

ANNEX C1
STANDARD TWINNING PROJECT
FICHE

1. Basic Information

- 1.1. Publication notice reference: EuropeAid/ 138-522/DH/ACT/XK
- 1.2. Programme: 2015 Annual Programme for Kosovo¹(IPA 2015 038-065, objective 1)
- 1.3. Twinning Number: KS 15 IPA JH 02 16
- 1.4. Title: Further Support to Kosovo institutions in the field of the Protection of Personal Data
- 1.5. Sector: Justice and home affairs
- 1.6. Beneficiary country: Kosovo

2. Objectives

2.1 Overall Objective(s):

To improve the standards of the rule of law sector in Kosovo and efficient enforcement of the legislation on Data Protection.

2.2 Project purpose:

To improve the performance of the National Agency for the Protection of the Personal Data (NAPPD) and other relevant institutions by a) amending and efficient enforcement of the legislation in the field of personal data protection and b) building the professional and operational capacities of NAPPD and other institutions.

2.3 Contribution to European Reform Programme (ERP), National Development Strategy (NDS), European Reform Agenda (ERA) and Stabilisation and Association Agreement (SAA)

The assistance under this financial framework shall complement other processes related to the EU agenda such as SAA Agreement, Connectivity agenda and the EU – Kosovo dialogue on economic governance (Economic Reform Program). It is also in line with the main priorities laid out recently in the European Reform Agenda (ERA), which aims to fully seize the opportunities of the SAA as the main vehicle for advancing Kosovo's EU integration.

According to Article 84 of the **Stabilisation and Association Agreement (SAA)** between the European Union and the European Atomic Energy Community, on the one part, and Kosovo on the other part, “the Parties shall cooperate on personal data protection legislation with a view to achieving a level of protection of personal data by Kosovo corresponding to that of the EU acquis. Kosovo shall ensure sufficient financial and human resources for one or more independent supervisory bodies in order to efficiently monitor and guarantee the enforcement of its personal data protection legislation”.

¹ This designation is without prejudice to positions on status, and is in line with UNSCR 1244 and the ICJ Opinion on the Kosovo Declaration of Independence.

Strategy for Personal Data Protection in Kosovo 2014–2017 encompasses 4 objectives to meet to increase the standards of data protection in Kosovo: 1. Training of the Controllers, 2. Direct law enforcement through inspections and controls, 3. Development of activities in the field of complaints handling, and 4. Providing advice to stakeholders.

The project shall also contribute to the successful implementation of Strategy for Personal Data Protection in Kosovo 2014–2017 and shall be an important asset for the success of draft **Strategic Development Plan for Personal Data Protection in Kosovo in 2017-2021**.

According to draft **Strategic Development Plan for Personal Data Protection in Kosovo in 2017-2021** the following new priorities are suggested for 2016-2021:

- Concrete harmonization of the legislation, especially to evaluate the laws which were enacted prior to Kosovo Data Protection Law from 2010;
- Strengthen the inspection strategy of the NAPPD, especially towards big data controllers;
- Strengthen the cooperation with national and local NGOs, working in the field of privacy and freedom of information;
- Closely follow the enactment process of the new EU data protection regulation, which is going to introduce some new rights for individuals (right to be forgotten, right to portability) and new obligations for data protection authorities (penalizing power) as well as for data controllers (privacy impact assessments, data protection officers);
- Closely follow the jurisprudence of European Court of Human Rights and European Court of Justice;
- Start working on data protection guidelines or manuals to enhance the awareness and knowledge of data controllers – it is necessary to set priorities and define sectors (i.e. schools, banks, insurance companies, police, judiciary) and data protection topics of interest (drones, biometrics, CCTV, internet of things, cloud computing etc.);
- Closely monitor the development of modern technologies and their implications on data protection;
- Develop a public relations and public awareness campaigns strategy;
- Continue to exchange the information and knowledge with other data protection agencies, especially with the ones in the region (Albania, Montenegro, Macedonia, Bulgaria, Slovenia, and Croatia).

