

**NATIONAL STRATEGY ON GENDER EQUALITY AND REDUCTION OF  
GENDER BASED VIOLENCE AND DOMESTIC VIOLENCE 2011-2015**

**FINAL**

**JUNE 2011**

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## Abbreviations

|          |   |
|----------|---|
| EU       | European Union  |
| CEDAW    | Convention on the Elimination of All Forms of Discrimination against Women                              |
| PAD      | Public Administration Department  |
| DEPOF    | Directorate for Equal Policies and Opportunities and for the Family                                     |
| IWG      | Inter ministerial Working Group   |
| GTZ      | Deutsche Gessellschaft für Technische Zusammenarbeit<br>[German Agency for Technical Cooperation]       |
| PHI      | Public Health Institute   |
| GDI      | Gender Development Index  |
| NCGE     | National Council for Gender Equality  |
| LGES     | Law “On Gender Equality in Society”   |
| LPD      | Law “On Protection against Discrimination”  |
| LMDV     | Law “On Measures against Domestic Violence”   |
| MoI      | Ministry of Interior  |
| MoAFCP   | Ministry of Agriculture, Foodstuffs and Consumer Protection   |
| MoJ      | Ministry of Justice   |
| MoF      | Ministry of Finance   |
| MGE      | Measurement of Gender Empowerment   |
| MLSAEO   | Ministry of Labor, Social Affairs and Equal Opportunities   |
| MoFA     | Ministry of Foreign Affairs   |
| SSA      | Stabilization and Association Agreement   |
| MTCYS    | Ministry of Tourism, Culture, Youth and Sports  |
| MAO      | Matrix for Outcome Assessment   |
| GS       | Gender Staff  |
| NPO      | Non-Profit Organization   |
| BPA      | Beijing Platform for Action   |
| MDG      | Millennium Development Goals  |
| NSGE-DV  | National Strategy on Gender Equality and Domestic Violence<br>(Refers to NSGE-DV 2007-2010)             |
| NSGE-RGV | National Strategy on Gender Equality and Reduction of Gender Violence<br>(Refers to NSGE-GBV 2011-2015) |
| NSDI     | National Strategy for Development and Integration   |
| IPS      | Integrated Planning System  |
| UNDP     | United Nations Development Program  |
| UNFPA    | United Nations Population Fund  |
| UNICEF   | United Nations Children's Fund  |
| UN Women | United Nations Entity for Gender Equality and the Empowerment of Women                                  |
| CMD      | Council of Ministers Decree   |

## INTRODUCTION

Gender equality issues are at the hub of social policies of the European Union (EU) member countries and one of the requirements to be fulfilled by the countries that have joined the European integration process. Defined as equality between men and women in all walks of life, both in the public and private sphere, *gender equality means equal access to and control of the resources and benefits, equal participation in political decision-making and equality under the law for women and men*. Gender equality is not merely a democratic necessity per se, but also an economic, political and social necessity for the reduction of poverty and integration of Albanian into the EU. Overlooking of, or failure to properly address, these issues, would result in around 50 per cent of the population not being able to fully benefit from the progress achieved through the social, political and economical reforms. If the issue of gender inequality, that is, the process that is apparent in all the aspects of social life in Albania, is not made the focus of social policies, it will undercut Albania's efforts to achieve sustainable development, with the reason behind this being that the country's full human potential will not be made use of. *Hence, gender mainstreaming, the process that ensures that gender perspective and the aim of ensuring gender equality be part and parcel of all activities – development of policies, researches, advocacy/dialogue, legislation, allocation of resources and planning, implementation and monitoring of programs and projects, as a strategy to promote and attain gender equality*, should be part of all the social, economic, and political policies in Albania. Such a strategy ensures not only the achievement of sustainable development by making full use of the country's human potential, but also guarantees the enjoyment of these achievements by all social groups.

This is the basis for understanding why gender issues are becoming more and more important for the Albanian society. The first decade of the current century has seen major institutional and structural developments concerning women's advancement and further emancipation in the Albanian society, which have been conducive to their active participation, on an equal footing with men, in the political, economic and social life of the country. The drafting and implementation of the first National Strategy on Gender Equality and Elimination of Domestic Violence (NSGE-DV 2007-2010) marked a qualitative leap in the involvement of the Albanian Government to address issues related not only to gender mainstreaming in the public policies, but also to the protection of women and young women against abuses and violence. In the context of the implementation of the strategy, efforts were made to ensure the coordination of government initiatives with the ever increasing engagement of the civil society.

As a medium term cross-sector strategy, the NSGE-DV 2007-2010 became part of the National Strategy for Development and Integration (NSDI) 2007-2013 along with 15 other cross-sector strategies and 12 sector strategies covering various areas of economic, social, political and cultural development of the country as well as the priorities of Albania's integration into the European Union. The NSDI is a document that aims at responding to the dynamic development of ideas; it comprises new interests and stands underlining the sector developments both to the benefit of the population, and in favor of the various social groups. The main areas of operation of the NSGE-DV 2007-2010 were: 1. Legal and Institutional mechanisms to ensure legal equality in Albania; 2. Gender balance in decision-making; 3. Economic empowerment as one of the fundamental conditions for the attainment of gender equality; 4. Qualitative education; 5.

Social protection; 6. Health; 7. Media; and 4. Reduction of domestic violence. The achievements ensured through the implementation of this strategy are seen as an integral part of the efforts made by the Albanian Government for the development and integration of the country.

The initiative taken by the Ministry of Labor, Social Affairs and Equal Opportunities (MLSAEO) to revise the NSGE-DV 2007-2010 is prompted by the need to bring the time frames of the activity of this strategy in line with those of the NSDI and to respond to current developments and requirements in order to strengthen those actions which aim at the establishment of a society that ensures equal participation and protection for all Albanian citizens, without any distinctions as to sex, gender identity, ((dis)ability, age, or social origin.

The revision of this strategy is the outcome of an interactive and comprehensive process, guided by the MLSAEO, which involved institutions of central and local government, the civil society, Non Government Organizations, various interest groups, representatives of the political forces in the country, representatives of the academia, as well as donors and international partners. This document was drafted with the **participation of all actors and stakeholders interested in gender equality issues** (See Annex 6 for a list of involved stakeholders). This broad participation was intended to increase the information flow from many directions and to ensure that the revised plan of actions and interventions complies with the real needs and capacities of the country's institutions. In addition, the said Strategy is designed to enhance cooperation among different governmental actors (at a central and local level), donors, civil society and the community, so as to take decisions guided by the priorities of gender equality and reduction of gender based violence.

The revised Strategy was built on the analysis and treatment of two major issues: Gender Equality, and Reduction of Domestic Based Violence.

The Strategy aims at:

- Making efforts to achieve gender equality in Albania through gender mainstreaming into all the aspects of policy drafting and implementation. This means equal participation of women and girls, and men and boys in the social, economic, and political life of the country, as well as equal opportunities for them to enjoy all their rights and to place their individual potential at the service of the society; and,
- Improving the protection of victims of domestic violence, the response of the public authorities and their support for them and focusing more specifically on prevention work, by addressing the causes of violence and abuse in the family and in society.

In the course of developing the said Strategy, the Working Groups relied on:

- The analysis of the achievements of the NSGE-DV 2007-2010 and the assessment of the social and economic situation in Albania, taking into consideration the economic, education, health and cultural indicators;
- The specific analyses of women' and young women's participation in different sectors, and in decision-taking structures at a central and local level;
- The legal and institutional mechanisms, as well as financial, material and human resources available to develop effective policies designed to achieve set aims and targets;

- The reassessment of the vision and the main challenges for achieving gender equality in Albania;
- The revision of the Action Plan to attain the aims and goals contained in this Strategy;
- The revision of the basic indicators for measuring and evaluating the progress made pursuant to the Guideline of the MLSAEO No.1220, dated 27.5.2010 “*On the setting of indicators for the assessment and monitoring of the indicators of the gender equality and violence against women, including domestic violence, their monitoring, collection and processing*”;
- The revision of the main areas of intervention to reduce gender based violence ;
- The recommendations of the Committee on the Elimination of All Forms of Discrimination Against Women (CEDAW) made in 2010;
- The legal obligations and political orientations of the European Union (EU) in the field of gender equality and equal treatment;
- The Progress Report on the Achievement of Millennium Goals 2010.

The Constitution of the Republic of Albania officially sanctions equality between men and women, but in practice, more often than not, women do not enjoy the same rights as men. This inequality is tangible in many sectors. Some of the inequalities may be addressed through gender lenses interventions in sectors such as education, health or social protection; other actions have a cross sector nature, that is, they require coordinated efforts by more than a single central government institution. The National Conference on Gender Stereotypes held in June 2010 and the Working Groups set up later to revise this document, deemed it appropriate to reprioritize the objectives of the NSGE-DV 2007-2010, setting a more limited number of strategic priorities. These forums suggested focusing on the following specific areas:

1. The legal and institutional mechanisms that can ensure gender equality in Albania;
2. Gender balanced decision-making;
3. Economic empowerment as one of the essential conditions for achieving gender equality;
4. Reduction of Gender Based Violence divided according to four categories: prevention, response, rehabilitation, and reintegration.

The goals of this document aim at:

1. Highlighting through figures and facts the current situation of women and young women and the way in which gender equality and gender based violence are addressed in Albania;
2. Specifying in detail the most important steps that should be undertaken for addressing the priorities surrounding the achievement of gender equality and the reduction of gender based violence; and,
3. Identifying the institutions responsible and the partners that will be cooperating towards the achievement of the goals contained in this Strategy.

Following the guidelines of “*The Manual for the Preparation of the National, Sector and Cross-sector Strategies*” attached to Order No. 134, dated 12.06.2006 of the Council of Ministers “*For the Preparation and Drafting of the National Strategy for Development and Integration,*” this

document is composed of the following parts: Chapter 1: Current conditions – a broad analysis of the current situation, focusing on the issues requiring coordination through this cross sector strategy. Where data are available, a comparison is made of the time the NSGE-DV 2007-2010 started implementation and the current situation. It addresses the issue of Government performance, the sectors where it can be improved and the reasons accounting for the revision of the strategy. Chapter 2: Vision, strategic aims and priorities – is a concise description of the general framework of strategic planning in this horizontal field. Special focus is placed on the role foreseen for the government regarding the other major actors in the implementation of the strategy. Chapter 3: Policies – describes the main policies that will assist in the attainment of the objectives of the strategy. Special emphasis is put on the analysis of how identified policies help in the attainment of the strategic objectives and on the sector strategies that address these policies. Chapter 4: Monitoring – describes the monitoring indicators and the institutions responsible for them. It will assess the progress made towards the attainment of the strategic objectives, in consultation with various stakeholders interested in the achievement of gender equality and the reduction of gender based violence in Albania.

The Strategy is accompanied with Action Plans (attached as Annexes 1-4) with specified interventions and indicators for all the abovementioned priority areas. It is based on and informed by:

- The Constitution of the Republic of Albania;
- The Law on Gender Equality in Society (LGES);
- The Law on Protection Against Discrimination (LPAD);
- The Law on Measures Against Violence in Family Relations (LMAVFR);
- The Beijing Platform for Action 1995 and the ensuing documents;
- The Committee on the Elimination of Discrimination Against Women (CEDAW);
- The Concluding Observations submitted by the CEDAW Committee at the 46 Session held in New York on 12-30 July 2010;
- The Security Council Resolution 1325 on Women, Peace and Security;
- The Stabilization and Association Agreement (SAA);
- The EU Strategy for Equality between Women and Men 2010-2015;
- The local strategy for the implementation of the EU Guidelines on violence against women and young women and on combating all forms of discrimination against them, adopted by the EU heads of missions in Albania.



## CHAPTER 1: CURRENT CONDITIONS

The Albanian Government adopted the National Strategy for Gender Equality and Elimination of Domestic Violence (NSGE-DV) by Council of Ministers' Decree (VKM) No. 913, dated 19.12.2007. This strategy aimed at: (1) achieving gender equality in Albania through gender mainstreaming in all aspects of drafting and implementation of policies and (2) improving the protection and response of the judiciary for the victims of domestic violence and for supporting them. The time frame for the implementation of this strategy was 2007-2010. Pursuant to Order No. 134, dated 12.06.2006 of the Council of Ministers "*For the preparation and Drafting of the National Strategy for Development and Integration,*" as well as for synchronizing the contributions of the achievements of this strategy with those of the National Strategy for Development and Integration (NSDI), it was necessary to postpone its timeframe to cover the period 2011-2015. Postponement of the time frame made it necessary to evaluate the achievements of the NSGE-DV 2007-2010 and to see how the interventions foreseen in this document address the current developments in Albania. This chapter analyses the current situation in general based on the Evaluation Report of NSGE-DV 2007-2010, identifies the issues that still remain challenges to the attainment of gender equality in Albania, and comments on the amendments made to the revised documents, focusing on and stressing the issues that require coordination through this strategy.

### **Demographic Situation and Gender Structure**

Albania has a young population, with its average being 32.8 years old, where the male average is 32.3 years and female average 33.3 years. The division of the population by gender is balanced, with females accounting for some 50 percent of the population<sup>1</sup>. In the last 20 years, dynamic demographic indicators were registered due to the population's young age, the urbanization processes, the migratory movements, immigration, and other economic factors. Hence, the relationships between the rural and urban population changed within a short period of time. Actually, the urban population rose to 46 per cent, from 36 per cent it was at the beginning of the 1990s. This increase in the urban population is attributed to the uncontrolled shift of the rural population towards the cities, as well as to shifts within the same district. On the basis of the statistics published by INSTAT, 750,000 Albanians, or 20 per cent of the population, are estimated to have immigrated abroad. A comprehensive analysis of population group-ages shows that transition has affected and continues to affect the Albanian population structure. It has also brought about a substantial change in the family structure. The efforts to improve the standard of living have caused the Albanian family to change both its place of residence and way of living. During this decade, the average age at marriage has changed from 22.6 to 23.3 for females, and from 27.2 to 29 for males. The divorce rate has changed accordingly – from 9.6 to 9.6 for 100 marriages. As of 1960, the synthetic indicators of birth rate have kept constantly dropping. In 1960 this index was very high, with over five children per female of the reproductive age, while in 2008, this index dropped to 1.4 children per female of reproductive age-group.<sup>2</sup>

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<sup>1</sup> INSTAT 2010 "Albania in Figures, 2010"

<sup>2</sup> INSTAT 2010 "Females and Males 2008."

### **Assessment of the Situation – Achievements and Challenges**

The key elements of NSGE-DV 2007-2010 were advancement of gender equality and reduction of domestic violence through public policies and procedures at a central and local level. The implementation of this strategy was commended by the Ministry of Labor, Social Affairs and Equal Opportunities (MLSAEO) in 2010. The outcomes of this appreciation were validated during 2010.

The evaluation of the NSGE-DV 2007-2010 pointed out that this strategy has marked achievements in the advancement of equal participation of women and men as decision makers in the political, social and economic development of the country and in raising the awareness and responsibility of the state bodies regarding violence in family relations. The assessment also pointed out that there is still a long way to go. While the interventions of the strategy have focused mainly on addressing the needs and rights of women in urban areas, women in rural areas and those pertaining to the categories most vulnerable to poverty and violence, like women from ethnic minorities, women heads of households, and women with disabilities should be placed at the focus of future activities. More specifically, the situation of women and men according to the eight priority areas defined by the NSGE-DV 2007-2010 are analyzed in the following sections.

#### ***Institutional and Legal Mechanism***

**Legal Framework.** The sanctioning of equality before the law (Article 18 of the Constitution) for all citizens accounts for man and woman, as subjects of the law, being treated generally equally *de jure*, hence having equal obligations. Equality permeates the entire Constitution and other laws. Law No. 9970, dated 24.07.2008 “On Gender Equality in Society” (LGES) further completed the legal framework regarding gender equality in education, employment and decision making. The aim of this law is: a) to ensure effective protection against gender based discrimination and against any form of conduct that promotes gender related discrimination; b) to lay down measures to guarantee equal opportunities for men and women in order to eliminate gender related discrimination in whatever form it may be manifested; c) to specify the responsibilities of the state authorities, both at a central and local level, for drafting and implementing normative acts and policies that support gender equality in society. This law comprises new definitions such as: banning of gender related discrimination, in compliance with the definition of discrimination provided by CEDAW, gender mainstreaming, gender harassment and its prohibition, equal gender representation and contemplation of specific temporary measures in political and public decision making, foreseen in the form of neutral quotas to the tune of not less than 30 percent for the less represented gender, and the permission as nondiscriminatory of temporary special measures; the establishment of new policy-making, executive and protection structures; the introduction of special measures in the education system and the employment area; the unpaid labor; and the obligation to collect gender statistics.

Two other laws that make up the basis for interventions regarding respect for gender equality in Albania are: Law No. 9669, dated 18.12.2006 “On measures against Violence in Family Relations” (LDV) together with its amendments (see section on Gender Violence) and Law No. 10221, dated 04.02.2010 “On Protection against Discrimination” (LPD).

A number of Codes adopted after 1995 contain provisions that protect human rights and sanction the principle of equality between men and women. Nevertheless, in the context of the implementation of the UN Joint Program for Gender Equality and Domestic Violence, which was signed by the Albanian Government to support the implementation of the NSGE-DV 2007-2010, the package of revisions of some of these laws is in place. The revision of laws has identified the majority of cases when the laws themselves provide for discriminatory definitions against men or women, when de jure, they do not ensure compliance with the standards required by CEDAW, the norms introduced by *acquis communautaire* regarding the equal treatment and when the laws run counter and are at variance with the new definitions sanctioned in the LGES and the LDV, as more advanced laws. On the other hand, the review has come up with specific formulations of some provisions with the aim of amending the existing legislation to ensure better compliance with the principles of gender equality and international obligations of Albania in this field.

The observations of the CEDAW Committee regarding Albania's third Periodic Report in June 2010 have laid down new tasks regarding the direct application of CEDAW in the legislation of the country and further harmonization of current legislation with the new laws on gender equality and on protection against discrimination as well as with CEDAW, in particular with respect to the way they address various forms of discrimination that affect women from ethnic minorities, women with disabilities, women in rural areas, or women from other disadvantaged groups, and also toughening the sanctions for acts of discrimination. These observations focus also on making CEDAW compulsory for all branches of government and asking parliament to implement these observations. This requires the drafting of specific Work Plans for every field of work covered by each ministry. Furthermore, it is necessary to enhance efforts to raise women awareness about the legal framework and about application of legislation to cases of gender discrimination and to monitor such efforts. In this context, it is necessary to systematically increase knowledge about the Convention and its Supplementary Protocol and about gender issues through trainings and other information programs, particularly for members of parliament, the judiciary, and the senior government officials. Such documents, the CEDAW Committee recommends, should become integral part of education curricula, including also the legal education.

**Institutional Mechanisms.** The State Mechanism of Gender Equality which is composed of a number of state structures was set up to promote the advancement of gender equality and to ensure enjoyment of women's human rights. This mechanism was set up in implementation of the CEDAW recommendation, the Beijing Platform for Action (BPA) and the LGES. Its main function is to monitor and ensure the implementation of laws, the application of the principle of nondiscrimination and of equality between men and women. The LGES specifies the Ministry of Labor, Social Affairs and Equal Opportunities as the authority responsible for issues of gender equality. Pursuant to the LGES and the LDV, the Minister shall carry out the above function with the assistance of specialized structures in his department, namely the Directorate for Policies of Equal Opportunities and for Families (DPEOF), which has been operating in this Ministry as of 2006. Its main mission is to promote gender equality and the broad participation of women in the economic, political and cultural life of the country and in the formulation and development of policies for the prevention and reduction of violence in the family relations and of gender based

violence in general. The DPEOF is composed of two sectors: the Sector for Gender Equality and Measures against Violence and the Sector for the Rights and Protection of the Child. Following the issuance of the LPD, this Department was charged with the task of working to implement this law as well. The evaluation showed that while this sector has extensively contributed to the coordination of actions and the monitoring of the NSGE-DV 2007-2010, its policymaking and monitoring capacities should be strengthened; its structure is insufficient to cope with its work volume.

Pursuant to the LGES, the duty to propose policies on gender equality rests with the National Council of Gender Equality. This Council has the duty to advise the Government in setting the direction of state policies on gender equality, with the exception of the issues that are discussed by the National Labor Council and to ensure gender mainstreaming is all areas. It was set up by VKM No. 122, dated 2.2.2009 “On the adoption of the rules for the functioning of the National Council of Gender Equality”. It is headed by the Minister who covers issues of gender equality (actually the Minister of Labor, Social Affairs and Equal Opportunities) and is composed of nine deputy ministers from the Ministry of MLSAEO, the Ministry of Integration (MoI), the Ministry of Justice (MoJ), the Ministry of Interior (MoI), the Ministry of Education and Science (MoES), the Ministry of Health (MoH) the Ministry of Tourism, Culture, Youth and Sports (MoTCYS), the Ministry of Agriculture, Foodstuffs and Consumer Protection (MAFCP) as well as of three members, representing the civil society. The Council meets not less than twice a year. It has met three times; its most recent meeting was in December 2010. At this meeting the NCGE adopted the annual monitoring reports on NSGE-DV 2007-2010 and the Document with the Harmonized Gender Indicators for monitoring gender equality and violence against women. In order to better carry out its advisory duties and guide the government policies, the Council should have a greater number of members, including representatives from other ministries such as the Ministry for the Economy, Trade and Energy (METE) and the Ministry of Defense (MoD).

The adoption of the LGES raises also the institutional obligation to appoint Gender Staff (GS) in every line ministry and in the local governing bodies. Article 13/3 stipulates that “State institutions at a central and local level have the legal obligation to cooperate with the relevant minister in exchanging information and in the facilitation of the performance of his functions.” The law lays down the obligation that gender staff be appointed in every ministry and local body. At a local level, only the MoH has institutionalized the position of the full time GS, as the law requires, while the other ministries have only gender focal points, that is, persons who have other duties in addition to dealing with gender issues. At the local level, a total of 12<sup>3</sup> GS have been appointed despite the existence of focal points of gender equality in 65 local units<sup>4</sup>. During 2009, trainings were organized on the topic of: “Basic concepts of gender representation among the local governing authorities” with local government gender representatives from 36 municipalities of the country, including a total of 721 representatives of the Administration of Municipalities in 36 municipalities of the country.<sup>5</sup> The DEPOF has prepared a draft of Job Descriptions for these employees; their job consists in monitoring, implementation of central and local government commitments pursuant to the national strategy and the legal framework and the international conventions and declarations on issues of gender equality and domestic violence. The Gender

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<sup>3</sup> Figure given about the Legal and Institutional Mechanism at the meeting of the Group of Experts.

<sup>4</sup> Interview with the staff of the project Equality in Governance.

<sup>5</sup> MLSAEO 2010. “Annual\* Report on the Monitoring of the NSGE-DV 2007-2010, January-December 2009.”

