AKR	2013	1	0				9	3	25%
	2014						10	2	17%
OTHER	2014	0	1						
KP Rufki Suma	2013	1	0				12	0	0

MUNICIPALITY: GRACANICA

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0	1	0	0%
MEC Members	5	1	17%	5	1	17%
Polling Centre Managers	8	3	27%	7	3	30%
Polling Station Commission Chairs	25	2	7%	24	3	11%
Total Field Management Staff	39	6	13%	37	7	16%
Polling Station Commission Members	100	8	8%	149	22	13%
Reserve Staff	60	5	8%	19	2	10%
Total Field Staff	199	19	9%	205	31	13%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	4	0	0%	26	1	4%
	2014	1	0	3	0	0%	29	1	3%
LDK	2013	1	0	4	0	0%	27	0	0%
	2014	1	0	3	0	0%	27	3	9%
AAK-LDD	2013	1	0	4	0	0%	18	8	31%
AAK	2014	1	0	1	0	0%	17	8	32%
AKR	2014						14	3	18%
SLS	2013	0	1	9	1	10%	29	1	3%
	2014	1	0	11	0	0%	29	1	3%
PDAK	2014						1	0	0%
GI SRPSKA	2013			2	0	0%	27	0	0%
SRPSKA LIST	2014						26	1	4%
PDS	2014						9	1	10%
SD	2013			1	1	50%	23	4	15%
	2014			5	3	38%	23	7	23%
PAI	2014			1	0	0%	11	1	8%
OTHER	2013	2	0	1	0	0%	35	1	3%
	2014	1	1				6	1	14%

MUNICIPALITY: **RANILLUK**

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0	1	0	0%
MEC Members	5	0	0	6	0	0%
Polling Centre Managers	2	2	50%	3	1	25%
Polling Station Commission Chairs	6	2	25%	7	1	13%
Total Field Management Staff	14	4	22%	17	2	11%
Polling Station Commission Members	34	6	15%	32	8	20%
Reserve Staff	3	4	57%	4	3	43%
Total Field Staff	51	14	22%	53	13	20%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2014	1	0				3	2	40%
LDK	2013			2	1	33%	7	2	22%
	2014			1	0	0%			
AAK-LDD	2013	1	0						
AAK	2014								
AKR	2013	1	0						
	2014			1	0	0%	5	0	0%
SLS	2013	1	0	4	1	20%	7	2	22%
	2014	0	1	4	1	20%	7	2	22%
GI SRPSKA	2013						8	1	11%
SRPSKA LIST	2014						7	2	22%
PDS	2014						8	1	11%
KKZ/OIK	2013						0	1	100%
	2014						0	1	100%
SD	2013						5	4	44%
	2014			1	0	0%	7	2	22%
OTHER	2013	2	0				16	2	11%
	2014	4	0				6	2	25%

MUNICIPALITY: PARTES

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0	1	0	0%
MEC Members	4	1	20%	5	1	17%
Polling Centre Managers	2	1	33%	3	0	0%
Polling Station Commission Chairs	7	0	0	7	0	0%
Total Field Management Staff	14	2	13%	16	1	6%
Polling Station Commission Members	40	2	5%	27	1	4%
Reserve Staff	4	1	20%	5	0	0%
Total Field Staff	58	5	8%	48	2	4%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
SLS	2013	1	0	4	0	0%	8	0	0%
	2014	1	0	4	0	0%	8	0	0%
GI SRPSKA	2013						8	0	0%
SRPSKA LIST	2014						8	0	0%
PDS	2014						8	0	0%
SD	2014			3	0	0%	7	1	13%
OTHER	2014	4	1				8	0	0%
Nova Snaga	2013						6	1	14%
Narodna Inicijativa	2013			3	0	0%	8	0	0%
GISP	2013						7	1	13%
GIBI	2013						7	1	13%
GISDB	2013						7	0	0%
JSL	2013	1	0						
SDKIM	2013	1	0						
GIZ	2013	1	0						
NGO YIP	2013	0	1						

MUNICIPALITY: KLLOKOT

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0	1	0	0%
MEC Members	6	0	0	8	0	0%
Polling Centre Managers	3	2	40%	4	1	20%
Polling Station Commission Chairs	7	0	0	6	1	14%
Total Field Management Staff	17	2	11%	19	2	10%
Polling Station Commission Members	41	1	2%	37	5	12%
Reserve Staff	7	0	0	6	1	14%
Total Field Staff	65	3	4%	62	8	11%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	1	0	2	0	0%	8	0	0%
	2014	1	0	2	0	0%	7	1	13%
LDK	2013	1	0	2	0	0%	8	0	0%
	2014	1	0	1	0	0%	7	1	13%
AAK-LDD	2013			1	0	0%	8	0	0%
AAK	2014	1	0	0	1	100%	7	1	13%
LVV	2013	1	0						
	2014	1	0	1	0	100%	6	2	25%
SLS	2013	1	0	2	0	0%	8	0	0%
	2014	1	0	1	0	0%	7	1	13%
GI SRPSKA	2013						8	0	0%
SRPSKA LIST	2014						7	1	13%
SD	2014			1	0	0%	8	0	0%
OTHER	2013	2	0				15	1	6%
	2014	3	0						

MUNICIPALITY: MITROVICE NORTH

Position	2013 Local Election			2014 National Election		
	Number of Men	Number of Women	% of Women	Number of Men	Number of Women	% of Women
MEOs/MEC Chairs	1	0	0	1	0	0%
MEC Members	5	8	62%	5	5	50%
Polling Centre Managers	N/A	N/A	N/A	4	3	43%
Polling Station Commission Chairs	22	6	21%	25	8	24%
Total Field Management Staff	28	14	33%	35	16	31%
Polling Station Commission Members	115	50	30%	112	86	43%
Reserve Staff	9	9	50%	13	8	38%
Total Field Staff	152	73	32%	160	110	41%

DATA BREAKDOWN BY PARTY/IG/NGO REPRESENTATIVES: 2013 AND 2014 ELECTIONS

Party/IG/NGO	Year	MEC Members		PSC Chairs			PSC Total Staff including Chairs and Reserves		
		Men	Women	Men	Women	% Women	Men	Women	% Women
PDK	2013	0	1	2	0	0%	27	6	18%
	2014	0	1	2	0	0%	20	4	17%
LDK	2013	1	0	2	0	0%	8	1	11%
	2014	1	0	1	0	0%	17	5	23%
AAK-LDD	2013	0	1	0	1	100%	5	2	29%
AAK	2014	1	0	1	0	0%	12	9	43%
LVV	2013	0	1	1	0	0%	7	0	0%
	2014	0	1	1	0	0%	5	9	64%
AKR	2014						3	4	57%
KDTP	2013						4	3	43%
	2014						2	3	60%
BSDAK	2013			1	0	0%	17	16	48%
	2014						2	2	50%
SLS	2013	0	1	9	1	10%	17	6	26%
	2014	0	1	7	0	0%	21	10	32%
GI SRPSKA	2013			1	2	67%	12	11	48%
SRPSKA LIST	2014			7	6	46%	22	15	41%
OTHER	2013						26	8	24%
	2014	4	1	6	2	25%	46	41	47%
VAKAT	2013	0	1						
PD	2013						6	2	25%
GI SDP Oliver Ivanovic	2013			6	2	25%	17	10	37%
Affiliation not shown	2013	4	3						



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