3. Description

3.1 Background and justification:

Kosovo government adopted the rule of law assistance strategy in Kosovo 2016-2019, which defines the approach of the government of Kosovo in terms of international assistance programming over the years, donor coordination and cooperation mechanisms as well as priority measures in the line of strengthening the rule of law sector, particularly in justice and internal affairs. The overall objective of this strategy is the improvement of the conditions for sustainable rule of law and, subsequently, advancement of European integration process through planning, programming, and

improving the effectiveness of donor assistance in accordance with Kosovo's strategic priorities. Three main areas are identified in the strategy as areas that will need donor assistance for improvement: 1) justice matters; 2) internal affairs; and 3) issues of access to justice.

Within the Indicative Strategy Paper (2014-2020), direct reference is provided to Kosovo needs to "strengthen the independence, effectiveness, accountability and impartiality of its judiciary in particular. The Indicative Strategy Paper (ISP) states that "Reforms in the rule of law and fundamental rights sector are a key strategic priority for pre-accession assistance to Kosovo". Fundamental Rights, that includes data protection in Article 8 of EU Charter of Fundamental Rights, are one of the main sub-sectors to be addressed by IPA II assistance, and therefore provides a direct link for data protection with strategic planning documents for Kosovo.

Since the adoption of the Law on Personal Data Protection in 2010, responsible institutions have taken initiatives for implementing the law, supplying with necessary secondary legislation and handling every-day issues that have arisen regarding personal data and their protection. The Agency for the Protection of Personal Data, responsible for handling matters linked to personal data, has marked progress on building up its operational capacities and contributing to the legal framework on the matter. The agency is nevertheless in its initial phases of developing its professional and technical capacities, and therefore needs further support

The EU's 2015 Country Report for Kosovo has assessed the situation and actions regarding personal data protection. It has concluded that the development of **protection of personal data** is at an early stage. Kosovo has an independent data protection authority – the National Agency for the Protection of Personal Data (NAPPD) – that contributes to the implementation of EU standards in the area. However, further strengthening of its capabilities including with qualified staff and financial resources is necessary. The institutional and legal framework for data protection and access to public information has to be established and regularised. Out of 38 municipalities, 35 now have data protection officers. The NAPPD carried out an increasing number of inspections and repeat inspections. A significant increase in the number of complaints from members of the public suggests increased awareness.

The main objectives of the **Strategy on protection of the personal data 2014-2017** adopted by the Council of the National Agency for the Protection of Personal Data (NAPPD) are providing continuous supervision of the legitimacy of data processing, harmonisation of local legislation with EU in a field of personal data protection; development of capacities; increasing the awareness of the citizens regarding the protection of personal data and privacy; and cooperation with relevant institutions in a field of personal data protection. According to the adopted Strategy and the experience of the Agency, some of the sectors and activities (including direct marketing or the use of video surveillance cameras) show a satisfactory level of compliance. Other sectors which are processing a mass amount of sensitive information, such as the sectors of justice, telecoms and health sectors, need further attention.

TAIEX assistance was utilised in assisting the drafting of the Law on Data Protection in 2009-2010 and in supporting the new NAPPD both in organisational matters and in reviewing further legislation. Since the adoption of the Law on Personal Data Protection in 2010, responsible institutions have taken initiatives for implementing the law, adopting necessary secondary legislation and handling every-day data protection issues. The Agency for the Protection of Personal Data has done progress on building up its

operational capacities and contributing to the legal framework on the matter. Currently there is an ongoing technical assistance project supporting the Kosovo institutions in the field of protection of personal data with the aim to complete the legal and regulative framework for the proper implementation of the Law on Protection of Personal Data.

Nevertheless, the NAPPD needs further support to build its technical and professional capacities in order to handle cases of non-compliance by both public and private entities. Although activities have been initiated Kosovo institutions still have much work to do to achieve compliance of existing laws and personal data protection standards. This process has to continue further to other levels of governance, including the municipal level, to achieve full compliance with personal data protection standards. The new action will use the momentum in raising institutions' and citizen's awareness. Further intervention is needed to strengthen the legislative basis of personal Data protection in Kosovo both in the central level by amendments to the Law on Protection of Personal Data and other sectoral laws as well as by other secondary legislation. An efficient and professional organization and structure of the National Agency for Protection of Personal Data (NAPPD) is envisaged, which targets a 'single commissioner' model for managing the Agency instead of the current Council of five supervisors co-managing the Agency. Moreover, intervention is needed for strengthening the oversight capacities of the NAPPD, the new oversight mechanism would combine the oversight of data protection and access to public documents in one institution. The merger of the right to personal data protection and access to public documents is justified and reasoned as the areas of "information rights" are closely interlinked and that if there is no unified oversight mechanism for supervising both rights, there might be conflicts between two equally important state authorities. This intervention may cover the Freedom of information, in case this right is added to the NAPPD.