Staff shall also support mainstreaming of gender issues in policies, programs, and laws drafted by the Ministry or Municipality where the gender quality staff works. The evaluation pointed out that there is still a long way to go to create the appropriate setting for the effective functioning of the institutional mechanism. Despite the above statistics, not all the central and local institutions have the necessary human, financial and technical resources for an effective functioning. Thus during the evaluation process of the NSGE-DV 2007-2010 from the point of view of strategies, policies and action plans drafted after the approval of the LGES, it was noted that the documents drafted and adopted by the Ministry of Health, which has a full time gender staff, were considerably more gender sensitive than similar documents drafted by other departments. Pursuant to the CEDAW recommendations, the presence of such human resources makes it possible to effectively implement the revised strategy and action plans for every government body.

At the parliamentary level, the Subcommittee on Minors and Equal Opportunities has been functioning until 2009 as part of the Parliamentary Committee on Labor and Social Affairs. The new Assembly formed after the general election of 2009 has in its composition the Committee on Labor, Social Affairs and Health, which is responsible also for women and family issues, in addition to labor relations, social affairs, social insurance and health<sup>6</sup>. This Commission examines draft laws and undertakes legal initiatives in the areas of its expertise and establishes cooperation with the MLSAEO for issues of gender equality and children.

With the entry into force of the Law "On Protection against Discrimination", the Commissioner institution was set up, which carries out the functions of the Ombudsman for issues of discrimination for any reason, including gender, but also gender identity, pregnancy, sexual orientation, family or marriage status, parental responsibility, which typically are closely related to the gender of a person. This institution has the power to examine complaints against discrimination by individuals, groups of individuals or organizations, to conduct investigations, monitor the implementation of this law, impose sanctions, and organize awareness raising and education activities to assist in the enforcement of this law.

**Gender Mainstreaming in Policies and Budgets.** The LGES envisions gender mainstreaming as a strategy for achieving gender equality in society through the incorporation of both genders in all legislative, policymaking, planning, implementation and monitoring processes. While evaluation did not encounter any instance of specific interventions, work plans in the ministries or in the units of local power, which have included gender mainstreaming (with the exception of the Ministry of Health), the UN Joint Program for Gender Equality has been one of the main contributors to a process of gender mainstreaming, especially, to ensuring gender budgeting at a local level. These interventions have been at a pilot level. The medium-term evaluation of this program showed that modest progress has been made regarding gender mainstreaming in policies and central and local budgets. Experiences with gender budgeting at a local level have identified the need to build the capacities of the local authorities, such as to ensure the application of the practice of gender budgeting.<sup>7</sup> Furthermore, a gender analysis of sector strategies would make it possible to duly address the needs and rights of women and men in various sectors of the economy and society. As a result of interventions of the NSGE-DV 2007-2010, some technical

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<sup>6</sup> [http://www.parlament.al/web/Perberja\\_10065\\_1.php](http://www.parlament.al/web/Perberja_10065_1.php)

<sup>7</sup> UNIFEM 2009. Mid-Term Evaluation of the UN Joint Programme on GE in Albania (July 2008-June 2011)

capacities have been set up. Further efforts shall be made to build on the existing expertise and instruments. One of the major lessons drawn is that often such resources are not known or are not used by those who are in charge of drafting policies, programs and projects. Therefore, it is important to share information and practices in various forums. The MLSAEO has started this good experience with donors such as UN Women and the OSCE.

**Monitoring of legislation and policies/strategies.** Pursuant to the LGES and the Order of the Minister of Labor, Social Affairs and Equal Opportunities No. 2498, dated 16.12.2008, as amended by Order No. 2271 dated 08.12. 2009, the Inter-institutional Working Group (IWG) was set up as an advisory group to identify and determine gender statistics in support of the monitoring policies for gender equality in Albania. The work of this inter-institutional group, in close cooperation with the UNIFEM (now UN Women) was concluded with the formalization of a set of Gender Indicators necessary for monitoring gender equality and violence against women, which are mandatory to be collected. Now there is an Instruction by the Minister, No.1220, dated 27.5.2010 for *defining the Indicators of Evaluation and Monitoring of Gender Equality and Violence against Women, including Domestic Violence, and Their Supervision, Collection and Processing*. In order for the NSGE-GBV 2011-2015 to be implemented according to forecasts, it is important to use these indicators to monitor and regularly evaluate all the paths followed and the measures taken for its implementation and to establish an effective coordination between the central government and the local authorities in order to achieve the objectives of the Action Plan of this Strategy.

On the other hand, monitoring consists also in the analysis of the impact of gender equality legislation and of the legislation on discrimination, of the discrepancies identified and the way they have been addressed with the view to ensure that the implementation of this legislation results in the effective elimination of discrimination against women, in particular against the women belonging to disadvantaged groups (women from ethnic and linguistic minorities, women with disabilities, elderly women, women living in rural areas or in remote areas, immigrant women, women living with HIV/AIDS, and women being discriminated on the basis of their sexual orientation and gender identity).

**Challenges.** Despite the achievements, the NSGE-GV 2011-2015 should address several challenges to strengthen the institutional and legal mechanism. In the legal aspect, the challenge remains the continuous harmonization of legislation with international standards and the enhancement and monitoring of implementation of current legislation on gender equality in Albania through the inspectorates in charge of its oversight, such as the Labor Inspectorate, the Inspectorate of High Council of Justice, the National Inspectorate of Pre-University Education and others. From the aspect of institutional mechanism, the main challenge remains the insufficient human resources for gender mainstreaming, the appointment of full time GS and the establishment of networks of GSs at a central and local level, the building of their capacities to conduct analysis and prepare programs based on gender mainstreaming, as well as the establishment of a specialized unit to monitor the progress of the Strategy.

### ***Participation in Decision making***

Gender equality and as a result, equal participation of women and men in decision-making is a component part of democratizing processes. In compliance with the obligations stemming from

the ratification of major international instruments like CEDAW and UN Resolution 1325 for Women, Peace and Security, systematic efforts have been made to address women representation and participation in politics and in the public administration. In the course of implementation of NSGE-DV 2007-2010, the following developments were noted.

**Participation of women in politics.** Compared to 2006, achievements were noted in relation to the growth in the number of women involved in the political life. The Electoral Code adopted in November 2008 finally sanctioned the implementation of the quotas of gender representation in the multi-name party lists for the general election and for the election of local authorities. The Albanian political parties have expressed their political commitment to apply the quotas for women and young women participation in their leading and decision-making structures. During the 2009 election, the tendency to pay greater attention to gender issues in election platforms and to have public appearances of women representatives of political parties was noted, particularly during 2009.

By setting the quotas for women participation not only in politics but also in the public administration, the LGES promoted the incorporation of this obligation also in the new Electoral Code of 2008. Hence, the share of women representation in the Assembly was doubled and the civil society is becoming more active in its efforts to promote respect for the gender quota of 30% in the upcoming local elections of May 2011. Thus, in the 18th Legislature that came out of the 2009 election, there are 23 women representatives or 16.4% compared to 10 women deputies in the 17th Legislature emerging from the 2005 election. Since 2005, the speaker of the Assembly of Albania is a woman. As of 2007, the seats of the President of the Supreme Court and the Prosecutor General's Office are held respectively by women. In 2010, there was only one woman minister in the governing cabinet of 14 ministers. There are eight women deputy ministers (22.8%) and five women ambassadors (10.2%). These women come from the academic and the political world and from the civil society and represent a qualitative leap regarding the representation of women in the high governing bodies. However, at a local level, the representation of women remains still low. In the last election for the local governing bodies, the women candidates for chairmen of communes and mayors were less than 3%. From 33 women candidates fielded, only nine won.<sup>8</sup>

Despite the patriarchal mentality, participation of women and young women in politics has become acceptable in the Albanian public opinion. According to a survey conducted prior to the 2009 election, initiated and supported by UNIFEM<sup>9</sup>(now UN Women), there is an increased awareness in society about the participation of women and young women in politics. Based on this survey, 73.4% of the interviewees think that it is necessary to increase the participation of women in the public life. Participants in this study supported the quota idea, implying that the candidate gender constitutes no obstacle or impetus for them to vote. As this survey shows, the public perception of the participation of women and young women in politics is positive.

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<sup>8</sup> ACER&ASET 2011 "Situation of Women Leaders at the Local Level in Albania – a Baseline Analysis", Tirana, Albania.

<sup>9</sup> ACER & ASET. 2008. Public perception of women participation in election in Albania, supported by UNIFEM. Tirana.

Albanian politics is dominated by male participation. According to a 2011 study, the factors that have a negative impact on the decisions of women to enter politics are family responsibilities, their obligations from current jobs and their insufficient contracts with local political structures.<sup>10</sup> Although the study does not provide any information about the correlation between previous experiences of engagement in political and civil activities and the decision to enter politics, in other countries of the world, it is noted that lack of information about the functioning of the political life, the lack of experience in the organization of work and campaigns may become deterrent factors in the decisions taken by women not to be active in politics.

**Participation of women in public administration.** Although the women presence in the public administration is encouraging, men are prevailing in leading positions. The analysis of employment according to groups of professions (based on the international classification of professions, ISCO 88) and gender shows that for some groups of professions, there are obvious differences in the employment rate of males and females. In the group of legislators, high officials and leaders, 23.7 percent of the employees are females and 76.3 percent males.<sup>11</sup>

**Participation of women in the police and peacekeeping forces and missions.**<sup>12</sup> Notwithstanding the constant efforts made, the representation of women in such forces remains low. Thus in the Armed Forces, only 10 percent are women. According to ranks, women are divided in the following way: Group I – 340 or 14.5% women have the rank of commissioned officers<sup>13</sup>. Group II – 453 or 12.6 percent have the rank of non-commissioned<sup>14</sup>; Group III – 333 or 9.6 percent have the rank of professional soldiers<sup>15</sup>. In the police force, the situation appears to be more optimistic, although representation in the higher ranks still needs to be improved. In the State Police, female representation according to ranks is 152 or 29.23 percent.<sup>16</sup> Women representation in the peacekeeping forces or missions is likewise modest – currently there are only two females in the peacekeeping mission (One officer and one non-commissioned officer). We note the same participation level in the operational procedures including drilling exercises, in the army schools and in services. Women are involved in the 24 hour duty service in the institution or other professional services such as doctors, nurses, network engineers, exchanges, tele-fax communications, with the exception of 24 hour duty service on the ground. There are some reports on the situation of women in the Armed and Police Forces by the Ministry of Defense and the Ministry of Public Order in the MLSAEO, but they are not periodic. For a more accurate reflection of the situation, it is necessary for the Ministry of Defense and of Public Order to collect and report gender statistics on a regular basis. Furthermore, women representation in the relevant institutions would benefit by specific policies and measures that

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<sup>10</sup> Ibidem.

<sup>11</sup> INSTAT 2010. “Females and Males 2008.”

<sup>12</sup> This subsection was prepared with the information taken from a presentation by J. Katro 2010 on Women, Development and on the Application of Security Council Resolution 1325 on Women, Peace and Security.

<sup>13</sup> Division of Group I according to categories - Colonel: 2 or 2.7%; Lieutenant/Colonel: 28 or 28.5%; Major: 69 or 11.6%; Captain: 23 or 6.76%; Sergeant: 130 or 19.9%; Leftenant/sergent: 88 or 26.4%

<sup>14</sup> Division of Group II according to categories - Lieutenant: 40 or 19.1 %; sergant: 106 or 10.6 %; corporal: 160 or 12.4%; private: 147 or 13.4%

<sup>15</sup> Division of Group III according to categories – professional soldiers, Group 1: 154 or 11%, Profesional solider Group 2: 179 or 8.6%

<sup>16</sup> Representation of women in police structures according to ranks: First rank director: 1 or 5.55%; Director: 10 or 14.49%; Chief/commissar: 39 or 19.21%; Commissar: 13 or 30.23%; Deputy/Commissar: 8 or 22,22%; Chief/Inspector: 17 or 42.50%; Inspector: 3 or 14.28%; Civilian: 61 or 72.61%.



would encourage their participation in the peacekeeping and security structures as well as by awareness raising initiatives with police directors regarding equal opportunities in decision-making/employment, but also in the training of the women staff in these institutions.

**Representation of women in the civil society.** Non-Profit Organizations (NPO), known as the most active part of the civil society, have been very active in the democratic developments although often they have had to work in a conservative society and surrounded by transition problems. During these years, a strong cooperation between the NPOs and the state was noted both with regard to the work done for the implementation of NSGE-DV 2007-2010, the adoption and implementation of several important laws such as the LGES, or the amendments to the LDV in October 2010. A good cooperation was noted also in the inclusion of gender quotas in the Electoral Code and the approval of the LPD.

In Albania there are 614 registered associations,<sup>17</sup> of which 112 or 18.24% are headed by women. This means that in this sector women find greater space and freedom to engage actively in women and children issues, in particular and the community, in general. As surveys indicate, interest groups and organizations that work in the area of gender equality and women's rights make up an important group in the civil society. They were set up right after the establishment of the first human rights organizations in the early 90s, something that suited the needs to address women rights and gender inequalities in the conditions of a patriarchal society.<sup>18</sup>

Women associations have carried out and continue to implement a number of activities related to the rights of women and children, social and health care, economic growth (mainly of the small businesses for women and young women), the fight on trafficking in human beings, etc. As of 2000, a national movement emerged for the political empowerment of women, which has been consolidated and has impacted the political and social climate in the country in favor of a gender balance. The progressive impact of the media, which started to focus on gender equality issues, particularly the participation of women in politics, reached its peak with the election campaign of 2009 with some programs and debates held in the main media outlets of the country.

Further improvement of their organization is a major element in the enhancement of the effectiveness of the NPO work. Following 1997, a better cooperation among them and the establishment of networks and coalitions is noted along with the organization of joint programs and activities. A challenge for them remains the raising of sufficient funds to continue and consolidate their work with gender issues or to cover the various needs for social services for women. Observations and analyses show that the largest part of the funds has been granted for short periods, for one year or less, and that most of them come from foreign donors.<sup>19</sup> In these conditions, the opening of a special budget line by the Council of Ministers in October 2007 “For the support of the civil society” and then the approval of the Law “On the organization and functioning of the agency for the support of civil society” (March 2009) have a major potential to support the movement for gender equality in Albania, which is taken into account by this Strategy.

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<sup>17</sup> Data provided by MLSAEO in NSGE-DV 2007-2010.

<sup>18</sup> Civicus, IDM and UNDP Albania, Index of Civil Society on Albania. In Search of Citizens and Impact, 2010.

<sup>19</sup> Ibidem.

**Challenges.** Strict implementation of the Electoral Code remains a challenge at all levels along with the application of the quotas as laid down in the LGES in order to address the low representation of women and young women in other leading and professional positions in all the bodies of public administration, including women participation in police and armed forces. Implementation of the Code and of the specific measures should be accompanied with information and training sessions on gender stereotypes, gender equality and nondiscrimination. Increase of participation of women in decision-taking should be backed up by a broad feminist movement, which still needs to be strengthened both through guaranteed continuous financial resources and capacity building and strengthening. Large scale training and information of women and young women and their training for active participation in the public life as leaders, campaign managers, representation in public organizations (conferences, talks) and their participation in voting remain recommended interventions in order to enhance participation of women in the political and public life.

***Economic Situation, Vocational Training and Participation in the Labor Force***

Women's economic rights are represented at the level of participation in the labor force, job tenure and remuneration. Employment of Albanian women is conditioned by a number of factors, such as their obligation and responsibility to raise their children and do the household chores, their educational level, restricted access to vocational training, proprietorship, and to loans, and so on.

**Legal and institutional basis for employment and vocational training.** Promotion of employment and vocational training are regulated by Law No. 7995 dated 20.09.1995 "On Promotion of Employment" and Law No. 8872, dated 29.03.2002 "On Education and Vocational Training in the Republic of Albania". At a local level, the MLSAEO drafts policies in the field of employment and vocational training. It does so through the Directorate for Policies and Employment. The National Employment Council (NEC) – established in 1988 – is an autonomous public service with the status of a central state administration that reports to the Minister. The highest decision-making body is the Tripartite Administrative Council with 13 members that is chaired by the Minister, with two members of it being females. Attached to the Employment Offices are tripartite consultative councils, which hold consultations about the sustainability of employment policies, programs, and projects. The social partners take part in the Administrative Councils of the Institute of Social Insurance and the National Employment Service. In support of Law No. 8872, dated 9.03.2002 "On Vocational Education and Formation in the Republic of Albania" as of November 2003, the National Council of Vocational Education and Formation was set up. Some draft amendments to this law have already been submitted to the Council of Ministers and are expected to be sent to the Assembly for approval. These amendments envision the support that the Government should provide for businesses that cooperate with and supporting the development of vocational education and formation, aiming at regulating in greater detail the organization and functioning of the National Council and the National Agency of Vocational Education and Formation as an institution that offers services both in the field of vocational education and formation.

In the context of the implementation of the NSGE-DV 2007-2010, proposals were made during the process of drafting Law No. 10237, dated 18.02.2010 "On Occupational Safety and Health" regarding the groups at risk, including special protection for pregnant women, the post natal

women, and breastfeeding mothers pursuant to Directive No.92/85/EU. This law has taken into consideration the proposals made by the MLSAEO and UN Women. Furthermore, the Legal Directorate of the MLSAEO, in consultation with UN Women, has made some proposals to the working group involved in the revision of the Labor Code, regarding the introduction of some legal provisions on recognition of maternity leave for fathers; the expansion of the concept of sexual harassment in the work place; proposals for flexible timetable for the employees who have family responsibilities, and so on. This phase of the process for the revision of the Labor Code from a gender perspective has concluded and the process for the approval of the proposed amendments is expected to begin.

With the support of the UN Women recommendations have been made to amend Law No. 9355 “On Economic Aid”. Such amendments foresee that victims of trafficking, women household heads, women about to terminate their marriages, women victims of domestic violence and families in blood feuds should also benefit it. Thus, these amendments will not only increase the number of categories that will benefit from the Economic Aid, but will also devote special attention to the possibilities of women to benefit directly from Economic Aid. Such amendments have been approved by the Council of Ministers and are expected to be sent for approval to the Assembly of Albania soon.

**Employment.** The participation of women in the labor market has been decreasing. The level of participation of women in the labor force in 2009 was 51.8%, as against 56.2% in 2007. Women in Albania have less access than men to finding a job; hence the unemployment rate among them is higher. The population rate for the population 15-64 years for 2009 was 53.4%. This indicator was 64.3% for males and 43.6% for females. The population rate for women has dropped since 2007 when it was 49.3%<sup>20</sup>.

The unemployment rate among women in 2009 was 15.9%, as against 12.2% for males in the same year, while in 2007, women unemployment was 12.2%. Long-term unemployment indicators (under the standard definition, long-term unemployed are unemployed persons for a period of one year or longer) show that women are more likely to remain unemployed for a longer period than men. The distinction among them is considerable, respectively 10.6% and 7.8%. This gap has been widened over years. Since 2007, long-term unemployment for women and young women has increased from 8.8% to 10.6%. Also among the discouraged unemployed, women account for about 70%<sup>21</sup>, which means that these women and young women do not seek to join the labor market. Often, discouragement comes from lack of social care services for the children and the elderly.

Employment according to sectors likewise shows differences in gender indices. In the public sector there are 54.3% employed males and 45.7% females, in the private sector, there are 70.3% employed males and 29.7% females and in the agricultural sector 3% males and 56.7% females.<sup>22</sup> The data on employees in the public sector show that women account for the highest share of employment in such professions as specialists or ordinary employees, which are less

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<sup>20</sup> INSTAT, Outcomes of Labor Force Survey, 2009,  
<http://www.instat.gov.al/graphics/doc/downloads/lfs/Rezultate%20AFP%202009.pdf>

<sup>21</sup> Ibid

<sup>22</sup> Ibid

paid positions, compared to such professions as legislators, senior officials and directors, policy makers, which are usually held by men. Making a comparison of employment at both levels, central and local, data show that females account for a higher employment share at the central level. Thus, in the local governing institutions, 43% of employees are females, while in the local administration, this figure is 30 percent.

The low employment figures for women do not reflect the reality in respect of their engagement in work, since these figures do not reflect the reproductive and social role they play in the family, beginning from maintaining home, cooking, caring for the children and family members, activities that are indispensable for the continuity of life, but which are described as unpaid labor. Likewise, although women may have the same level of education or qualification as men, in their case, it is hard to keep a job, or they are paid differentiated wages compared to men due to the work positions they hold. Women are at greater risk of being fired from work, or less likely to be employed and to retain their jobs, particularly during pregnancies. Another factor that impacts women's low level of remuneration is also their low involvement in self-employment private activities. Their low access to property (only 8% of women legally own properties<sup>23</sup>) and lack of favoring policies promoting the private entrepreneurship of women have accounted for a low number of women managers of small, medium or large businesses. In 2005, only 17 percent of agricultural businesses were directed by women; in 2010, there was a slight increase of only 1% (18%).<sup>24</sup> Provision of equal opportunities for paid employment has a positive impact on pulling families out of their poverty and bettering the social status of women and young women within the families. From an analysis of the factors accounting for the size of remuneration, such as the age-group, the level of schooling and gender, the latter turns out to have the greatest impact. Women are considerably more disfavored than men, with the average salary being 35% lower than that of men with the same educational attainment.<sup>25</sup> A more detailed analysis of the branches of the economy shows that the monthly average net salary for men<sup>26</sup> is clearly higher than that of women in all the branches of the economy with the difference being more marked for the paid employees in the non agricultural private sector.

**Private enterprises.** Women have set up their businesses mainly in such economic activities like commerce, wholesale and retail businesses, various services like dentists, notary public's, lawyers, hairdressers, agro-businesses, diary production, textile production, publishing, dressmaking and handicrafts. According to INSTAT statistics, 18% of private business managers are women. The largest number of registered businesses led by women are concentrated in Tirana (31 percent) and Elbasan (30 percent). Initiatives for loan provision programs for the promotion of women businesses have been promoted through such programs as that of the Loan Guarantee Fund for Export. Although about 70 percent of women live in the rural areas work in agriculture, only 6 percent of the farms are in their ownership or under their management. Women in rural areas face major difficulties in finding employment opportunities, so most of them deal mainly with farming work. The farms have very little possibilities for production and marketing of their produce and receive very little attention and support by the government.

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<sup>23</sup> Amnesty International: "Albania. Violence against Women in the Family. It Is Not Her Shame"; 2005

<sup>24</sup> Albania Country Gender Profile 2010, JICA

<sup>25</sup> Age-groups have not been weighed in the calculations.

<sup>26</sup> INSTAT-LSMS 2005

**Poverty.** In a country like Albania, the gender related discriminating culture is not merely a matter of violation of the rights of women and young women, but it is a gender inequality that represents a serious obstacle to the acceleration of poverty reduction. Although historically women have borne the brunt for household welfare, they have had fewer possibilities than men to control the resources and means needed to meet the above responsibilities. The high unemployment rate, the low educational level, the many unqualified jobs they have to do, the lack of training possibilities, the poor access to and lack of freedom to use family planning methods, the fact that they are the object of violence, the maltreatment or arbitrary activities within their homes, as well as their low representation in the public, leading and political structures affect the deepening and feminization of poverty in Albania, its persistence, as well as inclusion in it of a greater number of children.