Both laws on Protection of Personal Data and Access to Public Information are to be amended, the Law on Personal Data protection should be amended by end of October, while the Law on Access to Public Documents should be amended by October too, although it is not in the Legislative Agenda of 2016.

3.2 Linked activities (*other international and national initiatives*):

TAIEX Assistance to the Kosovo National Agency for Protection of Personal Data implemented during April – November 2012 supported NAPPD on establishment of the legal framework of NAPPD, contributed in the development of the sub legal acts and development of the IT strategy for NAPPD.

EU funded project 'Support to Kosovo institutions in the field of Protection of Personal Data' funded by the European Union January 2014 – December 2016. The purpose of this project is to support the NAPPD in becoming fully functional and in effectively implementing the legislation on the protection of personal data in cooperation with other relevant institutions. The major project results are the following a) Legal and regulative framework for the Protection of Personal Data completed; b) NAPPD is fully functional and its organisational structure is strengthened; c) NAPPD capacities are further strengthened including the data protection officials of other institutions, and d) General public aware and informed about the legal and policy framework on protection of personal data;

3.3 Results:

Component 1: Data protection legislation, including the areas of justice, health and telecommunication is drafted/prepared and submitted to the competent authority for adoption

Result 1.1: The relevant legislation including the field of justice, health and telecommunications is drafted/prepared and submitted to the competent authority for adoption

Indicators of achievement:

- 1) Number of the legislation drafted/prepared and submitted to the competent authority for adoption;

Component 2: NAPPD and other stakeholders' capacities are further strengthened including the data protection officers of other public and private institutions

Result 2.1 Enhanced leadership and management capacities of NAPPD managing staff

Indicators of achievement:

- 1) At least five trainings on leadership and management techniques, project management are organized and completed by all NAPPD managing staff, (indicatively between 5 and 10 senior staff) including supervisors and civil service staff with management duties disaggregated by gender;

Result 2.2 Skills of the NAPPD Civil servants enhanced in regard to performing inspections independently

Indicators of achievement:

- 1) Increased number of the NAPPD on site inspections performed to check compliance with data protection provisions of data controllers and processors (number of inspections shall be increased by at least 20% by the last year of the project)
- 2) Post inspection checks at data controllers are increased by 20% from year 2016.
- 3) On the job trainings are held for NAPPD management and all staff members responsible for inspections. Concise reports are prepared after each on the job training disaggregating beneficiaries by gender.
- 4) Unified inspection methodology is used for each type of inspection and inspection plan for each type of inspection is unified
- 5) Procedure for reporting and case handling after each type of inspection is unified

Result 2.3: Capacities of Data Protection Officers (DPOs), including the sectors of justice, judiciary, health and security, media and education especially in view of merging Data Protection Authority (DPA) and Freedom of Information (FOI) are strengthened

Indicators of achievement:

- 1) Increased number of Data Protection Officers (DPOs) appointed in the relevant sectors disaggregated by gender;
- 2) 10 % of judges and legal officers supporting judges disaggregated by gender are trained in the field of data protection and access to public documents in the first

- and second level;
- 3) At least 15 on-site trainings for DPOs are held on how to conduct inspections within their respected organization;
 - 4) Education network (on-line training academy) within Kosova DPA set up and data controllers' training needs met.

Result 2.4: Professional capacity of big state data controllers are strengthened

Indicators of achievement:

- 1) 4 trainings are held for Land Registration Public Officials disaggregated by gender on challenges of data protection;
- 2) 4 trainings are held for Civil Registry Officials disaggregated by gender on challenges of data protection;
- 3) 4 trainings are held for Criminal Registry Officials disaggregated by gender on challenges of data protection;
- 4) 2 trainings to be held for Central Bank Officials disaggregated by gender on challenges of data protection;

All trainings shall build on the previous trainings by the IPA project, and shall go into more specifics/details; they shall also cover the main rules of the General Data Protection Regulation of the EU.

Result 2.5: Interpretations skills regarding conflicts between data protection and other rights/interests are improved

Indicators of achievement:

- 1) Guidelines regarding the legal technicalities on conflict management between data protection and other rights are in force;
- 2) All staff should be trained in legal interpretation regarding conflicts between data protection and other rights/interests targeting the management of NAPPD and staff members dealing with legal issues, disaggregated by the gender of participants;

Component 3: Increase awareness among the diverse women and men, including upgrade of the NAPPD electronic case management system

Result 3.1: Increase awareness raising among the public and private institutions

The level of awareness in private and public institutions regarding data protection should be increased, also taking into consideration the cross cutting issue of gender balance in the awareness raising plan and measure indicators reflecting such balance. An increased level of awareness contributes to consolidating data protection as a fundamental right in Kosovo, which should not be only an issue for a small number of constitutional lawyers and activities, but should bear a meaning for the wider community of citizens as well.

Indicators of achievement:

- 1) Awareness raising plan developed, approved and implemented, containing the gender perspective;
- 2) Number of visits of NAPPD website (increasing each year by 15%)
- 3) Number of complaints submitted to NAPPD increased by 10% (breaching the data protection principles) disaggregated by gender of complainant ;
- 4) Number of television discussions and round tables in the National Channel involve data protection topics (at least 2 a year).
- 5) Quarterly interaction roundtables with NGOs are established in a form of consultation including women led NGOs.

Result 3.2: Establishment of public awareness blog within NAPPD Website on IT Device usages in line with personal data protection law

Mobile phones, personal computers, smart watches and other devices are increasingly used by Kosovo citizens, and users are frequently not aware of privacy/data protection/data security implications. NAPPD should be aware of this situation, and besides awareness raising closely related to data protection law, it shall provide practical advice and hints on how to use these devices in a privacy friendly way.

Indicators of achievement:

- 1) At least 2000 visitors per month of this additional blog indicate “satisfying” the content (Each visitor gets a pop up message to evaluate their rate of satisfaction with the content of this blog);
- 2) At least 2000 clicks per month on the newly created blog;

Result 3.3 Functional improvements in the existing electronic case management system of NAPPD

Case management system is an essential tool for any data protection authority. With the assistance of the previous EU-funded project, NAPPD started to use such system, however, the evaluation and further improvement of this system leaves to the present twinning project.

Indicators of achievement:

- 1) Evaluation from NAPPD professional users/staff members;
- 2) The percentage of cases processed with the electronic case management system compared to cases processed by the NAPPD increases by at least 20% ;
- 3) All core business processes of NAPPD (such as data controller's registration, inspections, complaints, requests for information and personal data transfers) are supported by the electronic case management system.

3.4 Activities:

Member State(s) is kindly requested to develop activities in the submitted proposal which are needed in order to achieve the results stipulated in the fiche.

Minimum two visibility events will be organized in the course of the implementation of the

project; Kick-off meeting at the start of the implementation and the Final meeting at the end of the implementation of the project activities.

3.5 Means/ Input from the MS Partner Administration:

MS Project Leader may participate in the project also as the short-term expert (STE) and in this case the MS Project Leader should satisfy requirements stipulated in the fiche for both the Project Leader and the relevant STE profile.

3.5.1 Profile and tasks of the Project Leader

The twinning partner(s) will be responsible for achieving mandatory results. The twinning team will be led by a project leader who shall satisfy the following requirements:

Project Leader Profile:

- University level education or equivalent professional experience of at least ten (10) years in law, information technology or close to one of the related fields;
- Minimum of five (5) years of professional experience and extensive knowledge of policies and processes in the area of data protection education and training;
- Experience in project management;
- Working level of English language;
- Computer literacy;
- Leadership skills.
- High ranking official;
- Proven contractual relation to public administration or mandated body, as defined under Twinning Manual 5.4.5

Project Leader Tasks:

- Overall coordination and managing of the implementation of the project in cooperation with the BC Project Leader
- Ensuring sound implementation of the envisaged activities
- Monitoring and evaluating the needs and priorities in the respective sector, project risks, progress against the project budget, benchmarks, and outputs, and taking any necessary remedial actions if needed
- Coordination of MS experts' work and availability
- Providing efficient leadership of the project
- Ensuring backstopping and financial management of the project in the MS
- Participation in Steering Committee meetings
- Organization of study visit
- Ensuring a gender perspective is mainstreamed throughout the project
- Project reporting

3.5.2 Profile and tasks of the RTA

The Resident Twinning Advisor (RTA) is expected to be a senior civil servant from a data protection authority of an EU MS. The RTA secondment will be 30 months who shall satisfy the following requirements:

RTA Profile:

- A university degree in law, information technology or any related field or equivalent professional experience of 10 years in public administration

- At least 3 (three) years of professional experience in a data protection authority or related institution;
- Experience in project management
- Working level of English language
- Computer literacy
- Proven contractual relation to public administration or mandated body, as defined under Twinning Manual 5.4.5

Assets:

Experience of work in countries in transition would be an advantage.