**Balancing professional and family obligations.** The studies carried out by various non profit organizations and some surveys conducted by INSTAT along with the Demographic and Health Survey or the Living Standard Measurement Survey <sup>27</sup> indicate that the work and care for the family remain an exclusive responsibility of women due to shortages in the social care services (mainly the care for children and the elderly) and that the informal labor market increases women's involvement in the care for their families. Participation of women in decision-making within the family is influenced also by their poor access to information and knowledge. Furthermore, access to information is negatively influenced by an isolated social life.<sup>28</sup> INSTAT, with the support of SIDA and UNFPA (in the context of the UN Joint Program for Gender Equality and Domestic Violence) is conducting the National Survey on the Use of Time, which will provide valuable data on the unpaid work of women and men in the family and the gender roles in decision-making in the family. The outcomes of the survey are expected to become public within 2011.

**Programs for the promotion of employment.** In order to address the low participation of women in the labor market over the last three years, programs for the promotion of employment or the vocational formation have been implemented and have benefited a modest number of women and young women, including those from the categories in need. So during 2008, out of the unemployed job seekers who participated in the employment promotion programs, 82 percent were females, while in the special groups, 67 percent were women (Roma, orphan, divorced, over 50 years). A total of 7,577 persons were certified by the public centers of vocational formation, of whom 58 percent were trained women and young women. In the course of 2009, out of the unemployed jobseekers who participated in the employment promotion programs, 60 percent were females. The public centers of vocational formation trained a total of 7,751 persons, of whom 50 percent were females. During 2010, a total of 1,757 unemployed jobseekers were involved in the programs for the promotion of employment, of whom 70 percent were female jobseekers. The public centers of vocational training trained a total of 8,485 persons of whom females made up 53 percent of the total. The participation rate of females has been at high levels in all the programs: in the hands on training programs females are mainly in the age group of 35 and represent such activities as the footwear and clothing industry, in the social insurance subsidized employment programs the participating women are above 35 years (mainly in such activities like fish processing and plant cultivation).

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<sup>27</sup> ASC, "Care as Paid Labour- the Invisible Burden Carried by Women," 2008 Tirana.

<sup>28</sup> ASC, "Care as Paid Labour- the Invisible Burden Carried by Women," 2008 Tirana

The law on the Promotion of Employment foresees support for the employers to create jobs and employ candidates offered by the Employment Office. Pursuant to this law, five programs for the promotion of employment are applied: (1) the program for the promotion of employment of unemployed job seekers; (2) the program for the promotion of employment of unemployed job seekers through hand on training; (3) the program for the promotion of employment through institutional training; (4) the program for the promotion of employment of female unemployed job seekers; (5) the program for the promotion of employment for students who have finished higher education at home and abroad.<sup>29</sup>

**Challenges.** The narrowing of the unemployment gap and the increase of woman participation in the labor market remains a crucial challenge. Comprehensive studies on the share women represent in the labor market, the challenges they face, including differentiated wages compared to men, their contribution to the Gross Domestic product, and the use of time are important for drafting policies that promote the participation of women in the labor market.

In order to develop appropriate policies for the promotion of women's economic empowerment, it is important to define what economic empowerment means and to recognize its link to that model of economic development that shows due care for the citizens. The economic empowerment of women may result in their social, political and cultural empowerment and vice versa. Education, both general and vocational, along with the improved access to basic social services are preconditions for increasing the possibilities for the employment and hence for the economic empowerment of women.

The increase of participation of women in the labor market and the promotion of their economic entrepreneurship are of major importance given the differentiated employment of women and young women and the unemployment rate in Albania, but this is not sufficient. It is equally important to address their right to dignified work in compliance with labor standards. It is however even more important to promote policies and programs that recognize the value of women contribution to the society through their paid and unpaid work.

While women should have equal access to microfinance, it is essential to recognize that microfinance very often targets women, while investments target fields that are dominated by men, yielding unequal profit for women and men. Establishment of suitable services to ensure equal access of women to loans and banking services, addressing the major differences in the ownership of material assets by men and women (e.g., lands, houses) are some of the directions where work should be concentrated. The Governmental in cooperation with the NPOs and the private sector shall be engaged in promoting their potential to the maximum. Such a thing should involve both women in the urban and in the rural areas and in particular, should link the rural women, as producers, with the urban markets. Women heads of households deserve special attention along with women from the groups in need (women with disabilities, Roma women, and others). Innovatory forms like women cooperatives (social enterprises) in the urban and rural areas have the potential to change the misbalance between the paid and the unpaid work of

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<sup>29</sup> Source: MLSAEO

women.<sup>30</sup> Investments should take into account the gender issues and respond duly to the needs of men and women (both in infrastructure and investments focused on the creation of new equal opportunities for work).

It is necessary to review the legislation on social and health insurance to create space for women to benefit in the rural areas and for women who lost their jobs as a result of the change of system in the early 90s. Extension of the service network and vocational training for women in need, including Roma women, women heads of family and women with disabilities shall create a new economic picture.

Capacity building, training and retraining that are equitably accessible by women and men has been missing. Increase of retraining for work in real terms means that young mothers shall have access to financially affordable services of care for children. This is important because it allows them to take part in training and to work. The active measures taken regarding the labor market should be gender sensitive and take into consideration the specific needs of women, particularly the young women with families. The issue of horizontal and vertical division of work should be addressed by creating possibilities for employment for women in male dominated areas (and vice versa), ensuring at the same time equal opportunities for women and men alike for career growth and access to leading positions.

Furthermore, it is necessary to address issues linked with work security, discrimination, constant and systematic sexual harassment of an individual by colleagues, or managers and take measures to address the balance between professional and family duties. Protection at work, as an area that needs essential improvements, requires the consolidation of the role of the Labor Inspectorate to address issues related to gender equality at work and respect for working conditions that guarantee the inviolability of the individual's integrity. Disproportional participation of women in the informal economy, including work in difficult and unprotected conditions should be addressed by the Labor Inspectorate and the social insurance bodies.

### ***Education***

Education is the field that has recorded good achievements in respect of access to it by females and males. In 2010, a total of 49766 students finished the 9-year education and received a completion certificate, of whom 49% girls and 51 % boys. In the high education, the number of females remains high (54%) as against males, who constitute 46 %. In the high vocational education, males prevail with 69% of enrollments. In the non public education, females constitute 29.6% of the students. Females in the higher education make up 58% of the overall number of full time students in the academic year 2009-2010.

Females enrolled in higher education make up 56, 4% of the overall number of full time students in the academic year 2007-08. In various faculties, the ratios between females and males are different. If we look at the structure according to 8 fields of studies in the full time education, we note that females are more inclined to take up studies in liberal sciences. Here females make up 73 percent of the students in the pedagogical field, 68 percent in the field of health, and 61

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<sup>30</sup> In practice this means that some of the activities that women carry out as unpaid work, like care for the children, the elderly and for persons with disabilities should be recognized as important jobs at the community level and the contribution of women to this important work be reimbursed.

percent in the field of humanitarian sciences and in the arts. Males account for the largest share of students in the field of engineering, where they make up 70% and in the natural sciences, altering the priorities of the previous year, when one of the fields with a great number of students was also agriculture. In 2008, the graduates from the full time higher education accounted for 67 percent<sup>31</sup>

Females in higher education constitute 58% of the overall number of full time students in the school year 2009-2010. Female students make up 78% of the students in the field of education, 71% in the field of health, 65% in the humanitarian and liberal arts, 60% in the field of natural sciences and 55% in the field of social sciences, business and law. Males continue to account for the largest share of students in the field of engineering, where they make up 74%, in the field of agriculture and veterinary, where they make up 66%, and in the field of services where they make up 63%. In the academic year 2009-2010, in the full time higher education, females make up 66% of the graduates of the first cycle (DNP), 59% of the second cycle (DND+DIND). In the vocational master, the number of female graduates is 1501, or 77% of the overall number, while in the Master of the second level, the number of female graduates is 243, or 64% of the overall number.

In the pre-university system (pre-school, nine year and high school), female representation is considerable. Female teachers represent 68% of the teaching staff in the 9-year education, while this share in the private education is 61%. In the high public and private education, female teachers make up 62 % of the staff. In the higher public education, the share of females in the effective teaching staff keeps increasing with every passing year, accounting for 50.4% as against 47.2% of the teaching staff. In the higher public and private education, there are 145 females and 309 males with the title of “Associate Professor” and with the title of “Professor” there are only 141 females and 398 males.

However, while enrollment of girls in schools is at a considerable level, gender phenomena like overt or implicit school dropping is present. The dropping of school by females both in absolute values and in percentage is observed (from about 217.950 girls in the nine-year education, about 1.1 percent of them abandoned school in the academic year 2005-2006). Meanwhile, other studies from non-government organizations, although non national, but focusing on given regions, have identified more worrying figures.<sup>32</sup> Existence of either run down or non existent infrastructure, which makes traveling uncertain, lack of safe sanitary facilities (toilets) and lack of potable water are some of the factors accounting for girls dropping school, or for parents preventing girls to attend school. Genuine studies to show the achievements of girls in the basic abilities to read and write, or even beyond that, are missing, but the reports prepared by non profit organization and the communities show that the number of girls in danger of falling into illiteracy is high. The former National Agency for Evaluation of Students’ Achievement (AVA), today the National Agency of Examinations (AKP), at the conclusion of graduation exams and exams of state graduation, every year drafts and publishes “The report on graduation exams results” and “The report on results of state graduation”. From the data of the Living Standards Measurement (2008), it can be seen that in the age group under 54, the illiteracy rate is generally

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<sup>31</sup> INSTAT, Femra dhe Meshkuj, 2009

<sup>32</sup> A study of the International Organization for Solidarity, supported by the Spanish Government reports figures up to 15% for school drop rate after the lower cycle in the Tirana and Shkodra districts. The data of the study were made public in the daily press in November 2008.

<http://www.shekulli.com.al/news/194/ARTICLE/36699/2008-11-26.html>



higher among males than females. On the other hand, we note with concern that the younger the age, the higher the illiteracy rate. Thus, while for the age-groups 45-54, the illiteracy rate stands at 1% and 0.5% for males and females respectively, for the age group 15-24, the figures are 1.8% and 1% respectively, while for the age-group 25-34 years, such figures are even higher.<sup>33</sup> A real challenge to school attendance are the "informal" costs of education, which incur a financial burden on the poor families and which may be linked with the fact of dropping school, particularly in the poorest rural areas of the country. Furthermore, social and cultural reality supports the conclusion that girls abandon school more often and at an earlier age than boys in order to contribute to the household economy, or to get married at a very young age.

In the context of implementation of the strategy 2007-2010, public education has managed to register steps towards the institutionalization of gender equality: the Curriculum Framework of Pre-university Education has been revised from a gender perspective (IZHA 2008), the Teachers' Standards have been revised from a gender perspective (IZHA, 2008), the criterion of gender equality has been proclaimed as one of the criteria for selection of textbooks (Altertekst, MoES 2008). The Curriculum Framework of Pre-university Education and the Teachers' Standards combine commitments of education on gender equality with other curriculum elements, making possible to use interactive methods in teaching. In the system of job training of teachers of the primary, **eight-year** and high education manuals on gender equality for teachers and students have been used and respective trainings have been organized on their use. Public Universities that train teachers have also played a role. The contribution of the NPOs as collaborators in this sector is considerable.<sup>34</sup>

The interventions made to include the gender dimension in education strengthened the cooperation potential within the education system structures. The studies, trainings and revisions of the curricula were made by internal actors of the pre-university and university education, supported by the strategic donors. For the interventions in the curricula and the criteria for the approval of the textbooks, the MoES, the Institute of Curriculum and Trainings (today the Institute of Education Development) and the Board for the Approval of Pre-university Education (BAPUE) worked with the assistance of the UNDP and SIDA. The gender studies and analysis, the reflections and interventions in the university curricula of the public universities, mainly in the programs for the training of teachers, school psychologists and social workers were made in cooperation with internal sources and international donors. The opening of the program "Master in Gender Studies" at the Tirana University was assisted by the UNDP and by foreign expertise. There were gender inputs received and follow ups organized in the public universities that train teachers through the network of gender trainers and centers of civic democratic education, attached to them. In the general and vocational high education, replica models for the involvement of vocational education in issues of gender equality are being set up. The study data have prompted new curriculum outputs in schools.<sup>35</sup>

Presently, there is a gender sensitive curriculum framework of pre-university education and the approval of textbooks for pre-university education is done also on the basis of gender equality criteria, the curricula of hand on teacher training is sensitive to gender equality, there is in place

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<sup>33</sup> INSTAT, Socio-Demographic Statistics on Albania – Selected Topics and Further Developments, 2010.

<sup>34</sup> Draft Raport on the evaluation of NSGE-DV, Education Objective, 27.12.2011

<sup>35</sup> Ibid.

a critical mass of experiences from the involvement of high vocational education in education issues of gender equality. In the public universities of the country (Universities of Tirana, Elbasan, Gjirokastra, Korça, Durrës and Shkodra), the curricula of teachers' initial training have been revised. Special modules and subjects of gender equality are taught in these universities, mainly in the branches of Social Sciences and Pedagogical Studies. In the universities of Tirana and Elbasan, there are special programs of study for the training of gender workers at the “Bachelor” and “Master” levels. At present, public universities are involved in the study of gender equality and domestic violence issues. The programs of training of teachers, social workers, sociologists and psychologists contain a greater number of quantitative and qualitative researches on gender identity, stereotypes, and equality. The private sector of higher education is also incorporating in its curricula gender studies subjects.<sup>36</sup>

In the preschool, nine-year and high year education system, female representation is considerable. Female teachers account for 69 percent of the teaching staff in the nine-year public education, while in the private education, this share is about 81 per cent. In the high public and private education system, female teachers account for 60 percent of the staff. In the higher public education, the share of females in the actual pedagogical staff has kept increasing each year, accounting for 47.2 percent. However it should be noted that women and young women occupy a considerable share at the level of pedagogues, where there are 925 women and 729 men respectively. However, once grades start going up, this tendency changes immediately. A total of 105 women and 327 men have the title of associated professor, but there are only 61 women and 281 men with the title of professor. In leading positions in the higher public education, there are men 10 but no women rector, 10 men are and three women are deputy rectors, and 29 men and 11 women deans, while 105 men are department chiefs as against 47 women.

**Challenges.** Despite achievements, the low female representation in leading administrative positions remains a challenge; the application of special measures to promote young women flow to high vocational education; the drafting of policies for the inclusion of young women with disabilities, women from remote rural areas, women from special linguistic and ethnic communities, mainly Roma; the training of teachers, gender experts, social workers, psychologists and sociologists to address the specific needs of boys and girls in education; and the reduction of gender stereotypes through the educational system.

### ***Social Protection***

The political and economic reforms in the 90s were coupled with an increase in the number of persons exposed to poverty and social exclusion. In order to alleviate such problems, a special system of social protection was put in place based on programs of (1) social insurance, (2) economic aid, (3) reliance on revenues of disabled persons, and (4) social services. The assessment of the vulnerability and social problems of the individuals (women and men) often implies determination of the level of their social exclusion from the normal life of society, lack of measures and policies for the protection of their rights, and lack of opportunities to use the services available in their communities. The growing vulnerability has defined unemployed women as one of the main groups at risk and with social problems. Unemployment among women makes it hard for them to break away from a violent partner and this is seen as the main

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<sup>36</sup> Draft Report on evaluation of NSGE-DV, Objective of education 27.12.2011

factor leading to other phenomena like divorce. In the last years, the number of women heads of households has grown, mainly due to a higher divorce rate (which in 2009 was 17 per 100 marriages, as against 9 per 100 marriages in 2001<sup>37</sup>). Female heads of households benefit economic aid or family pensions when their spouses were employed, and humanitarian aid and employment services offered by the NPOs. At the end of December 2010, the number of unemployed women was 72,857; a total of 4,692 received cash unemployment benefits. The number of households with female heads that receive special benefits from the local authorities in addition to the economic aid is 556.

Social services for women have been set up based on the principle of social welfare state that provides social protection through meeting the human needs for education, health, accommodation, and social safety. These services have aimed at protecting, rehabilitating and developing individual opportunities for women, mainly for mothers with many children, Roma and Egyptian mothers, mothers/households with orphan children after 18 years, and so on. This assistance over the years has been provided through two main mechanisms; cash transfers in the form of economic aid and public or private services for women in need.

While cash transfers for social insurances are provided in the form of family pensions for persons under the dependence of the main insured person, the program of economic aid ensures social protection for the poor families. Through this program, a minimal financial support is provided to meet the most basic living needs for families without any revenues or with revenues defined as being "under the official poverty line". The households with female heads, mothers with many children and households that have in their composition orphan children or children born out of wedlock (girl mothers) have priority among the beneficiaries of economic aid and other temporary social benefits. Prioritization of the needs of women as women with many children or unemployed women, or elderly women and so on is done in some municipalities and communities, but is not accompanied by supportive policies for them. The specialized social services for women at risk and in need are often provided at national services centers, which makes it hard for them to have access to. The social picture of elderly women and women with disabilities is almost missing. Their economic situation, the services for a normal life, sources of nourishment and health care are not identified. The local policies and services offered by various NPOs specifically for elderly women and for women with disabilities are sporadic.

Social support for women in careers through institutional favoring policies to facilitate their work with children and with family members is still not forthcoming. Women in careers are greatly burdened, something that affects the pace of their professional growth. Social services target more the vulnerable groups than the social welfare of the other groups.<sup>38</sup>

With the support of UNIFEM<sup>39</sup> (now UN Women) recommendations have been made to amend Law No. 9355 "On Social Assistance and Services". These amendments envision that victims of trafficking, households with female heads and victims of domestic violence should also benefit from the Economic Aid (EA). Thus, the EA is not going to be provided only to households but

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<sup>37</sup> INSTAT internet page

<sup>38</sup> Draft Report on evaluation of NSGE-DV, Objective of Social Protection, 27.12.2011

<sup>39</sup> ACER & ASET. 2008. Public Perception of Women Participation in Election in Albania, supported by UNIFEM. Tirana.

also to individuals.<sup>40</sup> The proposed amendments to this draft law were approved at the government meeting of 26 January 2011. Among others, the draft law provides for new categories of EA beneficiaries, such as the victims of domestic violence and the orphans not placed in institutions. The draft-law has foreseen also support for families on their way to separation, guaranteeing them support with economic assistance. So far, such cases were not provided any assistance by this program. As shown by a survey, the number of cases is 500 per year. With this improvement, there will be two measures for the calculation of the economic aid, since both spouses shall assume the role of head of household. The share each of them shall benefit will cover also the persons they are responsible for.<sup>41</sup>

**Challenges.** The challenge remains to combine the social and economic aid with specific services like employment, training, medical treatment, and support for persons with disabilities so that women benefiting from services schemes can come out of such schemes. The needs of women of the third age group remain yet unaddressed (who have been unemployed since early 90s) and for them there are no specific support services available.

### ***Health Care and Health Service***

For the Ministry of Health (MoH), the protection of women's health constitutes a priority. For this reason, its policies and strategies, supported by the UNFPA, one of the main donors in this field, place woman at the center of reproductive health services, aiming at integrating these services in the three tiers of health care, with priority given to primary health care. The constant improvement of the health both for women and men remains a major challenge. Provision of a qualitative health care is a key factor for the welfare, development and progress of the entire society.

In general, the emphasis on gender differences and issues is placed on biological differences existing between men and women. On the other hand, however, it is very important to understand that in daily life, women and men perform different activities, are part of different life realities, have different needs, and exercise different responsibilities from one another. Seen in the context of health care, men and women are exposed in different manners to health complications. This is linked not only to specificities of diseases and health complications that are different for both sexes, but also to the social, economic, cultural and even political space, which affects differently the health of men and women and young men and women. It is important to stress that the quality of the life of individuals should be seen not only from the perspective of biological differences, but also of the various roles the society expects from them. On the other hand, such inequalities are combined with the effects of other forms of divisions such as class, ethnicity or location. Taking all these into consideration, we may say that there is a considerable distinction in the ways women and men from various social groups are affected by the issue of health care. The concept of gender equality in the sector of health is linked more with the provision of fair health care for all individuals than with their equitable treatment. Focusing on the fair distribution and provision of health services for all individuals, it is possible to avoid and eliminate all the disadvantages in the health care for women and men. In the last 20 years, health care has faced challenges to offering appropriate services for males and females.

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<sup>40</sup> Group of Experts for Economic Security for women.

<sup>41</sup> MLSAEO Internet page.

Recent studies conducted in Albania shed light on some of the specific challenges that men and women face in receiving health services.<sup>42</sup>

***Reproductive health and family planning.*** The basic services of family planning were introduced to our country in 1992, after a decision of the Council of Ministers which asserted family planning as a basic human right. As of January 1993, at the order of the Ministry of Health, contraceptives are given away for free at all state health centers and social marketing of contraceptives is applied all over the country. Currently, contraceptives are offered by three sectors: the public sector (free of charge), the social marketing programs (at subsidized prices), and the commercial profit sector (at market prices). The public sector offers pills, male preservatives and injections in over 431 health facilities – maternities, polyclinics, health centers and some village outpatient clinics – as well as female sterilization and IUD at specialized centers with obstetricians and gynecologists. The National Information System of Logistic Management collects statistics on services provided and logistical information on contraceptives that enable the Ministry of Health to estimate the national demand for contraceptives and to monitor the national program of family planning.

The MoH is in the front line of the efforts being made to ensure long-term availability of contraceptives for all Albanians in need of them. Thanks to such efforts, in 2003, the MoH adopted the national strategy on the availability of contraceptives. In implementation of this strategy, the MoH has made the necessary regulations to its policies on family planning and budgets in order to ensure the availability of contraceptives. This was made possible through gradually increasing its financial resources for procuring contraceptives for the public sector. The part of contraceptives provided by the UNFPA, the only donor of contraceptives for the public sector, has been reduced proportionally to its role. In 2009, the MoH covered 80 percent of the procurement costs for contraceptives for the public sector.

Knowledge about family planning exists almost across Albania with 99 percent of females and almost 100 percent of males having knowledge at least about one method of family planning. In a survey on family planning, the married women reported that they were familiar with six contraceptive methods and married men reported that they knew of four methods of contraceptives. A total of 91 percent of married women declared that they have sporadically used a method of family planning, and only 33 percent of them reported that they have used a modern method of family planning: 11 percent are using modern methods of family planning and 59 percent are using traditional methods. So far, the most common method used by married women is withdrawal (58 %), followed by male preservative (4 %), female sterilization (3%) and the pill (2%). Women in urban areas are more likely to use methods of family planning than women in rural areas (74% and 66%, respectively). Likewise they are more likely to use modern methods of family planning (12% and 10%, respectively).