Resident Twinning Advisor's tasks:

- Support and coordination of all activities in the BC
- Day to day management of the project in the beneficiary institution
- Coordination and assistance to the short-term experts
- Coordination of the project implementation and proposing corrective actions, if required
- Organization of visibility events (kick-off and final event)
- Organization and participation to the Steering Committee meetings
- Executing administrative issues (e.g. assisting in reporting)
- Providing technical advice on EU policies and best practices, and assisting beneficiary administration in the context of project work plan
- Networking with institutions relevant to this project in Kosovo and in MS;
- Ensuring a gender perspective is mainstreamed within all project activities.

The RTA will be assisted by EU MS short term experts.

3.5.3 Profile and tasks of the short-term experts

Short term experts with experience and competence matching the project components should have relevant university degrees, professional experience in the relevant field, such as:

Requirements:

- University level education or equivalent professional experience of ten (10) years in the field of law or information technology;
- Three (3) years of experience in the field of law or information technology;
- Experience in provision of trainings, with on-the-job-training and knowledge transfer;
- Experience in policy and strategy planning;
- Computer literacy;
- Proven contractual relation to public administration or mandated body, as defined under Twinning Manual 5.4.5

Short-term Experts' Tasks:

- Support to Project leader/RTA in the implementation of all project activities;
- Close cooperation with Kosova experts;
- Preparation of reports with recommendations for improvement and adaptation to meet the project results;

- Organizing conference with intention of presenting project activities and results.
- Conducting analysis of the relevant legal framework and existing strategies, of the current integrity infrastructure, of the training programmes on ethical standards, of the posts sensitive to corruption and of the promotional campaign
- Development of promotional activities targeting diverse women and men
- Developing training programmes including curricula, methodology and training materials
- Organizing and conducting trainings and conducting train-the-trainer seminars
- Developing methodology for preparation of integrity strategies and integrity plans
- Ensuring a gender perspective is mainstreamed in all activities

Note:

The pool of experts should include:

- At least one short-term expert who in addition to the respective profile requirements has experience in analysis of legal framework
- At least one short-term expert who in addition to the respective profile requirements has experience in preparing or implementing of training programmes related to ethical standards within public administration
- At least one short-term expert who in addition to the respective profile requirements has experience in developing promotional activities

4. Institutional Framework

The key beneficiary is the National Agency for Personal Data Protection. The capacity building project is also targeting line ministries, especially the Ministry of Internal Affairs, Ministry of Justice, Office of the Prime Minister, Kosovo Police, Judicial System, Prosecution System, free legal professions, civil society initiatives organisations, data protection officers in both public and private sector.

5. Budget

Title: Further Support to National Agency for Protection of personal Data (NAPPD) and other relevant data protection institutions in Kosovo	IPA Contribution
Twinning Contract	100% € 2.000.000.00

Please note that the awarding of the twinning contract is subject to the conclusion of a financing agreement between the European Commission and Kosovo for the Annual Action Program for 2015, which does not modify the elements of the twinning procedure. If the precedent condition is not met, the contracting authority may cancel the call for proposal without the candidates being entitled to claim any compensation.

6. Implementation Arrangements

6.1 The European Union Office in Kosovo will manage the procurement, implementation, quality control, reporting and coordination with other donors. A Project Steering Committee will be responsible for the overall direction of the project and comprise of representatives from the beneficiary institutions and the EU Office and EULEX focal points. Monitoring will be performed centrally by the European Commission. The project may be evaluated at the interim or ex-post stages under the supervision of the Commission's Evaluation Unit. The project may be audited by the Court of Auditors in line with the standard European Commission procedures.