Use of methods of family planning increases in direct proportion to the level of education – a greater share of educated women with university degree use modern methods (18%) compared to women with high, vocational or technical education (12%), or with 8-year education (9%).

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<sup>42</sup> These data refer to the Demographic and Health Survey 2008-2009 conducted by INSTAT and the Public Health Institute

In the context of the activities foreseen by the NSGE-DV 2007-2010, the MoH drafted and adopted a Strategy on Reproductive Health 2009-2015 and an Action Plan attached to it, which address the highest priority issues of health care for men and women, devoting special attention to the biological and gender differences between them. A challenge to NSGE-GRV 2011-2015 is coordination with the structures of health to ensure its implementation and report on the achievements and challenges of this Strategy also to the MLSAEO, as the authority which has the main responsibility for the coordination of interventions in the field of gender equality and gender-related violence.

***Ante and post natal care.*** In Albania, the care the ante and post natal care is component part of the primary health care, which is organized at the level of prefecture and district. Albanian women may have free access to ante and post natal care. In the cities, the ante and post natal care is offered by women clinics and women centers at maternity hospitals. In villages, such a care is offered by the family doctors (general practitioners) and the nurses/midwives in the health centers. According to the annual inventory of the Sector of Statistics at the Ministry of Health, there are 108 women consultation centers in towns and 582 health centers in villages.

Albania has a well developed health system with a broad infrastructure of institutions providing health care to mothers. In general, the levels of ante and post natal health care and aid provided are high. Almost all pregnant women (97 percent) in Albania have received ante natal health by a qualified provider, at least once during pregnancy. Sixty seven percent of women had a recommended ANC visit (4 or more) during pregnancy. The share of women who had four or more ANC visits is much lower in the rural areas compared to the urban ones. (57% compared to 82% respectively). Almost all the females in Albania with a live birth in the five years before the ADHS 2008- 2009 have received ante natal care (97%) and assistance during birth (99%) by a health professional and 83% of these females have received post natal care within two days after birth.

***Natal care.*** According to statistics by the MoH<sup>43</sup>, 93 percent of births took place in health institutions, while 7 percent at home. But even in the case of births taking place at home, 6.2 percent are assisted by health personnel. Eight six percent of births taking place in a health facility were attended by an obstetrician/gynecologist and 14 percent by a nurse or midwife. The share of births on which section-cesarean surgery is performed has increased from 13 percent in 2002, to 19 percent.<sup>44</sup>

***Infant mortality.*** In the last five years, the mortality rate for children under five was 22 deaths per 1000 births and infant mortality is 18 deaths per 1000 births. Data from ADHS 2008-2009 show that there has been a decline in the infant mortality in the last five years prior to the study. For example, infant mortality dropped from 26 deaths per 1000 live births for the period 1992-2002 to 18 deaths per 1000 live births for the period 2005-2009. Likewise, a similar decline is reported also for mortality rate under five years, which has dropped from 32 to 22 deaths per 1,000 births. The study points out that the infant mortality rate was higher in the rural areas (24 per 1000 births) than in the urban areas (12 per 1000 births). The infant mortality rate is higher

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<sup>43</sup> <http://www.moh.gov.al/faqet/reproductivehealthS/Situationanalysisinthereproductivehealthsector.pdf>

<sup>44</sup> Albanian Demographic Health Survey 2008-09

among the children of poor women (24 per 1000 births) than among children of women with a higher index of economic situation (17 per 1,000 births).

***HIV/AIDS.*** The current low rate of HIV infection in Albania offers possibilities for early interventions and for the prevention of the further spread of the disease. The majority of cases with HIV in Albania have been diagnosed among men and women in the age group 25-44 years. However, as of 2000, a higher share of women have been infected with HIV/AIDS.

***Problems related to access to health care.*** Almost nine out of ten females (87 percent) of the age group 15-49 years and four out of five males (80 percent) of the age group 15-49 years report to have had at least one problem with access to health care. The most common issues reported by women and men are related to having to pay money under the hand to the health care personnel (56 and 62 percent, respectively), lack of supplies or equipment (63 and 55 percent respectively), lack of medicaments (54 and 52%, respectively), absence of available medical staff (50 and 45%, respectively). From observations on the ground, it has been identified that many medical equipment like mimeographs are designed in such a way as not to be accessible to women with disabilities who have to use wheel chairs.

***Decision taking for health care.*** Two women out of three (66%) report that they take joint decisions about their health care with their husband or partner and 61 percent take joint decisions on major purchases for their homes. Fifty seven percent of married women say are the ones that mainly make the decisions on the daily purchases for their families, while 63 percent make joint decisions with their husbands on visits they pay to their family members of relatives.

***Health insurance.*** According to the Demographic and Health Survey 2009, three out of four females and males (79% and 71%, respectively) are not covered by any health insurance plan. Fifty percent of males and 21 percent of females are covered by state health insurance, and more than one out of ten females (11%) and males (13%) are covered by state health insurance. Three percent of females and 5 percent of males have voluntary health insurance plans, and only 2 percent of females and males are covered by private health insurance. Older females and males are more likely to be covered by health insurance compared to people of a younger age. One third of the interviewees living in urban areas and those living in urban Tirana are covered by health insurance, compared to 11 percent of females and 21 percent of males living in rural areas, and 17 percent of females and 26 percent of males living in mountainous areas. The paid employment of females is closely linked with their accessibility to health insurance, while for males; this connection is not that strong.

***Challenges.*** Some of the challenges faced have to do with the fact that reforms in the sector of health care are still underway. The health insurance scheme should be revised to include the free vaccination of women against **HPV** and be better synchronized with medical services. There is a need for information means on the functioning of the public medical services and on the promotion of the culture of health care. Sexual education of adolescent young women and men should be improved; efforts must be intensified to prevent early undesired pregnancies and to control the sexually transmitted diseases, including HIV/AIDS. In addition to them, at the policy level, it is necessary to strengthen the capacities of policymakers and decision-makers to use statistical data.

## ***Media***

It is hard to give an idea of the current situation in the media since the most recent studies date back to before 2007 when the NSGE-DV 2007-2010 began to be implemented. Based on these data, the Albanian media reflects very little or not at all the concerns facing the Albanian women, such as access to education, employment, issues of domestic violence, sexual harassment, even when such phenomena become part of the public debate. The portrayal of the female figure is often accompanied with unethical, insulting and denigrating lexicon. It happens that the publication of reports on real events is done in the light of prejudices and events are reflected under the influence of negative stereotypes. The female figure, in most cases is portrayed in the position of the victim or the object of sexual desire, and it is very rarely that she is presented as an individual who contributes to the development of the society not only by virtue of her share in the population but in particular, by virtue of her values. The traditional stereotypes of women are clearly applied in the media, where the figure of this part of the population is portrayed as economically and emotionally dependent, weak, professionally incapable on the one hand, and as devoted housewife, family oriented, and a worthy mother and spouse on the other. A tendency is noted in the media that when there is a need to refer to sources or statements and opinions in various fields, they turn to the males, in particular in the area of politics, economy, sports, and others. The voice of professional women is very little reflected and is quoted very rarely by the media.

***Reflection of gender roles.*** From the monitoring of the four printed media outlets with the highest circulation in the period January-March 2009,<sup>45</sup> it was observed that 140 articles were written on issues related to women, of which 95 are about women in decision-making and political positions and 45 others about employment and politics and discrimination at work. It was also noted that during the observed period, there was a growing tendency to present women issues in the media, with the number of articles reaching 87 in March. This is probably related also to the added activities of the non profit organizations in the pre-election period, which cooperated with the United Nations and other organizations and stepped up their efforts to enhance participation of women in election, both as candidates and as voters. The numerous trainings of reporters and journalists on the gender equality and domestic violence issues, in implementation of the NSGE-DV (2007-2010) seem to have had a positive impact on the media, since from the printed media monitoring in the first quarter of 2009, it was seen that the media succeeded in reflecting the fact that women have sufficient potential and expertise to make possible her involvement in decision-making and policy-making processes, that she is capable of ensuring and disseminating accurate and coherent information and that represented women can exert pressure on the political class and governance, bringing existing problems to light. Nevertheless, irrespective of positive developments, the sexist language, gender stereotypes and prejudices against women continue to prevail in the media.

***Ratio of men and women journalists in the media.*** A problem for the Albanian media remains not only reflection in it of the Albanian macho reality in society and the deformed gender roles, but also the fact that Albanian reality is reflected in the very structure of the building and functioning of the media itself. Thus, the ratio between men and women journalists is obviously

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<sup>45</sup> Center for Gender Alliance for Development, Addressing of Social Issues by the Media – Gender Mainstreaming, 2009.



in favor of the former and the higher one gets in the media management hierarchy, the higher this ratio is. From a survey reported by Tamo and Karaj in 2006, which referred to the NSGE-DV (2007-2010), it turned out that the ratio between women and men reporters covering social issues is 55% /45%; culture and sports, 45% /55%; politics 35% /65%; economy 40% /60%, of analysts 8% /92% in favor of males. In total, the share of females working as print media reporters is about 40%, while in the visual media; they represent 60% of anchors and 68% of reporters. Female reporters are asked to address topics about social issues, environment, and education and recently the ratio between men and women reporters has begun to change also in the political field, although this ratio is nevertheless low when it comes to international issues or political analyses, which remain male domain. Media monitoring in 2009 by the Center for Gender Alliance in Development pointed out that out of 140 articles monitored, 17 were written by females, and 40 by males, while the remainder could not be identified because they had either used initials, or were anonymous. Although now in the faculties of journalism they address diverse topics related to gender equality, monitoring of 2009 indicated that only in 20 percent of the cases, women were interviewed, in the remainder of cases, they were merely referred to as inherent part of the news or were mentioned by third parties, showing therefore that women say was disregarded.<sup>46</sup> From such a monitoring, it can be seen that the news agenda is dominated by the election process, the judiciary, politics and integration issues, which are considered “hot” issues and account for 79.2% of the news, as against 20.8% by issues seen as “soft” or, less important to be reflected in the media such as: social, education and health issues, etc.

Another worrying concern manifested by the Albanian media market is the informal work done journalists. Most of them work without any work contract and are not insured. According to a study by the MLSAEO (2003), 75% of reporters have no work contract; while in April 2006, the Trade Union of Albanian Journalists declared that this number had reached 90%. On the field reporters turn out to be the most discriminated and vulnerable ones. Therefore, it is understandable that they who are unable to protect and represent their rights will likewise be unable to protect and reflect properly the interests of a society and a given social group. More recent studies on this situation are lacking.

**Challenges.** Taking into consideration that the media should be a partner in all government commitments towards gender equality, it is recommended that actions are taken that can have an impact on the improvement of relations among the implementing agencies of the strategy and the media. These are linked with a better cooperation among them for the dissemination of information, awareness raising and information campaigns on gender issues and the relevant legal framework through the introduction of announcements on public services available. Revision of the Law on the Media from a gender perspective, the drafting of editorial gender mainstreaming policies by the media and the constant training of reporters on gender equality would make possible to better address gender issues and the implementation of the strategic interventions in other sectors covered by the government.

### ***Domestic Violence***

Under Albanian legislation :”Domestic violence” is any act or omission committed by persons who are or have been in family relations, which as a result brings about the violation of the

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<sup>46</sup> Center for Gender Alliance for Development, Addressing of Social Issues by the Media – Gender Mainstreaming, 2009.

physical, moral, psychological, sexual, social and economic integrity of the person. Domestic violence is often a covert crime.

INSTAT in cooperation with UNDP and UNICEF in 2009 conducted a national survey on domestic violence.<sup>47</sup> This was the first national survey that offered full and detailed figures on domestic violence. It showed that out of 1590 interviewed women, at least 56 percent admitted to have suffered one or the other forms of domestic violence. In relation to the risk factors, the survey identified that women who did not work outside home, had obviously greater possibilities to experience emotional abuse than women who worked outside home at the time of the survey (82,5% as against 74,3%); women with university education (46,0%) were less likely to experience psychological abuse compared to women with high education (56,2%), nine-year education (56.9%), 0with primary education (62,5%) and uneducated women (66.7%). Likewise women with university education were less likely to be physically maltreated or to be emotionally abused by their spouse or partner compared to women with lower educational level. Women with primary education (70.4%) were those who mostly reported physical violence exerted against them by their spouse or partner. Women in rural areas testified more to emotional and physical violence than women living in towns.

It has been well documented that violated women do not sustain only one form of domestic violence – emotional, psychological, physical, or sexual – often; they experience simultaneously multiple forms of violence. Emotionally abused women often experience also psychological abuse, emotionally and/or psychologically abused women are often violated also physically by their spouse/partner...<sup>48</sup> Emotional abuse is a precedent to other forms of abuse and violence in marriage or intimate relationship. A total of 82% to 88% of women who had experienced domestic violence reported that violence – emotional, psychological, physical and/ or sexual – had begun in the first three years of marriage or coexistence with their spouse or intimate partner. From the women who reported inability to work because of cuts, bruises or pains, 81.6% had suffered temporary ability to work for one to three or four days.

Violated women do not seek assistance from specialized bodies. Ninety seven percent of women have sought assistance from their families, 34.0% from the family of the spouse/partner, and 13.9% from other relatives. Thus, from this survey it can be seen that women are still hesitant to take their problem outside the family circle. Domestic violence against women does not always come from spouses, or current or ex partners. Other family members (e.g., parents, brothers, sisters, in-laws, or other relatives) commit acts of physical violence against women. Although often violence comes to an end with the termination of marriage, 60% to 67% of divorced or separated women reported that they were currently experiencing one of the forms of emotional abuse, compared to 85% to 96% of married women or the women who cohabitated with a partner.

Often, in a family violence against women coexists with violence against children. Children are the forgotten victims of domestic violence. From the survey, it was seen that out of 146 children

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<sup>47</sup> INSTAT, 2009. « Domestic Violence in Albania – National Survey»

<sup>48</sup> 60.6% of women emotionally abused by their spouse/partner were also psychologically abused. In addition to that, 44.9% of emotionally abused women were also physically and sexually violated. A total of 15 percent were also sexually violated by their intimate partner.

who had been present during acts of domestic violence, only 23.6% had told someone about this violence. The same survey reported that from 991 interviewed children, 57.7% reported that they were physically beaten by a family member. Children in rural areas (66.4%) were more likely to be given slaps and blows or kicked by a family member compared with children in the urban areas (50.4%). In the violence used against children, the survey identified also gender differences. Thus, young men were more likely than young women to be subjected to physical violence at home. In compliance with the conclusions of the world literature according to which violated women are more likely to use violence against their children than women who do not experience violence, the survey pointed out that violence against children is used mainly by the mother (or stepmother), followed by the father (or stepfather) and then, by brothers and sisters. Such a data may testify also to the stereotype norm prevailing in the Albanian society where the care and education of children is seen more as the duty of the mother and the women. It is also noted that fathers use more violence against their sons than against their daughters, while mothers use more violence against their daughters than their sons, which may be an indicator of the gender division of parent roles in the “disciplining” of their sons or daughters.

Another significant fact identified by the national survey on violence was the connection between the educational level of the spouse with the violence against women. The women who reported that they were not violated emotionally, psychologically, physically or sexually, in most cases declared that their spouses were with higher education.

Unfortunately in Albania there are yet no studies that can give a clear idea about the violence used against young men and men. Studies from other countries and sporadic observations by the media in Albania show that typically: (1) Men are seen as if they have aggressiveness and violence inherent in them; they are not seen as being flexible, but are expected to play up the role of “males”. If they fail to fit in such a definition, they are labeled as “weak”, or “womanly”; (2) Violence against men is accepted, as easily, if not more easily, as violence against women. Despite the growing awareness of the society that violence against women is unjustified, it is still acceptable to cause harm or kill men, if there are justifiable reasons for that; (3) Men are treated as if they do not feel pain or experience the same emotions as women. If it is required that someone give or jeopardize his life, then men are chosen. When men are damaged at work or at play, they are expected to ignore the pain and go on as if nothing happened; work or play is more important than their feelings. The value of men’s lives in certain contexts may be taken as easily replaceable; (4) Young men and men are not expected to feel the need for warmth, security, attention, because this would risk their place and importance in the world. If young men and men ask for assistance, they are seen as weak and dependant and are insulted for behaving like women (5) Men are treated as if they cannot refrain from expressing their sexuality. It is believed that men cannot control the way they think, feel, appear or act in a sexual context, a reason that often leads to rapes or provocations by sexualized females.

**The Law on Measures against Violence in Family Relations.** The legal basis to address violence is the Law on Measures against Violence in Family Relations No. 9669, dated 18.12.2006. Adoption and entry into force of this law in 2006 and its amendments in 2007 and then in 2010 is a major step towards the completion of the legal framework in the field of domestic violence. This law provides two important directions for work: Firstly, it sanctions the state bodies that have the obligations and competencies to respond to domestic violence.

Secondly, the law provides for the courts to grant protection warrants, a supplementary legal instrument in defense of the victims of domestic violence. In October 2010, the Assembly of Albania adopted some amendments to the Law “*On measures against Violence in Family Relations*” supported by the Network of Associations against Gender Related Violence and Trafficking, the UNDP and UNIFEM <sup>49</sup>(now UN Women). These amendments concern among others the establishment of a national shelter for the victims of domestic violence and the legal regulation of the system of coordinated response and the referral of cases of domestic violence.

**Government mechanism addressing domestic violence.** The LDV provides for two types of responsible authorities, administrative and judiciary. The MLSAEO is the main responsible authority with a coordinating, supportive and supervisory role. The other authorities responsible like the *Ministry of Interior, the Ministry of Health, the Ministry of Justice and, after the amendments of 2007, also the Ministry of Education* address cases of domestic violence through the structures under their jurisdiction and in compliance with the competences foreseen in this law. In addition to these central bodies, the law provides for a number of duties also for the local authorities.

**Courts.** The responsibilities of the courts are closely linked with the examination of the Protection Orders and the Immediate Protection Orders, the enforcement of the LDV and other laws.

**The initiatives taken and the issues in the prevention of domestic violence and assistance to its victims.** During the 2007-2010 period, there have been considerable developments in the direction of combating the violence against women, the domestic violence and the gender related violence, both in terms of raising awareness to prevent domestic violence, and the response of the structures towards cases of violence. Firstly, with the support also of the UNDP, the legal framework on domestic violence has been enriched with bylaws that are a precondition for its implementation. Worth mentioning in this case are the bylaws issued by the Minister of Health, the Minister of Interior, and the General State Police Director. Thanks to the response of these institutions to cases of violence, the recording of data and the registration of these cases has become more structured and oriented. In the last days of December 2010, the General Prosecutor issued a circular for prosecutors, to draw their attention and give guidelines about the correct implementation of the Law on Measures against Violence in Family Relations and the penal legislation applicable in such cases.

Secondly, in implementation of the Action Plan, the units, sectors or sections responsible for issues of domestic violence have been set up at the relevant institutions of the Ministry of Interior, the State Police and the MLSAEO, and during the implementation of the NSGE-DV (2007-2010) they were trained on the phenomenon of violence, its causes, and the obligation arising for these structures from the Law on the Measures against Violence in Family Relations.

Third, trainings were organized also for other civil servants in the bodies of local government, for the medical and education staff by the Directorate of Policies and Equal Opportunities and by the Training Institute of Public Administration in cooperation with the UNDP and the UNFPA in

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<sup>49</sup> ACER & ASET. 2008. Public perception of women participation in election in Albania, supported by UNIFEM, Tirana.

the context of the Joint Program of the United Nations for Domestic Violence. Specific trainings on the correct understanding and implementation of the Law on Measures against Domestic Violence in Family Relations were organized also for a large number of judges and for some prosecutors.

Thanks to the large scale trainings, the work of these structures has been improved. The number of individuals who turn to the court because of violence and the number of protection orders issued by them has increased.<sup>50</sup> It can be noted that during the years that the NSGE-DV 2007-2010 has been under implementation, the number of courts granting protection orders for victims of domestic violence has increased. Now, not only the courts of the large cities, but also those of smaller towns can grant such orders. The increase of the number of rulings on protection orders issued by the Courts shows that the level of awareness, response and trust of the victims of violence in the protection system has likewise grown. However, the execution structures do not keep up with the pace of the work of courts, and find it hard to execute the court decisions. The bailiffs, the administrative staff of the courts, the forensic experts, the lawyers and inspectors of the Inspectorate of the Supreme Council of Justice are some of the professionals who have not received sufficient trainings on the implementation of the LDV, which remains a challenge to be addressed in the new Strategy.

Likewise a positive development as of 2007, the year when the LDV entered into force and the NSGE-DV 2007-2010 began implementation is the increase of number of cases reported to the police. Thus, official data from the Sector for the Protection of Minors and against Domestic Violence at the General Directorate of State Police show a considerable increase both in the number of domestic violence cases reported to the police, and the number of applications for protection orders drafted and sent to the courts by police structures.

Table 1: Number of reported violence cases according to developments in legislation and the interventions made

| <b>Year</b>  | <b>2005</b>                    | <b>2006</b>   | <b>2007</b>   | <b>2008</b>   | <b>2009</b>   | <b>First 9-<br/>months<br/>of<br/>2010</b>   |
|--|--------------------------------|---|---|---|---|--|
| Relation to the appearance of the Law and implementation of the Strategy | There was no special law on DV | With the support of donors, several awareness raising campaigns start preceding the adoption of the LDV at the end of | LDV enters into force and NSGE-DV 2007-2010 is approved | Bylaws are drafted and training begins for some disciplines | Training of police, judges, and prosecutors is completed. Trainings continue for health workers | Training of social service, education staff, civil servants in various municipalities is completed |

<sup>50</sup> Qendra per Nisma Ligjore Qytetare, Civil Rights Defenders, Raport – Zbatimi i Ligjit per Masa ndaj Dhunes ne Marredheniet Familjare, 2010

| <b>Year</b>  | <b>2005</b> | <b>2006</b> | <b>2007</b> | <b>2008</b> | <b>2009</b> | <b>First 9-<br/>months<br/>of<br/>2010</b> |
|--|-------------|-------------|-------------|-------------|-------------|--|
|  |             | this year   |             |             |             |  |
| No of cases reported to the police                             | 94          | 208         | 274         | 822         | 1217        | 1423                                       |
| No of applications for protection orders drafted by the police |             |             |             | 377         | 841         | 859  |

It is often declared that the trust of citizens in the police bodies, the courts and the NPOs offering legal, social, psychological and medical services for victims of domestic violence has grown.

Fourth, in addition to the work with special professions, in the context of implementation of the Action Plan of the NSGE-DV 2007-2010, efforts are being made to set up systems of coordinated response and referrals of cases of domestic violence, composed of government actors from various disciplines and non- government actors offering various services to the communities for people affected by violence. This is a strategy that defines the methodology for the treatment of violence. Such a referral system is established in nine pilot cities and is being installed also in eight others. Based on the pilot experience, work is underway to extend this model to all the other units of local governing. For this purpose, the amendment of the law on the establishment of the coordinated response network against violence was just made and a bylaw is being prepared to implement it. With the adoption of this act, the challenge remains to set up the system in all the other municipalities, and in particular, to establish such an interdisciplinary cooperation also in communes, where it has never been piloted in the past. The purpose of this system is to address violence where it occurs.

The community has also increased its sensitivity to domestic violence. The role of local authorities has begun to be felt. So far, information structures about domestic violence represented by social administrators have been set up whose job descriptions include the follow up and addressing cases of domestic violence. On the basis of projects, some municipalities have obtained gender staff and have started work to set up structures and services for the prevention of violence and treatment of victims, such as temporary shelters or free telephone lines. The challenge remains to ensure their sustainability after the completion of projects, which makes it necessary to provide financial support for the few municipalities, which now have in place such services. The insufficient budget for the organs of local authorities often is referred to by various actors working in the field of domestic violence as the reason for the lack of social and support services for the victims.

In 37 municipalities and 23 communes there are social administrators appointed whose job descriptions include also issues of prevention of domestic violence and treatment of its victims. The licensed NPOs dealing with domestic violence have been identified so that work is coordinated to set up a response and referral network against domestic violence. Lack of

telephone lines in most of the local governing units to report the cases of violence has become an obstacle in the conditions of a growing awareness to denounce them. Another challenge for the new strategy remains the installation of a national non stop telephone line to deal with cases of domestic violence, which should then establish connections with regional, local lines that are closer to the places where violence takes place.

Fifth, in order to address the marked insufficiency of sheltering services for the survivors of domestic violence and in implementation of the Action Plan of the NSGE-DV, the MLSAEO, the General Directorate of State Social Services and the Tirana District Council, with the technical and financial support of the UNDP, concluded in 2010 the preparation of a building to accommodate 30-40 survivors of domestic violence. The challenge of this strategy remains to offer services of international standards in this Center, its constant support with funds to ensure the proper functioning of the services offered by it, and to offer new residential and rehabilitating services also in other areas of the country, in order to meet the high demand of the citizens and the standards of the Council of Europe. Furthermore, a new duty in the context of the action plan of this Strategy remains the finalization of the regulatory framework for the functioning of this Center, drafted in the context of the implementation of the NSGE-DV (2007-2010).

The number of psychologists working in the network of social services for women has increased to deal specifically with the traumas of domestic violence. Specialists are becoming more aware of the need for specific training to treat violated women and children. The challenge of this Strategy remains to place such specialists with the health services facilities, in order to meet the legal obligation (under the LDV) of health facilities to offer also psychological assistance in addition to the medical assistance for the traumas suffered by the victims of domestic violence.

***Education of children and youths.*** The education system has been identified as very important in changing the stand of the young generation. The analysis of the activity in this field shows that in the sector of MoES, there are no clear policies for the establishment of an organized model that can guide the specialists of the curricula and textbooks, the teachers and the other education specialists to address the issue of domestic violence. Addressing of domestic violence is given as a recommendation to be implemented in schools, but the school curricula do not provide for knowledge on violence (such as children abuse and incest, abuse of the elderly, physical and emotional abuse, sexual abuse) as part of the general knowledge. Furthermore, not all the teachers master the appropriate methodology to offer the necessary knowledge, nor can they show the necessary capabilities and behavior so that students can identify violence and respond to it. Nevertheless, the implementation of NSGE-DV brought about progress also in the commitment of the education structure and personnel in the fight on domestic violence. In addition to the progress made in the field of preparation of specific materials aiming at gender mainstreaming in every subject, training programs for gender mainstreaming in the teaching process, textbooks and the entire education system have been organized with teachers, directors of education institutions, drafters of textbooks, pedagogues of pedagogical faculties and certifying authorities of textbooks. A total of 369 trainings have been organized for education workers on the education of students on domestic violence, but also on the steps that school institutions may undertake to protect their students against violence. Present at such trainings have been teachers, psychologists and heads of education institutions from four districts of the country, Tirana, Durrës, Korça and Berat. However, the training sessions should continue to

cover also the other districts. The violence used against children is identified, addressed and treated by the social workers, the educators, the parents but not everywhere they are aware of the institutions and specialized services they can turn to help children. The role of the psychologist and the social worker is not sufficiently incorporated in the school educational activity.

With the recent amendments to the LDV, it is possible for the persons whose duty it is to take care of the children to file lawsuits with the court asking for protection orders or immediate protection orders for minors. Having the pedagogical staff become aware of this new legal remedy available to them will enhance their commitment and role to protect violated children and prevent further graver episodes of violence against them.

However in order to raise the awareness of students, teachers, parents and the community about schools, for some years now, but particularly following the adoption of the NSGE-DV, large scale campaigns for their education with the concept of gender equality and domestic violence have been organized as well as to inform them of the new legal possibilities offered by the LDV. These annual campaigns organized with the participation of the MLSAEO through its education directorates and especially the United Nations have been linked mainly with the global campaign of 16 days of activism to end violence against women (25 November -10 December). It is believed that increase in the number of cases presented to the courts and the prosecutor's office, has been partially affected by such information and education campaigns.

Positive models for the education of students with gender equality mentality and against domestic valence are found in the two textbooks, one for students and one for teachers, prepared by the civil society in cooperation with experts of various fields and supported by the donors, which have the potential to ensure the continuous education of school youth with just concepts on gender identity in relation to the environment, the media, domestic violence, reproductive health, European integration, and others.<sup>51</sup> In implementation of the LDV and recognizing the important role of the education system, this Strategy guides the issue of addressing gender based violence and education with the concepts of gender equality in the Strategy of education sector and the relevant action plan, retaining the coordinating relationship with this Strategy and facilitating the monitoring and coordinating role of the MLSAEO in this field.

Progress has been noted also in the field of higher education, and specifically in the introduction of various subjects, modules or topics in the field of gender equality and gender violence in the faculties of law, medicine, nursing, social sciences, the School of Magistrates and the Police Academy. Nevertheless, being new subjects, they need to be further consolidated and improved and to enhance cooperation among them and public institutions and policymakers, where studies and researches can supply information and ideas to the policy formulation processes.

***Provision of health assistance with the focus on prevention.*** One of the aims of the Albanian public health sector during the implementation of the NSGE-DV 2007-2010 has been to address domestic violence as a public health issue. For this purpose, during the implementation of the Strategy, considerable efforts have been made to improve the response of the health care to

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<sup>51</sup> Gender Alliance for Development Center 2009. «Gender Identity and Human Rights, such as citizenship, domestic violence, European integration, the media, reproductive health, career development, and environment (A book for students and a book for teachers).



domestic violence through public policies, health education and preventive efforts. The orders given by the MoH to the grassroots to implement the LDV have had the following outcomes:

1. Have made it compulsory for the hospitals too (not only for the health centers and medical emergencies) to offer services to the victims of domestic violence even when they are not part of the health insurance schemes;
2. Have laid down the rules on the documentation and registration of such cases, which has created a regular practice of keeping statistics on domestic violence;
3. Have given instructions on how to fill out the medical report issued to the victim, which may be shown by her to the court at the latter's request.

The MoH has also drafted the standard protocol for addressing cases of domestic violence as it has done for all diseases. As mentioned earlier, in order to ensure the correct knowledge and implementation of such legal requirements and bylaws, the MoH, in cooperation with various donors, has organized training sessions which have benefited 2400 doctors, nurses and midwives in the centers of primary care, medical emergency wards and maternity hospitals. This training program has been among the first accredited by the competent institutions for vocational training and certification of health workers. A challenge for the revised Strategy remains to raise the awareness of the Directorates of Public Health to realize with its own resources and in cooperation with specialized international organizations in this field the training of the other health workers under the dependence of these directorates and to monitor the extension and quality of this process.

Finally, as was mentioned above regarding provision of health care in the conditions of equality between women and men and sensitive to gender and sexual differences between them, the MoH has underlined as one of the strategic objectives of the Strategy on Reproductive Health the Prevention and Protection of Victims of Gender Based Violence, in particular women and children, spearheading its work up to 2015 to complete and further improve the bylaws in the field of violence, enhance the level of benefit for the victims from services offered by the health system, and further improve the system of collection, processing and reporting of data on gender based violence in all the structures of the health system and raise public awareness to domestic violence. A challenge for the revised Strategy remains good coordination among various structures and further consolidation of the supervisory and coordination role of the MSAEO as the main authority responsible for it.

**Initiatives Taken and Issues in the Judiciary and Protection.** In implementation of the NSGE-DV 2007-2010, a package of documents was drafted, which contains a detailed analysis of the legislation from the aspect of gender equality and domestic violence. This report is accompanied with draft-proposals for amendments to various laws in order to ensure compliance with the CEDAW standards and the EU legislation and a better harmonization of the other laws with the LGE and LDV. The package comprises among others also proposals for the amendment of the Criminal Code and the Code of Criminal Procedures in order to ensure tougher sanctions against domestic violence and marriage violations, and to enhance the powers of the bodies responsible for criminal prosecution of such cases, as was recommended also by the CEDAW Committee at the end of its comments on Albania's recent report in the summer of 2010. A challenge for the revised strategy remains the organization of the consultative process for such

draft-amendments, their adoption, and the training of the law professionals for their implementation and interpretation.

Two new developments in the field of justice, such as entry into force of the Law “On Free Legal Assistance” and the establishment of the Evidence Service offer new possibilities to combat domestic violence. Provision of free legal aid for victims of domestic violence is coming rather late, so one of the goals of this strategy is to realize it by 2015.

Improvement of data collection on domestic violence and gender based violence constitutes a challenge also for the Revised Strategy, with the aim being to affect the improvement of the policies of the judiciary system in relation to this phenomenon, but also to enhance the level of monitoring and accountability of such structures.

The response of the judiciary system towards cases of domestic violence often requires new resources and good organization of existing resources. To this end, a study is underway on the costing of domestic violence, which will pave the way for further government actions in the context of the action plan of this revised Strategy, which should be revised and updated every year, based on the achievements of the previous year and the challenges identified in the Strategy Annual Progress Report.

**Reintegration/rehabilitation.** A challenge for the revised Strategy is to increase the ratio between court decisions on the removal of the violator from marital home and removal of the victims in order to reinforce the unlawful nature of the violators’ actions and impose sanctions on him, but also to improve the conditions for the victim and her children to live a more secure and more beneficial economic life, making it less likely for them to go back to a violent relationship.

The most recent amendments to the LDV impose the obligation to ensure a coordinated response not only for the cases in question, but also to work for the rehabilitation of the victims of domestic abuses. The national shelter for the survivals of domestic violence shall have programs aiming at their rehabilitation, but the issue of their reintegration to ordinary life, independent of the violator and hence free from further violence still remains a problem. “...until the government addresses the issue of systematic institutional and social discrimination of women, including the various opportunities for employment, accommodation and health care, many women and their children will be unable to get away and escape domestic violence” – says Amnesty International report of 2010.

Hence, the revised Strategy tries to address the issues of budgeting through the study of costing and looking at the possibilities for setting up a special fund for gender based violence and for using the existing funds such as the Fund for the Development of Civil Society and the undistributed funds available to government institutions, to combat domestic violence.

While placing the stress on holding the violator civilly and criminally liable, this is seen in tandem with the need for rehabilitation services also for violators in order to ensure that they departure from violent behavior in the future.

**Challenges.** Some of the main challenges remain the constant awareness raising towards zero tolerance to violence, consultation and approval of suggestions for legal amendments to the Criminal Code (CC) and the Code of Criminal Procedures regarding the criminal prosecution of domestic violence and toughening sentences for it, in particular for those who commit murders in the name of honor or who rape their spouses/former spouses. Another challenge is also to ensure legal and psychological aid in practice for the victims of violence. Furthermore, improvement of the judicial bailiff's service to execute Protection Order and Immediate Protection Orders would be a necessary protection for violated women and girls. In this context, continuation of the training of public servants and expansion of their cycle, particularly to include the judicial bailiffs, the various employees and functionaries of the judiciary system, the health service staff, the social workers and teachers to become acquainted with the forms of domestic violence and respond to it shall increase the efficiency of interventions. Further, work should continue to raise awareness about the fact that violence against women is a cross cutting issue that requires multidisciplinary attention, but at the same time, it poses serious threat to public health; to enhance understanding of violence against women, including trafficking, through the collection and analysis of reliable data and information; to accurately disseminate the relevant information through the media and a greater role by the media in raising the awareness of the public at large; and to increase the role of young men and men in the prevention of the violence against women. Finally, placing violated women in training programs and offering them possibilities to find employment and including also the violators in rehabilitating and employment programs are two programmatic interventions that address the possibilities for a dignified life, free of violence, for all the parties concerned.

### **Government Current Performance and Directions for Improvement**

The NSGE-DV 2007-2010 was the first comprehensive government effort to address gender equality and domestic violence issues. However, the practice of cross-sector strategies is relatively new and as such it is accompanied with multi-tier challenges. Despite guidelines, it still necessary for the implementation and monitoring units (where they exist) at the central and local level to understand it. Despite achievements, evaluation showed that the effectiveness of NSGE-DV 2007-2010 has been modest and uneven; and sustainability of its results fragile. The challenges of implementation and outcomes were defined by a number of limitations. More specifically, evaluation identified the following issues to be dealt with in the future:

***More effective management and partnership.*** Built and implemented in cooperation with several actors of Albanian society, the three-year practice showed that the government can take on a leading role and carry out the necessary actions for a well-coordinated response when it has the political goodwill and commitment. However, the cross-sector nature of this strategy required a better understanding. While priorities set were relevant for the time, some of the interventions might have been realized in the framework of a sector strategy, particularly those related to education, health, and social protection; the issues of participation of young women and women in decision-taking not only in politics, but in all walks of professional and social life, should run through all the monitored interventions of this strategy as cross cutting topics. Furthermore, the structure of the implementation of the strategy was insufficient in terms of staff and administrative resources to support the high level interventions of the Strategy. Lack of an outcome based management oriented Action-Plan has made it hard to measure the progress of NSGE-DV 2007-2010. According to the evaluation, despite the efforts made, partnership and

mutual dialogue with other stakeholders such as non government organizations, local and international, or the media need to be strengthened.

***Programming as against specific interventions.*** The vision of the NSGE-DV 2007-2010 and the priority areas informed and guided the activity of the government and various donors in relation to gender equality and the fight on domestic violence. In many ways, achievements are due to specific measures described in the Strategy. Nevertheless, such an activity has remained at the level of projects and very few times has it been organized round programmatic initiatives. In fact, programmatic initiatives have come only from the donors, such as for example “Equality in Governance” by the Austrian Agency for Development. Lack of programmatic initiatives has produced only project based outcomes, without being able to give a clear picture of developments and challenges in each of the priority areas.

***Coordination of funding by the government and foreign donors.*** Since the cross-sector strategies have no financial mechanisms of their own, but depend on the availability of funds from the budget allocation of each ministry, it was necessary to coordinate the contributions of every institution. However, this Strategy failed to establish sufficient dialogue to address the various costs and benefits from the promotion of gender equality and the fight on domestic violence both at a central and local level; the strategy was not well provided for financially and depended on the contributions of the donors such as the Joint Program of the United Nations on Gender Equality.

***Monitoring of the indicators of gender equality and domestic violence.*** The monitoring of the Strategy was done on the basis of annual progress reports. The lack of clear monitoring indicators and Performance Evaluation Matrix (both adopted only in 2010) made the monitoring and evaluation of the strategy challenging. It was very necessary to develop a logical framework in the new Strategy that can determine clear performance indicators at the level of outputs and outcomes.

### **The Main Changes in the Revised Strategy**

Because of developments, achievements and challenges faced in the implementation of the NSGE-DV 2007-2010, it was necessary to revise this document in order to ensure that the directions and interventions foreseen in it reflect the current reality in Albania, the recommendations made by various local and international partners, as well as the recommendations of the CEDAW Committee (2010). Revision is guided also by other major documents that have current relevance such as Security Council Resolution 1325 on Women, Peace and Security, the EU Strategy for Equality between Women and Men 2010-2015, and the Local Strategy for the Implementation of the EU Guidelines on Violence Against Women and Girls and Combating all Forms of Discrimination against them, adopted by the EU heads of Missions to Albania.

The process of revision of the NSGE-DV 2007-2010 began with the National Conference on Gender Stereotypes held in June 2010. Present in it were about 150 representatives of central and local bodies as well as NPOs with a broad activity across the country. Split up in four working groups, respectively (1) Economic Empowerment, Education and Science; (2) Health and Social Protection; (3) Institutional Mechanism and Legal Framework; and (4) Violence against Women,

the participants gave their first recommendations about the revision of the document. Eight technical consultation meetings were held in September-October 2011 with the participation of central and local government, NPOs, donors and international partners along with 50 individual interviews with representatives from central and local government, Non-Profit Organizations (NPO), international organizations, and the academia. The aim of such consultations was to ensure that all actors involved in activities in the area of gender equality and domestic violence agree on the focus of the strategy and contribute to its formulation. The changes made and the revised interventions in the new document are related, like in the previous strategy, directly to the three strategic priorities described in the NSDI: (1) Integration into the European Union (EU); (2) development and consolidation of the democratic state based on the fundamental freedoms and rights for all its individuals; as well as (3) the achievement of a rapid, balanced, economic, social and human development. Below are the changes made to the revised document.

### ***Title of the Strategy***

The revised version has broadened its scope to address violence beyond domestic violence. Based on the feedback and suggestions of various organisms, the Revised Strategy on Gender Based Violence and Domestic Violence (GBV&DV) as a more comprehensive concept covering both domestic violence and violence against women. There are data, albeit informal, which indicate that although in a small number, men and young men are likewise affected by violence. Such a rational line follows also the principles of the strategy for diversity and for addressing the needs of all individuals irrespective of gender identity. The GBV allows for a multi-dimensional addressing of the perpetrated violence, including customary practices and traditions, domestic violence, violence in the work place and in the public spaces, as well as violence against persons with different sexual orientations. Hence the name of the revised document, National Strategy on Gender Equality and Reduction of Gender Based Violence and Domestic Violence (NSGE-GBV&DV), which hence on in the text will be referred to as the Strategy.

### ***Vision and Principles of the Strategy***

During the consultation process, various actors have agreed with the proposal that the revised Strategy have a clear, concise and comprehensive vision that is linked with the Government commitment to address gender equality and gender based violence, hence the vision of the Strategy was revised to comply with such a requirement. Clearly it covers both women and men, in order to stress that gender equality issue is not an issue that concerns women alone, but the whole society. Attached to this vision are the principles (missing in the NSGE-DV 2007-2010) which help realize this vision. These principles shall guide and be at the foundation of all the steps taken to implement the interventions of the Strategy and should be embraced by all the stakeholders involved in the implementation of such interventions. Chapter II introduces the vision and principles of the Strategy.

### ***Reprioritization of Areas***

The current Strategy has reduced the number of priority areas for interventions from eight to four in order to focus better on the resources and improve monitoring of the implementation of the Strategy. These are: (1) Legal and institutional mechanisms to ensure gender equality in Albania; (2) Gender balance in decision-taking; (3) Economic Empowerment of Women as one of the fundamental conditions for attaining gender equality; (4) Reduction of Gender Based Violence, divided according to these categories: prevention, response, rehabilitation and reintegration.

Education, Social protection and Health (set as priority fields in the NSGE-DV 2007-2010) have been included in the Economic Empowerment of Women because interventions in these three areas have a direct impact on the economic empowerment of women. Education is one of the best means to empower women in acquiring knowledge and building capacities and self-confidence, which are highly necessary for their economic independence and active participation in the development of the country. Therefore, the interventions linked with the building of human capital of women such as greater access to a qualitative education and their participation in study branches that are stereotyped as non traditional for them have become part of the priority of women's economic empowerment.

Social protection ensures economic security to women in needy situations. Combination of employment and social protection programs that are sensitive to gender identity make possible to alleviate the effects of reforms among the groups in need, which often involve women. As can be seen from the analysis of the current situation, many women are excluded from unemployment benefits, pensions coming with older age and benefits for child care, or have only minimum benefits. Social protection should fulfill the economic rights of women in situations where for various reasons women are more vulnerable. Therefore, such interventions as improvement of the legal framework on social protection have become part of the priority for the economic empowerment of women.

Finally, health has likewise become part of the strategic priority of the economic empowerment of women, since lack of access to responsible services of health care and reproductive health have a direct impact on women's economic involvement. Although women live longer, they are more exposed to diseases and abuses; given their primary role as care providers for the rest of their families, they spend more time to improve the quality of life for the children and the family than for themselves and have less time available to work in profitable jobs and ensure economic independence. Fertility rate and good nutrition are directly linked with education and gaining of revenues, hence interventions that improve access, knowledge and practices of good health among women and men have become part of this priority.

The seventh priority of the NSGE-DV 2007-2010, the media, is integrated in all the current priorities of the Strategy. Recognizing the powerful awareness raising role of the media, the Strategy sees the media not merely as an ally in giving information on the legislation and other aspects of the reality such as social, political, economic and cultural aspects, but also in combating the stereotypes encountered often in the Albanian society. Through horizontal interventions, the Strategy aims at creating more possibilities to help in this mission through the revision of the law on the media, the promotion of the revision of editorial policies and the regulation of gender balance in the ranks of reporters and journalists and other media workers.

### ***Improvement of the Outcome Based Monitoring System***

Evaluation showed that since the implementation of this strategy was more outcome than output oriented in its expectations from such interventions or outcomes, this makes monitoring at the level of outputs impossible. In keeping with the efforts of the Albanian Government to monitor it on the basis of outcomes and not the outputs, the current Strategy resumes the aims of each priority field and links them with the specific objectives and outputs. The output indicators were

set on the basis of the initial information that was obtained from the process of evaluation of the NSGE-DV 2007-2010 and the targeted achievements up to the end of 2015. For this reason, this document is accompanied also with a Logical Framework, which presents a summary of what is expected to be achieved in the years of the implementation of the Strategy.

## CHAPTER 2: VISION, PRINCIPLES, STRATEGIC GOALS AND PRIORITIES

### Vision

The Strategy vision is linked to the long-term commitment of the Albanian Government; it guides the implementation of this Strategy, and simultaneously extends beyond its duration. This vision will guide the continuous efforts of the government and the Albanian society in general toward the achievement of gender equality and reduction of gender based violence. This vision is: “A society in which gender equality is respected and appreciated, taught, supported and promoted, gender based violence of any form is not tolerated, but is punished, victims of gender based violence are supported and protected and equality in opportunity and treatment is a reality for all women and men.”

### Principles

**1. Gender equality is intertwined with the fulfillment of human rights:** recognition and respect toward gender equality is a pre-condition to meet the obligations that derive from Albania’s commitment to respect human rights.

**2. Gender equality is a cross-cutting development issue.** While women’s empowerment and autonomy, improvement of their political, social, economic and health status are important goals in their own right, advancement of women is simultaneously a key factor in the overall development of Albania, and as a result cross-cuts all areas of political, economic, social and cultural life.