Ms. Majlinda Statovci-Ferizi
EU Office in Kosovo, Project Officer, Fundamental Rights & Rule of Law

6.2 Main counterpart in the BC

Project Leader counterpart

Mr. Jeton Arifi, Director, Finance & General Service Department
National Agency for Personal Data Protection (NAPDP)

RTA Counterpart:

Mr. Edon Mustafa, (IT/Registration Officer)
National Agency for Personal Data Protection (NAPDP)

6.3 Contracts

It is envisaged that the project will be implemented through one twinning contract with the maximum amount of € 2,000,000.00.

7. Implementation Schedule (indicative)

- 7.1 Launching of the call for proposals:
November 2016
- 7.2 Start of project activities
April 2017
- 7.3 Project completion
October 2019
- 7.4 Duration of the execution period (number of months)
30 months

8. Sustainability

The achievements of a Twinning project (mandatory results) should be maintained as a permanent asset to the Beneficiary administration even after the end of the Twinning project implementation. This presupposes inter alia that effective mechanisms are put in place by the Beneficiary administration to disseminate and consolidate the results of the project.

9. Crosscutting issues (*equal opportunity, environment, etc...*)

Equal opportunity and gender balance will be taken into account at all stages and aspects during the implementation of the priorities and activities. This dimension is also reinforced in the National Plan for Implementation of SAA. Mainstreaming of gender and minority issues both

within the target institutions and the outputs (services provided by these institutions) will be ensured. The importance of this dimension is reflected in the Kosovo Civil Service Law, the Law on Gender Equality, and the Anti-Discrimination Law.

The team of experts involved in the project could be equally represented of women and men must possess relevant skills to ensure effective mainstreaming of gender equality and minorities inclusion/participation. The events organised under the projects will ensure targeting both sexes equally, through provision of translation and producing print, visual and audio material in local languages and appealing to the potentially different needs, interests and communication styles of diverse women, men, boys and girls. The foreseen activities will promote the requirements of gender equality and a more active participation of women who remain to a certain extent underrepresented. In addition to this, the services and outputs produced within different actions will conform to the relevant principles of equal opportunities and non-discrimination. The design of Measures will also take account of the Kosovo Gender Profile which was published in May 2014 as well as more recent gender disaggregated statistics, as relevant..

Actions will ensure gender balance both amongst participants in working groups for development of new policies as well as amongst trainees benefitting from the various opportunities for attaining new skills. Furthermore, the specific needs of both women and men will be incorporated into the development of all training modules developed in order to ensure their accessibility to both target audience. Gender-disaggregated data will be maintained and reported relating to all applicable indicators.

10. Conditionality and sequencing

NA

ANNEXES TO PROJECT FICHE

1. Logical framework matrix in standard format (compulsory)
2. Strategy on protection of the personal data 2014-2017

1. Logical framework matrix in standard format

OVERALL OBJECTIVE	OBJECTIVELY VERIFIABLE INDICATORS (*)	SOURCES OF VERIFICATION	
<p>The overall objective of the project is to improve the standards of the rule of law sector in Kosovo and efficient enforcement of the legislation on Data Protection.</p>	<ul style="list-style-type: none"> -General level of Data Protection increased; -Data protection laws and secondary legislation adopted within the rule of law sector; - Efficient functioning of NAPPD 	<ul style="list-style-type: none"> - European Commission Country Report; -NAPDP Annual Reports; -Project Quarterly progress reports; -Conclusions of SAPD meetings on Justice, Freedom and Security 	
SPECIFIC OBJECTIVE	OBJECTIVELY VERIFIABLE INDICATORS (*)	SOURCES OF VERIFICATION	ASSUMPTIONS
<p>To enhance the capacity of the National Agency for the Protection of the Personal Data and other relevant institutions by amending and efficient enforcement of the legislation in the field of personal data protection and capacity building of NAPPD Staff and other institutions.</p>	<ul style="list-style-type: none"> - The capacities of the NAPPD Management and staff are increased disaggregated by gender; - Increased number of complaints submitted to NAPPD (breaching the data protection principles) disaggregated by gender of complainant; - Increased number of inspections conducted; - Increased number of DPOs appointed in the public and private sector and their professional skills improved disaggregated by gender; -awareness increased among women and men, public and private institutions; 	<ul style="list-style-type: none"> - European Commission Country Report; -Law on Protection of Personal Data; -NAPPD Annual Report; -Strategy on protection of the personal data 2014-2017; -NAPDP Annual Performance Evaluation Documents; - Annual Report of the Independent Oversight Board 	<ul style="list-style-type: none"> -Public opinion on Kosova DPA performance and efficiency improved; New NAPPD Management appointed timely; - Sufficient & qualified Human Resources Provided; - Data controllers processing personal data in compliance with Law on protection of personal data;