**3. Sensitivity towards needs of both genders:** respecting and responding appropriately to the needs of girls and women, boys and men of all categories. Women and men have different needs and perform different roles in society, have different experiences and tackle different forms of discrimination and disadvantage. Thus, actions that promote equality in opportunity must take into consideration these needs and experiences.

**3. Diversity:** recognizing and appreciating diversity among girls and women, boys and men in terms of age, disability, sexual orientation, gender identity, ethnic and social origin, religious observance and life choices, and taking account of it, thus avoiding stereotyping on the basis of group characteristics.

**4. Inviolability of human dignity and integrity:** respecting, guaranteeing and supporting a life free of violence for all; violation of any form is an attack on human dignity and infringement of human rights, therefore it shall not be tolerated.

**5. Inter-institutional partnership and the cross-sectoral nature of gender equality:** promoting a partnership approach in which government bodies, civil society, and private businesses can work productively together to address gender inequalities and injustices for both women and men. Gender issues do not concern and are not addressed by a specific sector or institution alone. They are equally important and applicable in the various settings including schools, health care institutions, courts of law, election posts. As such, it is important that sectoral groups that work on issues including health, education, justice and democracy building have their responsibilities to take actions described in the strategy. The Action Plan in each



priority area indicates the respective sectoral strategies and responsible institutions/partners that will assist with the implementation of this plan; however, line ministries, local government and other partners are encouraged to engage in gender equality actions, as part of their institutional commitment. Using the Action Plans of the Strategy as a guide, they draft annual work plans that address issues of gender equality in the sectors covered by each institution. MoLSAEO will make continuous efforts to ensure implementation of these plans through regular monitoring.

### **Strategy Goal and Outcomes**

As a cross-sectoral strategy, NSGE-GBV&DV outlines the institutional ways and mechanisms to include gender equality in public policy, lessen gender discrimination, as well as prevent and fight gender based violence. Actions taken within the framework of this Strategy will contribute towards the achievement of four strategic outcomes, which in turn impact reaching the Strategy vision:

**Strategic Outcome 1:** All Albanian citizens (women and men) enjoy freedom from violence and rights in practice and take on responsibilities in society;

**Strategic Outcome 2:** All Albanian citizens (women and men) have employment and economic, social and political activity aligned with and appropriate to their abilities and experiences;

**Strategic Outcome 3:** State institutions and practices protect all Albanian citizens (women and men) from violence and support them to facilitate their full participation in society irrespective of gender;

**Strategic Outcome 4:** All Albanian citizens (women and men) contribute in the economic, social and political development of Albania and the integration processes to the EU.

### **Strategic Priorities and Objectives**

The revised strategy has four priority areas. Interventions in these areas will lead to specific, measurable, achievable, realistic and time bound results. The priority areas are:

- Strengthening Institutional and Legal Mechanisms (National Gender Machinery);
- Increasing Women's Participation in Decision-Making;
- Empowering Girls and Women Economically;
- Reducing Gender Based Violence.

The following strategic objectives by priority area are set:

#### ***Strengthening National Gender Machinery***

The strategic **goal** for this priority area is: Strengthen the National Gender Machinery to promote advancement of gender equality and ensure fulfillment of human rights for all Albanian citizens (women and men).

This goal is achieved through the following **objectives**: (1) Improve the National Gender Machinery at the central and local level to fulfill its duties as foreseen in the GEL; (2) Review Albanian legislation to determine compliance with international and national documents concerning gender equality and non-discrimination; (3) Increase the capacity of central and local government to implement and monitor the legislation and strategy on gender equality in Albania.

Expected **outcomes** by 2015:

- (1) Gender is mainstreamed in sectoral policies, strategies and programs;

- (2) Cross-sectoral interventions on gender mainstreaming have the necessary financial, human and technical resources;
- (3) All public agencies and all public officials (men and women) share responsibility for progress toward equality between women and men;
- (4) Updated data and information on progress regarding status of men and women in society.

### ***Increasing Women's Participation in Decision-Making***

The strategic **goal** of this priority area is: Empower women and girls through participation in decision-making.

This goal will be achieved through these **objectives**: (1) Take measures that ensure full access and participation of girls and women in politics; (2) Increase representation and participation of women in decision-making at least 30% in all decision-making sectors through application of temporary special measures; (3) Increase participation of women and girls in peacekeeping missions and police structures; (4) Increase the capability of women as citizens to participate in decision-making and leadership.

Expected **outcomes** by 2015:

- (1) The quota of 30% for the less represented gender is applied in all the senior level political decision-making and electoral processes.
- (2) The less represented gender is represented by 30% in the senior decision-making levels of public administration.
- (3) Close to 30% of the police force and peacekeeping missions are women.
- (4) Support and increase in women's social capital enables their civic engagement.

### ***Economic Empowerment***

The strategic **goal** of this priority area is: To ensure economic and social empowerment of females and males through addressing gender inequalities that lead to poverty and promoting social inclusion.

This goal will be achieved through these **objectives**: (1) Increase economic independence of women through expanding and improving access to loan, support programs and structures for care and social protection; (2) Continue to promote professional training and employment of women and girls through measures that support participation of women in the labour market; (3) Promote expansion of employment programs for women and girls.

Expected **outcomes** by 2015:

- (1) Female participation in labour force increased by 21% (from 44% to 65%);
- (2) Reduction of unemployment to 10% (for females from 16% to 10% and for men from 12% to 10%);
- (3) Reduction of poverty in rural areas by 10% and approximation of poverty levels to those of the urban areas;
- (4) Increase of participation of women in private sector by 30%.

### ***Reduction of Gender Based Violence***

The strategic **goal** of this priority area is: Increase awareness toward gender based violence, legal and administrative protection and support with services victims of violence and abusers.

This goal will be achieved through these **objectives**: (1) Toughen punishment of violence through a legislative framework with zero tolerance toward gender based violence; (2) Prevent gender based violence through continuous awareness raising in Albanian society; (3) Protect and support victims of violence and abusers through services sensitive to violence that rehabilitate and re-integrate victims of violence and are adapted for all victims including those with disabilities; (4) Build capacities of public administration at the central and local level concerning issues of gender based violence.

Expected **outcomes** by 2015:

- (1) Legal framework enables zero tolerance to GBV and DV;
- (2) Culture that does not tolerate GBV & DV improved through awareness and education;
- (3) Appropriate measures and services for victims/survivors of GBV&DV – referring to support, counselling and other services of the referral system;
- (4) All public officials are aware of the needs/rights of victims and abusers and are engaged in reintegration/ rehabilitation efforts;
- (5) The system of collecting and monitoring GBV&DV data is established and is operational.

### **Priority Target Groups**

NSGE-GBV is sensitive to the needs and rights of women and men and strives to address these through all-inclusive interventions. Although the situational analysis shows that women are more disadvantaged than men in all areas, this does not mean that boys and men are privileged in every respect in Albania. Furthermore, certain categories of women witness more pronounced disadvantage resulting from disability, social and ethnic origins or their sexual orientation. While the strategy applies to the needs of all women and men, below is a brief analysis on the categories that were unintentionally overlooked in the interventions of NSGE-DV 2007-2010, but will be considered priority target groups in NSGE-GBV&DV 2011-2015.

***Women with disabilities.*** Despite efforts to address the needs and rights of girls and women with disabilities through state policies and programs, their situation needs to gain more social visibility and political attention. According to data from MoLSAEO, 18,880 girls and women with disabilities benefit from the program for individuals with work related disabilities. We miss data on their situation, specific needs for health and social services, as well as education, employment and leisure for women with disabilities<sup>52</sup>. To reverse this situation, this strategy addresses the needs of girls and women with disabilities either through specific actions, or are integrated in each priority area. This strategy also encourages revision of sectoral strategies that are applicable to women with disabilities on whether these strategies address adequately the needs of girls and women with disabilities.

***Women in rural areas.*** Women in rural areas find themselves in a worse situation of discrimination than those in urban areas. Population living in rural areas is not included in national unemployment figures, since labour force in these areas is considered as self –

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<sup>52</sup> The Group of Intellectual Women with Disabilities, 2009

employed in the agricultural family economies and as a result may not benefit from state social and health insurance. Women are particularly affected by this phenomenon. Practice shows that women's contribution to the agricultural economy is considered not as employment, but supportive activity for the family, i.e., unpaid work. This and the low involvement of rural women in family decision-making<sup>53</sup> are reasons that families do not contribute to the social and economic insurance schemes for women, thus leading to poverty and economic insecurity of these women when they reach retirement age. As well, women who work in private enterprises in rural areas do not have social insurance. Furthermore, more women than men in rural areas lost their employment during structural transformations of the economy. After 1990s, properties, owned by the state or the cooperatives during socialist times, were registered overwhelmingly to men. As a result, women are economically dependent on men. At the same time, due to household responsibilities, including care for children and the elderly, they may not be employed in other business ventures. Women farmers are engaged in food production, trading and household care. They play an important role in the community and the national economy. Yet, their work is not compensated financially. Rural women have no opportunities to become part of social assets such as networks, associations or cooperatives. This weakens tremendously their position to exercise any influence on decision-making processes and collective representation (for more detailed information, see Çela & Arqimandriti, 2010). If not otherwise specified, NSGE-GBV includes the needs of girls and women in rural areas in the three priority areas of participation in decision-making, economic empowerment and reduction of gender based violence.

***Girls and women in need.*** This group includes girls and women from communities of the Roma and Balkan Egyptians, trafficked girls and women, abused women, women heads of household in urban and rural areas, or women living with HIV/AIDS. Although there are no specific studies regarding the current situation of these groups in Albania, various human development reports show that girls and women in these categories have a higher probability than women in general to live in poverty or extreme poverty as a consequence of but not limited to low level education, non-participation in the labour market, or emigration of spouses. Work started through the NSGE-DV 2007-2010 to empower women in this category will continue through various interventions including programs of professional training and promotion of employment.

***Boys and men.*** Many of the policies that seek to improve gender equality target empowerment of women and ignore the role of men in the process. But girls and women may not achieve gender equality without the cooperation and participation of men. The few experiences in Albania have shown that boys and men want to be included and have been included in interventions that aim gender equality. NPO fieldwork also shows that when men community leaders, especially in rural areas, obtain information and data on specific situations, for example, early childhood care or gender based violence, they become allies in interventions. Nevertheless, until now, inclusion of boys and men has been sporadic and random. There are no studies that show how men may be involved to achieve the gender equality goals as well as studies that show the impact of social norms that reinforce traditional perceptions regarding the meaning of being male in Albanian society. For example, situational analysis for the strategy showed that, compared to girls, fewer boys attend higher education and more make an early entry in the labour market. It is possible

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<sup>53</sup> INSTAT, Health Demographic Survey, 2009

that the education system may encourage different value systems for boys and girls that enable different expectations for both genders. But these still remain hypothetical.

Through planned interventions, the Strategy seeks to encourage boys and men to overcome the strict gender boundaries at home, workplace and community. Research that seeks to address how boys and men are equally harmed by gender stereotypes should be integrated in research focusing on women planned under the strategy. Additional research may be commissioned on the topic. Awareness raising sessions that make gender issues visible and important for men will seek to point out the benefits men as members of families and communities have from the implementation of gender equality. The Strategy plans awareness raising actions concerning the effects of gender discrimination on their close relatives, spouses, partners or children; men's adoption of flexible gender roles for a more stable future; stress women experience from unequal sharing of work and this effect on men's and women's health, parenting.

### **Expected Government Role toward Key Stakeholders**

Interventions in the Strategy priority areas may not be carried out only by the central and local government. A society mindful of gender equality and free from violence requires the commitment of various stakeholders. The Albanian Government encourages these stakeholders to engage actively in achieving the strategy goals. Briefly, the paragraphs below describe the foreseen role and the relationships of these stakeholders in conjunction with the government at the central and local level.

#### ***Private Sector***

Private sector is a close ally in the Strategy implementation. The government encourages all actors in the private sector to promote principles and values of gender equality and non-discrimination in all their practices and codes of social responsibility and ethics. It is time that the private sector creates an enabling environment that uses the potential and talents of women and men and develop human resources strategies that allow for policies sensitive to family needs especially in the context of 24 hours economic activity in the private sector. Business enterprises shall consider time use and life patterns of women and men, their responsibilities for children and families as well as needs resulting from various disabilities and create opportunities that address these needs. These arrangements need to be developed in partnership with the state and other actors.

A gender-sensitive approach to doing business influences positively work and production. However, implementation of gender equality principles is not restricted to this. It also means that marketing of goods and services should not be based on humiliating, excluding and demeaning images of women and representations of what women and men do which are based on reproducing stereotypes, particularly concerning domestic chores. Private businesses can proactively set the tone for more gender-sensitive marketing and engage in the national project of transforming mindsets and attitudes. This can also mean sponsorships of events such as sporting events , which explicitly seeks to raise the profile of women in sport and which promotes gender-balance access to sports and cultural activities.

### ***Media***

Media plays a key role in the achievement of gender equality and awareness raising in relation to gender based violence. Media may increase information levels for women of different categories. For example, women in rural areas and women with disabilities need to know their legal rights and institutions that they may approach when they need legal intervention; such knowledge helps increase their access in the justice system. This information may be distributed through written and electronic media, in such a form as is appropriate for women with disabilities, including vision, hearing or mental disabilities. As well, media may contribute by presenting a realistic view of the abilities and potential of women and men in Albanian society and avoid portrayal of women in demeaning, offensive and exclusionary terms. Albanian government invites and encourages media organizations to play a more proactive role not only in applying principles of gender equality, but also in being key players in changing attitudes and mindsets. This can be achieved by delivering key messages and creating fora for negotiation and dialogue over the transformation of gender relations and questioning stereotypes, in acting as watch dogs to ensure accountability for women's human rights and the effective implementation of the Strategy. Like all organisations, the government invites the media to develop their own comprehensive gender policy and collaborate with colleagues, and professional associations to develop industry guidelines and encourage and evaluate their application.

### ***Political Parties***

Political parties have a special responsibility to fast track measures to increase the share of women not only as candidates, but also as elected parliamentarians and as government ministers, as well as in local government. Across parties and within Parliament, there needs to be a zero-tolerance of language and behaviour that is abusive, exclusionary and demeaning to women, and personal attacks on candidates that explicitly reveal an anti-women bias. Programs need to include explicit reference to their position regarding gender equality and women's empowerment, across all thematic and sectoral areas. Candidates, male and female, need to be briefed on policies regarding comprehensive gender equality and women's empowerment.

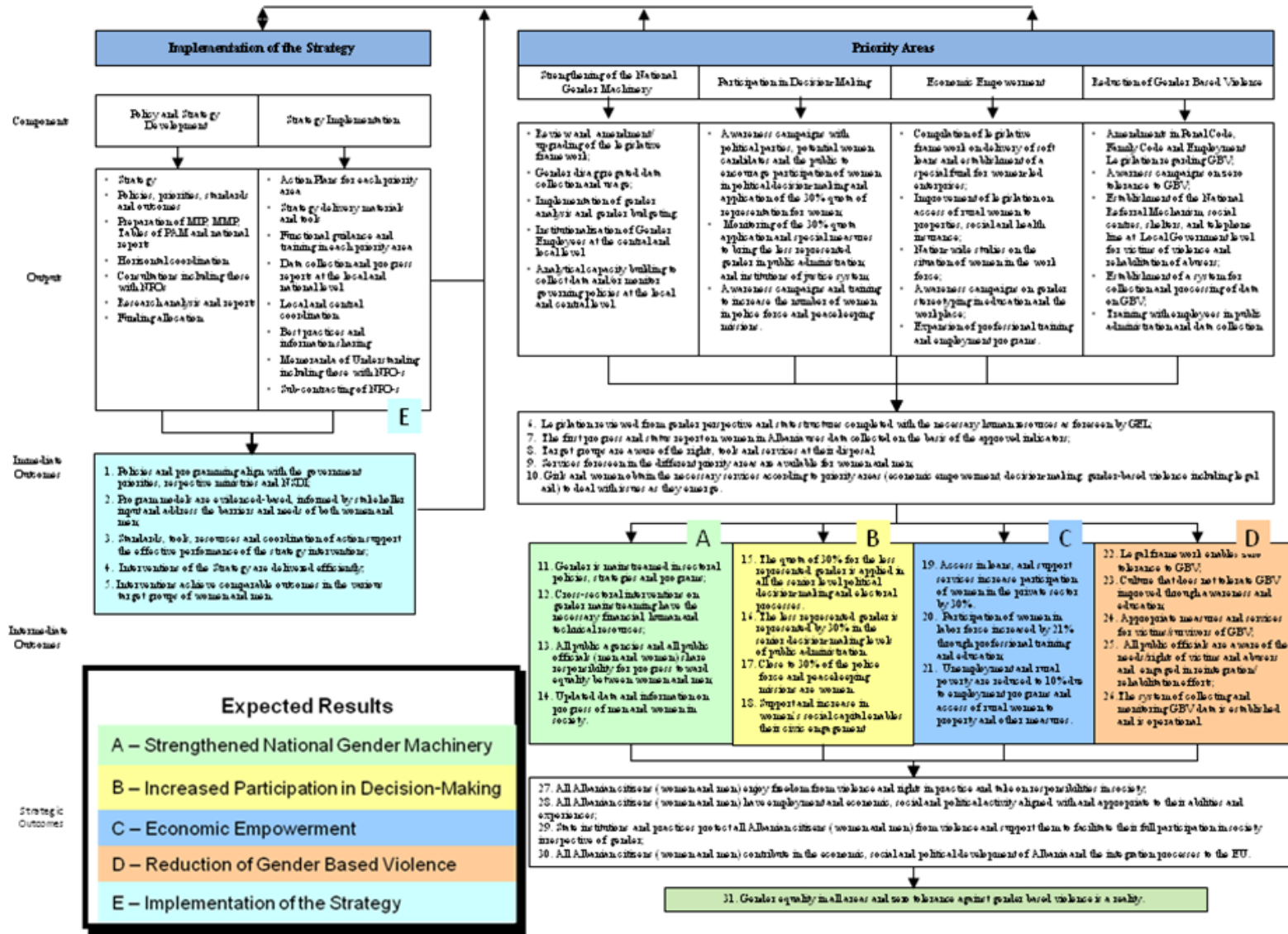
### ***Non-Profit Organizations***

Non-Profit Organizations (NPOs) and other interest groups play an important role in the implementation of the NSGE-GBV&DV. NPOs, especially women's organization, have been in the forefront of struggles and mobilisation to achieve women's rights and setting the agenda for gender equality, to denounce violation of women's rights and campaign on wide-ranging, sensitive and controversial gender issues, including GBV&DV. They have an important role to play within the Strategy to create a strong vibrant proactive constituency for gender equality for all, hold government to account over its commitment to gender equality, develop broad alliances to address the democratic deficit of the very low share of women in various areas of public life, women's participation to economic development with no distinction as to ability, comment and put forward proposals concerning monitoring and evaluation of government programmes. Local community organisations and NGOs can be strategic partners in designing gender-responsive participatory programmes of local and national development

During the implementation of the Action Plans, public authorities will continue to work in partnership with these actors. The government acknowledges their contribution and believes that an effective partnership may assist the government in achieving its objectives on gender equality

and reduction of GBV&DV. As an expression of such an acknowledgement, the government will support and transfer state services to be delivered by NPOs. Where appropriate, NPOs should be resourced as part of the funding relationship the government has with NPOs.

# Logical Framework for the National Strategy on Gender Equality and Reduction of Gender Based Violence 2011-2015





## CHAPTER 3: POLICIES

This chapter describes and analyzes key policies that will contribute to the achievement of the Strategy Goals. It also mentions the sectoral strategies that are aligned with these policies.

Government will use gender mainstreaming as an approach to implement the strategy. In compliance with the Beijing Declaration and Plan of Action and pursuant to GEL, gender mainstreaming requires that change needs to happen in institutional work methods and responsibilities in such a way that they clearly support and promote gender equality. In reality, gender inequalities may be tackled effectively only when policies in all levels (e.g., economy, health, education, environment, infrastructure, trade, science and research, agriculture, protection and security) are designed in such a manner that they address specific issues, needs and concerns of men and women, while simultaneously relying on their respective capacities, potential and contribution. As well, gender mainstreaming implies that women and men need to be equally involved in goal setting and design of strategies and plans in such a way that all interventions are gender sensitive. Thus, priorities and needs of both sexes are addressed and considered. To mainstream gender, this strategy plans various steps that are essential:

- **Gender disaggregated data collection and qualitative information** on the situation of women and men;
- **Gender analysis** identifying differences between women, men, girls and boys in connection with relative distribution of resources, opportunities, concerns and power, in any given context. Gender analysis creates the bases for gender mainstreaming and is necessary to determine if specific, all inclusive actions for women or men are needed in addition to joint activities. So that this analysis is done professionally, in every process of the policy or strategy design, a Gender Equality Employee (GEE) should be involved without fail. This requires first and foremost full-time appointment of such an employee, as well as the continuous training and specialization of this employee concerning gender mainstreaming in the area covered by the ministry or institution. To ensure better gender mainstreaming, institution leaders must take care that work groups for policy or strategy design have a representation not less than 30% for each gender;
- Establishment of a **gender sensitive monitoring and evaluation** system, including indicators that measure to what extent the objectives of gender equality are met and how change in gender relations is achieved;
- **Gender budgeting** foresees identification and reflection of necessary interventions to address gender gap in sector policies, plans and budgets in the central and local government; analysis of different impact on women and men of the policies that bring income, equitable and intentional allocation of the internal financial resources as well as those resources from foreign aid that contribute to the reduction of gender gap between women and men.

### **Policies on the Institutional and Legal Mechanism (Gender Machinery)**

The Institutional Mechanism and other responsible institutions at the national and local level will implement the Strategy Action Plans. While participation of partners such as political parties, NPO-s, media and private sector (see Chapter 2) is essential, strengthening of structures within gender machinery at the level of the ministry and local government through allocation of adequate human resources, capacity building for monitoring and clear lines of communication and accountability, enable effective support for programs grounded in data, that bring about the outcomes outlined in Chapter 2. MoLSAEO and especially the Directorate of Public

Administration (DPA) as well as the responsible units at the local level shall coordinate interventions in this cross-cutting issue.

Gender Machinery was set up in compliance with the law to monitor and ensure implementation of the GEL and the principle of non-discrimination and equality between women and men. At the foundation of improving the work of the legal and institutional mechanism are three main directions: (1) strengthening of the institutional mechanism; (2) reviewing legislation from a gender perspective for compliance with the international instruments ratified by Albania; and (3) increasing capacities of the central and local authorities to implement and monitor the legislation and the strategy for gender equality in Albania. While no sectoral strategy addresses issues concerning the strengthening of the gender machinery per se, the planned interventions in this priority area, especially those related to the appointment of the Gender Equality Employees, review of sectoral strategy through a gender mainstreaming approach and collection, processing and distribution of gender data are applicable to all sectors/ministries. Policies in this strategic priority area help with achieving the strategic goal 2 of NSDI that relates to strengthening the democratic state, rights and freedoms.

#### ***Strengthening of Institutional Mechanism***

Policies concerning strengthening of Gender Machinery target DPEOF and GEE at the central level and GEE at the local government level. At the central level, DPEOF shall be strengthened through the establishment of a Monitoring Sector. Furthermore, monitoring and implementation of commitments of the central government with regard to gender equality is enabled through the appointment and training of GEE in all the ministries. At the local level, appointment of GEE in all municipalities and communes to monitor the commitments of local government toward gender equality and reduction of gender based violence shall continue.

#### ***Harmonization of Legislation and Gender Mainstreaming***

This policy focuses on the approval of a series of amendments that ensure harmonization of Albanian legislation with CEDAW and EU, including clarification of the issue of direct applicability of CEDAW within Albanian legislation, in response to the repeated recommendation of the CEDAW Committee on this issue. Further, all the sectoral strategies will be reviewed to identify the extent to which they mainstream gender in their Action Plans. Gender analysis and prior planning need to happen, so that specific aspects of job sharing culture, access and control of resources are identified and their implications are better understood. The strategy also commits to mainstream gender in all the strategies that have an important influence in our nation's development and to reinforce coordination of actions in these strategies to ensure that all the synergies are fully utilized. The strategy will continue to influence gender mainstreaming through management processes that are related to the drafting and implementation of sectoral budgeting programs.

#### ***Increase of Capacities to Implement and Monitor the Legislation and the Strategy***

Increase of capacities of the government actors at the central and local level is important to secure sustained gender transformation. It is expected that this process will lead to better understanding, implementation and monitoring of gender equality programs. State capacity building to interpret and use all inclusive gender statistics will happen through training of public officials to collect and use gender statistics. The Group for Strategy, Budgeting and Integration

in each Ministry will be trained to mainstream gender in the implementation of the Integrated Planning System (IPS) (including preparation of Ministry Integrated Plans and Ministry Monitoring Plans). Activities included in this policy also concern a better understanding of results based management (compared to output based management) and the increase of monitoring capacities of state inspectorates. The target groups include ministries, central and local authorities and various experts.

### **Policies on Participation of Girls and Women in Decision-Making**

Gender equality is a component of democracy strengthening – the process is incomplete if there are no policies, measures and practices that target reduction of inequalities between men and women in all aspects of life and streamline democracy with gender. Democracy must transform power relations between men and women by promoting equal distribution of power and influence between women and men. As a crosscutting dimension of democracy, gender equality is addressed through gender mainstreaming and active participation of women in decision-making. MoLSAEO, Central Elections Commission (CEC) and the DPA as well as the responsible structures at the local level must coordinate interventions in this crosscutting issue. To achieve this, we will monitor various sectoral existing strategies and those in draft form including Employment, State Police and Defence. Achievements in this priority area will contribute to the achievement of Strategic Goal 3 of NSDI for a rapid, balanced and sustainable economic, social and human development.

The main policies in this strategic priority is the application of special measures. Article 9 and 22 of the GEL commits the Albanian government clearly to take special measures for the empowerment of women in Albania. As identified in the situational analysis, various sectors of political and public life are not gender balanced. Women remain less represented in the senior levels of public administration and politics. To redress this situation, special measures will be taken to encourage the participation of the less represented gender in various sectors, for example, recruitment policies that favour for a limited time the less represented gender in a particular sector.

Continuing on the efforts made by the NSGE-DV 2007-2010 to increase participation of girls and women in decision-making and in compliance with the UN Resolution of Security Council 1325, the following policies will be implemented.

### ***Increase of Participation of Women in Political Decision-Making***

Main policies focus on the following: improvement of Election Code to strengthen the dispositions that guarantee the 30% quota of participation of women in general and local elections; encouraging initiatives that increase representation of women at the central level, e.g., achieving a political consensus to increase representation of women as mayors/commune head and members of the commune/municipality council, or intervene in the development plans of communes to mainstream gender; national and local campaigns to support entry of women in politics, with no distinction of origins, ability or social situation; capacity building programs with potential women candidates for local and general elections in three programmatic areas: leadership skills, social and political knowledge, and campaign management; and monitoring and respect for the 30% quota in the senior level positions of decision-making in politics.

### ***Increase of Participation of Women in Public Decision-Making***

Policies focus on monitoring application of the quota of 30% in the senior level positions of decision making in public administration; awareness raising to reduce gender stereotyping in public life; and promotion of programs that apply quota to include a significant number of girls in non-traditional branches of study.

### ***Increase of Participation of Women in the Police Force and Peacekeeping Missions***

Application of positive discrimination in this area seeks to increase the number of women and girls in the police force and peacekeeping missions. These measures are accompanied with training of staff of peacekeeping missions and police force on gender equality and awareness raising for reduction of gender stereotyping in the peacekeeping missions and police force.

### ***Increase of Women's Civic Engagement***

Polices in this area seek to increase women's engagement in civic life through the following interventions: capacity building to help women and girls, especially those with special needs including women with disabilities or those that belong to ethnic and linguistic minorities to strengthen their self-esteem, enable them to engage civically and engage them in civic initiatives that aim to increase accountability of public authorities concerning the measures they take to address women's welfare and rights. These efforts will be accompanied by a strong support for civil society, exemplified in opportunities for funding of projects that focus on gender equality and reduction of gender based violence and the creation of a special fund to develop a Women's Movement.

### ***Policies on Economic Empowerment***

Economic empowerment of girls and women of working age, plays an important role in achieving gender equality in reality and reduction of gender based violence. Through improved access in economic resources, which results in economic empowerment of women, they gain a stronger voice and negotiating power in the family, become equal actors in community and society in general. Interventions will be coordinated in three areas that lead to the economic empowerment of women, increase in women's economic independence through improved access to financial assets and property, as well as work-life balance, professional training and employment promotion programs that give women, especially women in need the opportunity to break the poverty cycle by entering the job market. MoLSAEO, MoES, METE and MAFCP shall coordinate actions to address challenges in this cross-cutting issue. Within this priority field, the following strategies will be monitored: Development of Business and Investments, Pre-University Education, Social Insurance and Social Protection. Achievements in this priority area will contribute to the achievement of Strategic Goal 3 of NSDI for a rapid, balanced and sustainable economic, social and human development.

### ***Increase in Women's Economic Independence***

At the foundation of this policy is the increase in women's economic independence. One way to achieve this is by facilitating and encouraging access of women on soft loans. Revision of banking legislation, such as it gives opportunities to women, especially women with disabilities to obtain soft loans will be supported by this Strategy. Establishment of special funds for women in need and women with disabilities, as well as concrete financing opportunities of initiatives through a special fund, to promote business enterprise in the rural areas are another direction in

this policy. Taking into consideration the fact that few rural women have access to loans, it is necessary that specific policies that facilitate loans for rural women are formulated. Other actions include opportunities to exchange experience among successful enterprises in rural areas to other areas where this experience is missing. Furthermore it is necessary that the legislation on property entitlement and registration is regulated and monitored; the amendments should especially address the existing legal vacuum in cases of marriage or divorce. Giving women a clear legal status, especially women with disabilities, would guarantee the position of women in the family property and would break the chain that makes her dependent on the spouse and the family. Promotion and support of enterprising initiatives by women as well as promotion of the model of successful enterprising women should be accompanied with awareness raising among these business women to employ in their business girls and women, including women and girls with disabilities and the creation of a businesswomen's lobby that will support development of women led enterprises.

### ***Professional Training***

Promotion of professional training and participation of women in the labour market require that these initiatives have a strong knowledge base. First, the strategy foresees a series of national studies on the place of women and girls in the formal and informal job market and to evaluate the employment policies and practices (gender stereotyping, promotion at work and performance evaluations at work) including wage gap in girls and women including those with disabilities in various sectors of the economy. This component is complemented with various awareness raising campaigns and training sessions on gender equality in the private sector, duties of employers and the rights of the employees to prevent sexual harassment, and awareness raising on the rights and responsibilities of employers and employees; gender stereotypes in education and actions that seek to reduce school dropout from boys and girls with a special emphasis on girls of vulnerable categories and those in need; and cooperation with media to encourage males to be included in activities that concern household and family care. The third component within this field of intervention are the promotion programs/quota application to bring girls and boys in non-traditional study fields, and promotion of professional training of rural women in compliance with the market demands, through training programs.

### ***Employment Programs***

This policy seeks to expand the employment service for women and girls, especially those in need, design of part-time employment policies for women in need, public information of women and girls on the right to employment, labour legislation, information on the job market, access to professional education and training, establishment of wage subsidy programs for excluded categories of women, women heads of households, trafficked and abused women and girls, those close to retirement age, invalid women or those with disabilities as well as the establishment of a special government fund for women in need. An important component of this policy is the monitoring of the employment promotion program for women and girls, especially those that belong to the category of women in need.

### ***Policies on Gender Based Violence***

Combating violence against women, including domestic violence, but also violence outside family relations in various forms, such as rape, sexual harassment, and other forms of sexual violence, stalking of partners from abusers) is a cross-cutting issue with three key components:

(1) strong awareness framework for violence prevention; (2) overall support that improves access to institutions strengthened to offer better response and more appropriate services sensitive to social and health needs of the victims; and (3) tough prosecution for abusers. Thus, improvement of the legal framework and rigorous enforcement of this framework from public employees well-trained and informed, improved access in the law institutions, courts of law, the system of health care, and other resources of social support, including employment and rehabilitation of abusers are some of the interventions that require coordination from MoLSAEO, MoJ, MoES, MoH, Courts of Law, State Police and Local Government. One of the goals of the Strategy is to promote an environment that enables reduction of all forms of violence against women and children in all domains of political, economic, social and cultural life. The general expectation for this strategic priority is to improve the system of response toward GBV. Interventions for prevention and reduction of GBV&DV will be implemented through three key policies, prevention, protection via support and re-integration and prosecution. Key strategies to be monitored are: Social Protection, State Police, Health (in draft process) and Justice. Achievements in this priority area will contribute to the achievement of Strategic Goal 2 in NSDI to develop and consolidate the democratic state, based on the fundamental liberties and rights of individuals and Strategic Goal 3 in NSDI to achieve rapid, balanced and sustainable economic, social and human development.

#### ***Prevention and Response to Violence***

At the foundation of violence prevention is the improvement of state mechanism. To prevent violence it is essential that we intervene with educative action and increase of knowledge of structures, development of the network and partnerships, as well as sharing of best practices. The strategy foresees awareness raising actions that reduce customary attitudes and practices or traditions that are harmful to girls, such as early or forced marriages, and honour killings; awareness raising actions that reduce discriminatory and abusive attitudes toward women with disabilities and women belonging to minorities.

#### ***Protection via Support and Re-Integration of Victims of Violence***

At the foundation of interventions in this component is the capacity building of all state employees that work with victims of violence. Thus, the strategy foresees training programs on violence at all levels of State Police. Special courses concerning gender equality, non-discrimination and addressing GBV&DV in the curricula of the Academy of State Police shall be added or improved. Another direction of this policy concerns capacity building for judges that treat GBV&DV. This consists in the development/improvement/adaptation of information materials for cases of violence as well as increasing judges' sensitivity to the phenomenon of violence. Similarly, this policy encourages training, capacity building and preparation of professional information materials for other professionals in the field of justice, such as inspectors, law enforcement officials, lawyers, court administration, prosecutors, and medical-legal staff.

An important aspect of this policy is to protect the safety of victims and protect women and children, survivors of violence. This requires added attention and public resources to provide more opportunities for training and employment for abused women and facilitate access to long-term housing with favourable terms. Pursuant to DVL, during the implementation of NSGE-DV 2007-2010 the responsible institutions for prevention and response to violence were designated,

yet it has become necessary that they are strengthened and evaluated for effectiveness of performance and sustainability. In addition, the coordination mechanism for the referral of domestic violence cases has been piloted in several municipalities. In compliance with Article 8, item 8 of DVL, this mechanism shall be established nationally. In parallel, the strategy targets treatment and rehabilitation of abusers. It is necessary to design programs that foresee reduction of abusive behaviour of abusers, protection of victims' safety, promotion of awareness raising among abusers, prevention of further abuse and re-integration of abusers in the family, in cases when this is the choice of all family members.

### ***Prosecution through Improved Legal Framework***

Key to this policy will be the amendments of the Penal Code to designate marital rape and domestic violence, including systematic psychological and economic abuse as specific criminal acts. These amendments will change the way prosecutors work with regards to tackling GBV as a crime. Another aspect of this policy is reforming the concept of burden of proof. Dispositions concerning burden of proof are obligatory from the viewpoint of *acquis communautaire* (AC) – in all the European legislations that follow the obligation to implement AC, the burden of proof rests with the abuser in the cases of domestic violence, sexual harassment and discrimination on the basis of gender and ability. Part of this reform is the revision of DVL, GEL and Labour Code (concerning the protection of victims from gender based discrimination).

## CHAPTER 4: MONITORING AND EVALUATION

The implementation of NSGE-GBV&DV will promote and institutionalize processes of development and integration in which girls and women, boys and men are equal partners in creating a strong economy and a society in which gender equality is normative and GBV&DV is not tolerated. Monitoring and evaluation will not only focus in the implementation of individual activities outlined in the Plan of Action. This process will simultaneously assess how the Strategy contributes to the achievement of NSDI goals and the goals of other instruments such as MDGs (especially MDG 3 and 5), CEDAW and BPA. This chapter introduces mechanisms and guidelines on the monitoring and evaluation of the strategy.

### Objectives of Monitoring and Evaluation

The Monitoring and Evaluation of the NSGE-GBV&DV will:

1. Measure success and impact of the interventions toward progress in gender equality in reality and reduction of gender based violence;
2. Measure effectiveness and performance of the strategy and evaluate the long-term impact for women specifically and all society in general.

### National Indicators

The Guidelines of the MoLSAEO No.1220, date 27.5.2010 (MoLSAEO, 2010) on the indicators of monitoring and evaluation of gender equality, violence toward women and domestic violence is at that foundation of the monitoring of interventions outlined in NSGE-GBV. These indicators determine what data are collected in connection with gender equality and gender based violence for specific sectors. They were agreed in formal consultations of the Inter-Ministerial Working Group (IMWG) on indicators and were approved by the NCGE in 2010. These indicators will be utilized to measure long-term outcomes, evaluate progress and general effectiveness of actions undertaken towards tackling issues of discrimination and promotion of gender equality, as well as reduction of gender based violence. They are also informed by Millennium Development Goals. The baseline data will be published in the First National Annual Report on the Status of Women and Gender Equality in Albania to be compiled in 2011. In addition to these indicators, and within the framework of this Strategy, other indicators that measure the effectiveness of the Strategy have been formulated.

### International Indicators

Albania has ratified various international instruments and contributes data to the international reports that evaluate the performance of various governments in relation to gender equality. The UNDP Human Development Report (UNDP, 1995) has formulated Gender Development Index (GDI) and Gender Empowerment Measure (GEM) which summarize the dimensions described in Table 2. The data collected through above mentioned indicators contribute in the estimates of GDI and GEM.

Table 2: Gender Development Index and Gender Empowerment Measure

| Gender Development Index   | Gender Empowerment Measure   |
|--|--|
| Adjusts the average achievement to reflect the inequalities between men and women in three dimensions: | Focusing on women's opportunities GEM captures gender inequality in three key areas: |



|  |   |
|--|---|
| <i>A long and healthy life</i> , as measured by life expectancy at birth   | <i>Political participation and decision-making power</i> , as measured by women’s and men’s percentage shares of parliamentary seats.   |
| <i>Knowledge</i> , as measured by the adult literacy rate and the combined primary, secondary tertiary gross enrolment ratio | <i>Economic participation and decision-making power</i> , as measured by two indicators—women’s and men’s percentage in employment such as legislators, senior officials and managers and women’s and men’s percentage shares of professional and technical positions |
| <i>A decent standard of living</i> , as measured by estimated earned income (Purchasing Power Parity expressed in USD)       | <i>Power over economic resources</i> , as measured by women’s and men’s estimated earned income (Purchasing Power Parity expressed in USD)  |

### **Institutional Responsibility**

In order to ensure that the strategy is translated into action there must be clear lines of responsibility and appropriate structures in place to achieve a joint, targeted approach to tackling gender inequalities and promoting gender equality.

#### ***Institutional Responsibility at the Central Level***

At the parliamentary level, gender equality issues are tackled by the Parliamentary Commission on Health, Labour and Social Affairs. As with all the laws and state programs on gender equality and gender based violence, the Minister of Labour, Social Affairs and Equal Opportunities is the responsible authority for the implementation of the Strategy. Pursuant to Law No. 9970 date 24.07.2008 “On Gender Equality in Society” other entities responsible for the implementation of NSGE-GBV are:

***Directorate for Policies on Equal Opportunities and Family.*** Pursuant to Law No. 9970 date 24.07.2008 “On Gender Equality in Society” and Law No. 9669 date 18.12.2006 “On measures against violence in family relationships”, the Minister carries out the above mentioned duty through the Directorate for Policies on Equal Opportunities and Family (DPEOF) established in 2006. Its mission is “formulation and development of policies for the promotion of equality in domains such as gender equality, equality in ability, problems concerning ethnic, ethno-cultural and linguistic minorities, age related, generational and racial inequalities, etc.” After the approval of LND, this Directorate also works to implement this law. DPEOF has two sectors: The Sector for Gender Equality and Measures on Domestic Violence and the Sector on the Rights and Protection of Children. The duties of this directorate with regard to the implementation of the strategy derive from the mandate on which this directorate was established. These are:

1. Formulate policies for equal opportunities focused on gender equality in society, and protection of all women’s and girls’ rights.
2. Propose initiatives for research and analysis in the field of gender equality and use of these studies in the process of policy development.
3. Draft necessary legal acts concerning equality in different fields, implement and monitor the laws on equality and regulations approved on the bases of such laws.
4. Supervise implementation of Government approved agreements and international instruments in the domains concerning its activity.

5. Cooperate with NPO-s that are active in the gender equality field and ensure partial funding for their projects or activities.
6. Draft strategies and policies that prevent and protect victims of domestic violence.
7. Collect, process and analyse the necessary statistical information on violence in family relationships and formulate policies in this domain.
8. Design program measures to increase capacities for all actors that are engaged in care for victims of domestic violence, whether these are at the central or local level.
9. Create a database and establish cooperation with NPO-s that work in this area.
10. Ensure social, preventive and protection programs and measures for the reduction of domestic violence.

***Line Ministries and Affiliate Institutions*** take a range of measures towards the implementation of the strategy. These include:

- Appoint a GEE or unit to facilitate actions on gender mainstreaming, to champion the promotion of gender equality and to work with DPEOF (Job Description of the GEE at the ministry level is presented in Appendix 5, Item A).
- Communicate to all the directorates within a line ministry and its affiliate institutions the Ministry's commitment to gender equality actions;
- Ensure that staff have an awareness and understanding of the gender perspective and the issues arising for specific action within the specific policies of a ministry;
- Identify appropriate gender actions consistent with the strategy goals as well as priorities of the ministry for inclusion in the sectoral strategy;
- Monitor and evaluate their actions to contribute to annual reports on Action Plans;
- Cascade the strategy to other service providers and work with them to ensure its effective implementation;
- Share knowledge, expertise and best practices with others.

Ministries (and their affiliate institutions) included in this strategy are MoES, MoH, MoI, MoJ, MoD, METE, MoF and MAFCP.

***National Council on Gender Equality.*** National Council on Gender Equality (NCGE) was established through the Order of the Prime Minister No.3 date 8.1.2009. It is an advisory body on gender policies. With a mandate to function for four years at a time, NCGE is led by the Minister covering issues of gender equality and includes nine deputy ministers and three members representing civil society. The latter are selected based on a competition process open to civil society organization; their selection is evaluated on criteria related to the contribution of such organizations on gender equality issues. The Council meets not less than twice a year and its duties are:

1. Advise the government on state policy direction concerning gender equality, excluding issues tackled by the National Labour Council (NLC). Should issues of special importance arise, the NCGE may hold meetings jointly with the NLC;
2. Ensure gender mainstreaming in political, social, economic and cultural domains;
3. Propose to the Council of Ministers main programs for the promotion and achievement of gender equality in Albania;
4. Evaluate the situation of gender equality in the country, and issue guidelines on the structure that covers issues of gender equality in the ministry that also covers issues of

gender equality as well as proposals and recommendations for the Government to improve the situation;

5. Approve the annual report on gender equality drafted by the Ministry that covers issues of gender equality.

Following the launch of the strategy and the action plans, NCGE will continue to advise and assist DEOPF to monitor the progress of actions by the various departments. It will also advise and assist the review of the strategy at the end of 2015. NCGE will assist the government in ensuring ongoing engagement with representatives of women and men on the promotion of gender equality.

### ***Institutional Responsibility at the Local Government Level***

Local government units in prefectures, municipalities and communes implement the Strategy at the local level. Coordination happens through the GEE at the Local Government Level (Job Description for GEE at the local level is presented in Appendix 5, Item B).

### **Mechanisms for Monitoring and Evaluation**

Monitoring of NSGE-GBV&DV relies on the system of results based monitoring. The basis of this system is the Performance Assessment Matrix (PAM) that contains the indicators for specific, measurable, achievable, realistic and time bound objectives. PAM is drafted by the Ministry that coordinates the cross-cutting and sectoral strategies based on the Order of Prime Minister no. 137, date 1.7.2010 “On the Implementation of the Monitoring Process of the Sectoral and Cross-sectoral Strategies”. Preparation of the PAM Tables is annual as part of the requirements of the Medium-Term Budget Program. The Plan of Action and the Logical Framework of the Strategy serve as a basis for drafting annual PAM Tables.

The Plan of Action of the NSGE-GBV&DV 2011-2015 will be assessed and, and if necessary, updated to better address a issues related to gender equality and gender based violence. DPEOF will coordinate and publish annually the evaluation report based on the Plan of Action and will introduce changes in the Plan of Action, should this be the case. The specific directorates in the line ministries that will implement the interventions outlined in the Plan of Action will assess and report annually on the progress of their actions against that outcome focussed targets and towards the strategic objectives, following a format designed by the DPEOF. This report will also provide case studies and best practices evidenced in their work. Through specific reports, they will also contribute new actions which have been identified over the year to tackle gender inequalities and to demonstrate the gender mainstreaming of all their policies.

### **Financial Resources**

#### ***Resource Mobilization***

While the evaluation of NSGE-DV 2007-2010 found that it was difficult to show the cost of the strategy, experiences in the country and abroad, show that gender mainstreaming requires considerable funding allocations, since this is a specialized activity that requires funds and time. It requires staff trained with reliable knowledge and services appropriate for all categories of citizens that use these services, detailed monitoring of the performance, gender disaggregated data and gender experts in the field. In all these aspects, the government should allocate operational resources including strengthening of accountability, knowledge management,

capacities and expertise. This strategy will work on creating a special fund if established and some minimum targets are decided upon to plan budgets for programmatic activities related to gender equality.