	-Approximation of Data Protection Primary legislation to General Data Protection Regulation.	of Civil Service; Data Protection primary legislation in line the new General Data Protection Regulation (EU 2016/679 GDPR);	
RESULTS	OBJECTIVELY VERIFIABLE INDICATORS (*)	SOURCES OF VERIFICATION	ASSUMPTIONS
<p>Component 1: Data protection legislation, including the areas of justice, health and telecommunication is drafted/prepared and submitted to the competent authority for adoption</p> <p>Result 1.1: The relevant legislation including the field of justice, health and telecommunications is drafted/prepared and submitted to the competent authority for adoption</p> <p>Component 2: NAPPD and other stakeholders' capacities are further strengthened including the data protection officers of other public and private institutions</p> <p>Result 2.1 Enhanced leadership and management capacities of NAPPD managing staff</p> <p>Result 2.2 Skills of the NAPPD Civil</p>	<p>-Legal framework revised and completed;</p> <p>-Sub-legal acts of rule of law sector harmonized with the data protection legislation;</p> <p>-Specialized training for NAPPD relevant officers conducted;</p> <p>-Increased number of complaints processed, for which the NAPPD carried out on-site inspections;</p> <p>-Inspection procedure is standardised (quality of check lists, partial rejection of complaints, final report and decisions</p>	<p>-Law on Protection of Personal Data;</p> <p>- NAPDP Annual Report;</p> <p>- Annual Reports of Justice Sector Institutions;</p> <p>- Projects Quarterly Reports;</p> <p>- Inspection Reports;</p>	<p>-Readiness from the beneficiary institution to actively participate in capacity building events organized by the project;</p> <p>- Effective communication and active participation of all stakeholders throughout the duration of the project;</p> <p>-Political willingness and acceptance of recommendations on legal revision;</p> <p>-Beneficiary institution willingness to accept expert's proposals, recommendations, reports and commitment to effectively implement them;</p> <p>-qualified women apply for the new position as DPOs;</p> <p>- Increased number of staff by 10% assuming the new right of Freedom of</p>

<p>servants enhanced in regard to performing inspections independently</p> <p>Result 2.3: Capacities of Data Protection Officers (DPOs), including in the sectors of justice, judiciary, health and security, media and education especially in view of merging Data Protection Authority (DPA) and Freedom of Information (FOI) are strengthened</p> <p>Result 2.4: Professional capacity of big state data controllers are strengthened</p> <p>Result 2.5: Interpretations skills regarding conflicts between data protection and other rights/interests are improved</p> <p>Component 3: Increase awareness among the diverse women and men, including upgrade of the NAPPD electronic case management system</p> <p>Result 3.1: Increase awareness raising among the public and private institutions</p> <p>Result 3.2: Establishment of public awareness blog within NAPPD Website on IT Device usages in line with personal data protection law</p> <p>Result 3.3 Functional improvements in the existing electronic case management system of NAPPD</p>	<p>with or without findings, ex-officio audits provided for each inspection)</p> <ul style="list-style-type: none"> - increased gender equality within NAPPD in compliance with the law; -10 % of judges and legal officers supporting judges are trained in the field of data protection and access to public documents in view of new GDPR, in the first and second instant level. -Awareness raising plan developed, approved and implemented, containing the gender perspective; -Number of visits in NAPPD website is increasing each year by 15%; -Number of women and men attending round tables, public discussions on sensitive data protection increased; -Increased number of complaints submitted to NAPPD (breaching the data protection principles) disaggregated by gender of complainant; -The percentage of cases processed with the electronic case management system in relation to all cases processed by the NAPPD increases by at least 20%; 	<ul style="list-style-type: none"> -Law on Gender Equality; - General Data Protection Regulation (EU 2016/679 GDPR); -Strategy on protection of the personal data 2017-2021; - Documentation on the existing case management system; 	<p>Information is added to NAPPD;</p> <ul style="list-style-type: none"> -NAPPD assigns the right human and financial resources to upgrade and maintain the existing electronic case management system;
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