The experience gained with specific programs such as the UN Joint Program on Gender Equality, Equality in Governance and Women's Political Empowerment showed that the government may explore partnerships with international donors in joint programs. DPEOF shall draft a resource mobilization plan which needs to define: (1) Realistic costing of all activities; (2) Detailed analysis of internal institutional resources; (3) Detailed analysis of external resources; (4) Through DSDC, strong links to donors based on information flow and exchange of comments and recommendations coming from partners concerned.

### ***Monitoring Resource Allocation and Expenses***

Line ministries offered financial support for part of the activities outlined in the Plan of Action of NSGE-DV 2007-2010 depending on availability of funding. MoLSAEO also financed part of the activities as well as the salaries of DPEOF employees. Specific activities were financed by various donors. From current documentation it is challenging to engage in a cost-benefit analysis of the strategy. One of the tasks of the revised Strategy is to engage in discussions about the supervisory and accountable processes that should accompany its implementation. MoLSAEO shall help the other ministries to identify budgets and monitor their budget allocations to implement the activities in the priority areas of NSGE-GBV&DV 2011-2015 that are relevant to these ministries.

### **Documenting the Consultation Process**

Progress on strategy implementation is followed closely by an annual national forum. This process may be a national meeting in which different stakeholders, including representatives of civil society are invited to report on progress. The meeting should focus on evaluation of results based on indicators shown in the Plan of Action and will issue guidelines on future work.

The annual meeting will be organized jointly by DPEOF and NCGE. DPEOF will issue the monitoring guidelines that will be used to collect information in the specific directorates of line ministries, organizations in the private sector and NGOs. This directorate will also have the responsibility to ensure that the guidelines for monitoring as well as the collection and information sharing that will be presented at the annual progress meeting, will be distributed to all stakeholders. NCGE will review the comprehensiveness of these guidelines.

### **Review of Strategy**

The Strategy will last five years, until 2015. It will be reviewed at the end of five years to assess its effectiveness by measuring change in gender equality and gender based violence indicators which benchmark the position of women and men in Albania.

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## APPENDIX 1: DETAILED ACTION PLAN ON NATIONAL GENDER MACHINERY

**Strategic Goal 1: Strengthen the National Gender Machinery to promote advancement of gender equality and ensure fulfillment of human rights for all Albanian citizens (women and men)**

### **Outcomes by 2015**

1. Gender is mainstreamed in all sectoral policies, strategies and programs;  
Evidenced through the presence of gender component (meeting the needs of women and men) in the relevant documents;
2. Cross-sectoral interventions on gender mainstreaming have the necessary financial, human and technical resources;  
Evidenced through gender budgets of each government ministry and local government, as well as human resources departments in respective institutions (expressed in lekë);
3. All public agencies and all public officials (men and women) share responsibility for progress toward equality between women and men;  
Evidenced through actions taken to mainstream gender, for example, skills and experience of policy analysts and planners in assessment of policy options and programme impacts by gender, the ability of existing data systems to generate the gender-disaggregated data required for policy and planning in each sector, mechanisms for consultations with the public that include NPOs and other stakeholders, capacity to undertake or commission empirical and policy research on gender equality issues relevant to the institution's mandate; existence and functioning of the networks within and among public institutions (at working and decision-making levels) and with civil society that support the formulation of gender-equitable policies.
4. Updated data and information on progress regarding status of men and women in society  
Evidenced through quarterly and annual statistics produced by INSTAT, government ministries and local government units, as well as the National Report on the Status of Women and Gender Equality (compiled biennially)

Table 3: Action Plan on National Gender Machinery

| Programs/Interventions   | Respective Sectoral Strategy | Responsible Institutions and Partners | Duration  | Indicators         | Data Collection Methods |                | Costs              |
|--|------------------------------|---------------------------------------|-----------|--------------------|-------------------------|----------------|--------------------|
|  |                              |                                       |           |                    | Institution             | Source         |                    |
| <b>Specific Objective 1.1: Improve the National Gender Machinery at the central and local level to fulfill its duties as foreseen in the GEL</b> |                              |                                       |           |                    |                         |                |                    |
| 1.1.1 Invite METE to participate in the  | n/a                          | Member government                     | 2011-2015 | • Number of member | MoLSAEO                 | Minutes of the | Costs for honorari |

| Programs/Interventions   | Respective Sectoral Strategy | Responsible Institutions and Partners  | Duration  | Indicators  | Data Collection Methods |                      | Costs   |
|--|------------------------------|--|-----------|---|-------------------------|----------------------|---|
|  |                              |  |           |   | Institution             | Source               |   |
| National Council on Gender Equality (NCGE) and consider expanding NCGE with other government ministries  |                              | ministries in NCGE<br>NPOs<br>members of NCGE<br>International Organizations |           | government ministries in NCGE;<br><ul style="list-style-type: none"> <li>• Number of NCGE meetings including participation of new members</li> <li>• Issues discussed in specific meetings of NCGE</li> </ul> |                         | meetings of the NCGE | a for every new member of the NCGE, added to the costs for honoraria for existing members                                 |
| 1.1.2 Strengthen the structure of the DPEOF upon an analysis of the functions determining the addition of staff (one member of the staff to represent people with disabilities/be disabled | n/a                          | MoLSAEO<br>International Organizations                                       | 2011-2012 | <ul style="list-style-type: none"> <li>• Number of staff</li> <li>• Revised structure</li> <li>• Availability of funds to cover the additions</li> </ul>  | MoLSAEO                 | DPEOF                | Costs for additional staff including annual salary for the duration of the strategy, for experts that may be added to the |



| Programs/Interventions   | Respective Sectoral Strategy | Responsible Institutions and Partners | Duration  | Indicators  | Data Collection Methods |  | Costs   |
|--|------------------------------|---------------------------------------|-----------|---|-------------------------|--|---|
|  |                              |                                       |           |   | Institution             | Source                                       |   |
|  |                              |                                       |           |   |                         |  | structure of DPEOF and costs for office furniture and equipment. Costs to conduct the analysis of duties for the Directorate. |
| 1.1.3 Strengthen the capacities of the DPEOF staff in policy drafting, implementation and monitoring of the strategy and the legislation on gender equality, anti-discrimination and | n/a                          | MOLSAEO International Organizations   | 2011-2015 | Number of training activities, technical materials produced and exchange of experiences | MOLSAEO                 | Reports of the training and other activities | Costs for training and production of technical materials determined by the report of  |

| Programs/Interventions  | Respective Sectoral Strategy | Responsible Institutions and Partners  | Duration  | Indicators  | Data Collection Methods |  | Costs  |
|---|------------------------------|--|-----------|---|-------------------------|--|--|
|   |                              |  |           |   | Institution             | Source   |  |
| gender based violence. This intervention should seek to strengthen capacities of the staff of this Directorate to ensure gender mainstreaming in other policies within MOLSAEO          |                              |  |           |   |                         |  | the analysis of the duties (see 1.1.2)   |
| 1.1.4 Continue with the appointment and guarantee the stability of the structure of Gender Equality Employee (GEE) at the central and local level according to GEL, Article 13, item 3. | n/a                          | Government Ministries and Local Government Units<br>Directorate of Public Administration | 2011-2014 | <ul style="list-style-type: none"> <li>• Number of GEE appointed at the central and local level;</li> <li>• Funds allocated to this position in each institution at the central and local level.</li> </ul> | MoLSAEO                 | Directorate of Human Resources at the Government Ministries and Local Government | Budgeting for staff in each ministry and local government for a full-time employee in each institution |
| 1.1.5 Institutionalization of the GEE network at the central and local level and maintenance of the GEE database outlining interventions  | n/a                          | MOLSAEO  | 2011-2015 | <ul style="list-style-type: none"> <li>• Established network</li> <li>• Coordination unit established at DPEOF</li> <li>• Number of meetings</li> </ul>   | MoLSAEO                 | Annual reports of the Strategy, minutes of the meetings of                       | Establishment of the network, e.g., meeting of all the   |

| Programs/Interventions  | Respective Sectoral Strategy | Responsible Institutions and Partners | Duration  | Indicators   | Data Collection Methods |  | Costs   |
|---|------------------------------|---------------------------------------|-----------|--|-------------------------|--|---|
|   |                              |                                       |           |  | Institution             | Source   |   |
| for capacity building and strengthening of the GEE                        |                              |                                       |           | <p>organized by MoLSAEO and the GEE network (participants' lists)</p> <ul style="list-style-type: none"> <li>• Initiatives undertaken by the GEE network at the central and local level</li> </ul> |                         | the NCGE when reporting on the work of GEE is conducted Periodical Report to CEDAW | GEE, establishment of a unit that will coordinate the network and determine what activities the network will perform. Costs will be included in the revision of the functions of the DPEOF. |
| 1.1.6 Organize an annual conference that reflects on the achievements and | n/a                          | MoLSAEO<br>Line Ministries<br>NPOs    | 2012-2015 | <ul style="list-style-type: none"> <li>• Conference</li> <li>• Number of organizations and institutions</li> </ul>   | MoLSAEO                 | Conference reports produced by   | Costing on the basis of the   |

| Programs/Interventions  | Respective Sectoral Strategy | Responsible Institutions and Partners                               | Duration  | Indicators   | Data Collection Methods |   | Costs   |
|---|------------------------------|---|-----------|--|-------------------------|---|---|
|   |                              |   |           |  | Institution             | Source  |   |
| issues concerning gender equality in Albania  |                              | Donors<br>Media<br>Private sector<br>Political parties              |           | that participate in the forum  |                         | MoLSAEO   | Conference on Gender Stereotypes organized in June 2010.                              |
| <b>Specific Objective 1.2: Review Albanian legislation to determine compliance with international and national documents concerning gender equality and anti-discrimination</b> |                              |   |           |  |                         |   |   |
| 1.2.1 Each responsible institution drafts a Work Plan on the basis of the recommendations issued by CEDAW Committee in 2010   | n/a                          | MoLSAEO, Line Ministries and dependent institutions                 | 2011      | Number of work plans   | MoLSAEO                 | Line Ministries   | No additional costs excluding the salaries of the officials that draft the work plans |
| 1.2.2 Monitor the implementation of the recommendations issued by the CEDAW Committee on the Third Periodic Report of Albania   | n/a                          | MoLSAEO, MoFA Ministries and institutions charged directly from the | 2011-2015 | <ul style="list-style-type: none"> <li>Annual reports of the Strategy should contain data on progress of the implementation of the recommendation</li> </ul> | MoLSAEO                 | Annual reports of the Strategy Fourth Periodic Report of Albania to | Translation of the Fourth Periodic Report of Albania                                  |

| Programs/Interventions                    | Respective Sectoral Strategy | Responsible Institutions and Partners | Duration | Indicators  | Data Collection Methods |                            | Costs                 |
|---|------------------------------|---------------------------------------|----------|---|-------------------------|----------------------------|-----------------------|
|   |                              |                                       |          |   | Institution             | Source                     |                       |
|   |                              | Parliament                            |          | <p>ns of CEDAW Committee</p> <ul style="list-style-type: none"> <li>• Fourth periodic report of Albania to CEDAW Committee addresses recommendations issued by this Committee during the third periodic report.</li> <li>• Number of government reports toward the implementation of the recommendations of the CEDAW Committee submitted to the Albanian Parliament</li> </ul> |                         | CEDAW Committee            | to CEDAW Committee    |
| 1.2.3 Evaluation concerning compliance of | n/a                          | MoLSAEO, MoJ, Ministry of             | 2015     | Evaluation report   | MoLSAEO                 | Evaluation report prepared | Costs for two experts |

| Programs/Interventions   | Respective Sectoral Strategy | Responsible Institutions and Partners  | Duration  | Indicators   | Data Collection Methods |   | Costs                     |
|--|------------------------------|--|-----------|--|-------------------------|---|---------------------------|
|  |                              |  |           |  | Institution             | Source  |                           |
| Albanian legislation with the CEDAW, <i>acquis communautaire</i> of EU, GEL, DVL and ADL.  |                              | Integration<br>MoH, MoES,<br>ANCRT,<br>CEC<br>International<br>Organizations   |           |  |                         |   |                           |
| 1.2.4 Continue public gender awareness, especially women and girls on their legal rights (GEL, DVL and ADL)                                      | n/a                          | MoLSAEO<br>Commissioner for<br>Protection<br>against<br>Discrimination<br>Media<br>NPO-s<br>International<br>Organizations | 2011-2015 | <ul style="list-style-type: none"> <li>• Number of information and awareness activities</li> <li>• Number of participants in activities</li> <li>• Number of women and girls that start court or administrative cases to demand respect of their rights</li> </ul> | MoLSAEO                 | Reports on the awareness and information activities | 6 mln lekë per year       |
| 1.2.5 Conduct gender analysis of all the sectoral strategies to determine how gender perspective is reflected in the interventions and budgeting | All sectoral strategies      | All institutions with sectoral strategies  | 2011-2013 | <ul style="list-style-type: none"> <li>• Number of sectoral strategies that integrate gender perspective in interventions</li> </ul>   | MoLSAEO                 | Analysis of sectoral strategies                     | Costs for team of experts |

| Programs/Interventions   | Respective Sectoral Strategy | Responsible Institutions and Partners  | Duration  | Indicators   | Data Collection Methods |                                | Costs  |
|--|------------------------------|--|-----------|--|-------------------------|--------------------------------|--|
|  |                              |  |           |  | Institution             | Source                         |  |
|  |                              |  |           | and budget   |                         |                                |  |
| <b>Specific Objective 1.3: Increase the capacity of central and local government to implement and monitor the legislation and strategy on gender equality in Albania</b> |                              |  |           |  |                         |                                |  |
| 1.3.1 Establish and strengthen with training activities the Sector of Strategy Monitoring within DPEOF   | n/a                          | MoLSAEO International Organizations  | 2011-2015 | <ul style="list-style-type: none"> <li>Established sector</li> <li>Number and type of training</li> </ul>  | MoLSAEO                 | DPEOF                          | Costs for an office with three experts including one expert with disabilities – costs for meeting the disability needs |
| 1.3.2 Increase the capacities of public officials that work on budget planning, strategy drafting to mainstream gender in relevant policy documents                      | n/a                          | MoLSAEO Line ministries and dependent institutions International Organizations | 2011-2014 | <ul style="list-style-type: none"> <li>Number and type of training activities;</li> <li>Number of participants in training activities</li> </ul> | MoLSAEO                 | Reports of training activities | Costs of one-day training sessions including an international expert, an   |

| Programs/Interventions  | Respective Sectoral Strategy | Responsible Institutions and Partners | Duration  | Indicators                             | Data Collection Methods |                         | Costs  |
|---|------------------------------|---------------------------------------|-----------|--|-------------------------|-------------------------|--|
|   |                              |                                       |           |  | Institution             | Source                  |  |
|   |                              |                                       |           |  |                         |                         | Albanian expert and a facilitator as well as training materials and other expenses . Costs for two international travels for exchange visits in institutions specialized in monitoring |
| 1.3.3 Build capacities of GEE at the central and local level to | n/a                          | Ministries and local government       | 2011-2015 | • Number of trainings, exchange visits | MoLSAEO                 | GEE in each institution | Costs for training and   |



| Programs/Interventions   | Respective Sectoral Strategy | Responsible Institutions and Partners        | Duration  | Indicators  | Data Collection Methods |  | Costs                                     |
|--|------------------------------|--|-----------|---|-------------------------|--|---|
|  |                              |  |           |   | Institution             | Source   |   |
| monitor using the indicators of gender equality and gender based violence  |                              | structures, DPA, International Organizations |           | concerning monitoring through indicators <ul style="list-style-type: none"> <li>• Number of participants</li> <li>• Number of initiatives undertaken by GEE in each institution at the central and local level</li> </ul> |                         | at the central and local level                       | training experts estimated per item above |
| 1.3.4 Renew and reproduce, as needed, manuals produced by UNDP, UN Women and Program Equality in Governance on GEE at the ministry and local government level to ensure gender mainstreaming and promote gender equality in various programmatic initiatives of the government | n/a                          | MoLSAEO International Organizations          | 2011      | Number and type of materials reproduced and distributed   | MoLSAEO                 | Reports of the projects that produce these materials | Costing based on manuals produced by DPA  |
| 1.3.5 Draft guidelines   | Sectoral                     | MOLSAEO,                                     | 2011-2012 | • Drafted   | MoLSAEO                 | Surveys  | Costs for                                 |

| Programs/Interventions  | Respective Sectoral Strategy  | Responsible Institutions and Partners   | Duration  | Indicators  | Data Collection Methods |   | Costs   |
|---|---|---|-----------|---|-------------------------|---|---|
|   |   |   |           |   | Institution             | Source  |   |
| that will facilitate monitoring of the implementation of gender related standards in state inspectorates                        | strategies of Education, Health, Employment, Justice, Annual Work Plan of the ANCRT         | MoF, MoI, MoJ (legal assistance), State Inspectorates <sup>54</sup> ANCRT International Organizations |           | <p>guidelines</p> <ul style="list-style-type: none"> <li>• Extent of use of the guidelines</li> <li>• Annual reports of the inspectorates show cases that conduct monitoring by using the drafted guidelines</li> </ul> |                         | concerning the use of guidelines in the state inspectorates | expertise   |
| 1.3.6 Strengthen the capacities for implementation of the monitoring packages on gender mainstreaming including gender analysis | Sectoral strategies of Education, Health, Employment, Justice Annual Work Plan of the ANCRT | MoLSAEO International Organizations   | 2011-2015 | <ul style="list-style-type: none"> <li>• Number of training sessions</li> <li>• Number of participants in training sessions</li> </ul>  | MoLSAEO                 | Evaluation reports of the training sessions                 | Cost two-day training sessions for each group, depending on the number of staff in each inspectorate - estimate |

<sup>54</sup> DPEOF shall determine other responsible institutions and partners regarding this intervention.

| Programs/Interventions   | Respective Sectoral Strategy | Responsible Institutions and Partners  | Duration  | Indicators  | Data Collection Methods |                  | Costs   |
|--|------------------------------|--|-----------|---|-------------------------|------------------|---|
|  |                              |  |           |   | Institution             | Source           |   |
|  |                              |  |           |   |                         |                  | d at 25-30 participants for each training. Costs for drafting basic guidelines on how to use the monitoring tools |
| 1.3.7 Annual monitoring of the court decisions in 4-5 selected courts of law selected and processing of statistical data collected to determine how gender equality legislation is being implemented | Justice                      | MoLSAEO<br>MoJ<br>Courts of Law<br>NPO-s<br>Inspectorate of the High Council of Justice<br>International Organizations | 2011-2015 | <ul style="list-style-type: none"> <li>Number of monitored court decisions</li> </ul> | MoJ                     | Statistical data |   |
| 1.3.8 Reform the   | Justice                      | MoJ, Courts,   | 2011-2012 | Tools produced  | MoJ                     | Report           | Costs for   |

| Programs/Interventions   | Respective Sectoral Strategy   | Responsible Institutions and Partners   | Duration  | Indicators                                  | Data Collection Methods |   | Costs  |
|--|--|---|-----------|---|-------------------------|---|--|
|  |  |   |           |   | Institution             | Source                                      |  |
| statistical instruments in the justice system to ensure data on gender equality and domestic violence <sup>55</sup>                                      |  | Office of the Attorney, International Organizations                                 |           |   |                         | produced by the Office of Statistics at MoJ | an experts team and two consultative meetings                      |
| 1.3.9 Strengthen the capacities of Inter-Ministerial Working Group (IMWG) as a user and producer of gender disaggregated quantitative data <sup>56</sup> | All the sectoral strategies for which the indicators of gender equality and gender based violence are applicable | MoLSAEO, MAFFPC, MoF, METE, MoES, MoJ, MoH, MoI, INSTAT International Organizations | 2011-2012 | Number of trainings for the members of IMWG | MoLSAEO                 | Reports of training sessions                | Costs for two training sessions estimating 20 participants in each |

<sup>55</sup> Detailed statistics concerning victims of various crimes are missing from the justice system. The reform includes contracting up to three international and Albanian experts that will review models from different countries concerning the recording of data for victims. Consultations are conducted with representatives and specialists of the Ministry of Justice, Ministry of Labor, Social Affairs and Equal Opportunities, Office of the Attorney, and 2-3 Courts of Law. A new form containing additional questions and applicable that elicit this information is drafted. This intervention shall be confirmed by the Ministry of Justice.

<sup>56</sup> Since this Group was established with the Order of the Minister of Labour, Social Affairs and Equal Opportunities to draft the indicators for gender equality and domestic violence, it may continue to function in the future with the duty to revise these indicators as needed, as well as to collect and use the data on gender equality and domestic violence.

## APPENDIX 2: DETAILED ACTION PLAN ON PARTICIPATION OF WOMEN IN DECISION-MAKING

### **Strategic Goal 2: Empower women and girls through participation in decision-making**

#### **Outcomes by 2015**

1. The quota of 30% for the less represented gender is applied in all the senior level political decision-making and electoral processes. Measured through the ratio males/females in the nominal lists of general and local elections.
2. The less represented gender is represented by 30% in the senior decision-making levels of public administration. Measured through the ration males/females in the various sectors of public administration
3. Close to 30% of the police force and peacekeeping missions are women. Measured through the ration males/females in the statistics of the State Police and Police Academy and the Annual Statistics of the Ministry of Defence.
4. Support and increase in women’s social capital enables their civic engagement. Evidenced through the number and contents of the initiatives undertaken by networks of women’s organizations and the size of public funds allocated in support of these initiatives.

Table 4: Action Plan on the Participation of Women in Decision-Making

| Programs/Interventions  | Respective Sectoral Strategy | Responsible Institutions and Partners  | Duration | Indicators   | Data Collection Methods |   | Costs |
|---|------------------------------|--|----------|--|-------------------------|---|-------|
|   |                              |  |          |  | Institution             | Source  |       |
| <b>Specific Objective 2.1: Take measures to ensure full access and participation of girls and women in politics</b>   |                              |  |          |  |                         |   |       |
| 2.1.1 Organize and support advocacy and lobbying campaigns to improve the Electoral Code thus seeking to strengthen the dispositions that ensure the quota of women’s participation in general and local elections. | n/a                          | Parliament<br>Ministry of Justice<br>MoLSAEO<br>Political Parties<br>International Organizations<br>Central Elections Commission | 2012     | <ul style="list-style-type: none"> <li>• Sections in the Code that clearly support participation of women in politics</li> <li>• Number of awareness campaigns</li> <li>• Type of awareness</li> </ul> | DPEOF                   | <ul style="list-style-type: none"> <li>• Electoral Code</li> <li>• Awareness project reports undertaken by NGOs, Political Parties and International Organizations</li> <li>• INSTAT</li> </ul> |       |

| Programs/Interventions   | Respective Sectoral Strategy | Responsible Institutions and Partners | Duration   | Indicators  | Data Collection Methods |  | Costs |
|--|------------------------------|---------------------------------------|------------|---|-------------------------|--|-------|
|  |                              |                                       |            |   | Institution             | Source   |       |
|  |                              | NPO-s                                 |            | raising activities <ul style="list-style-type: none"> <li>• Number of parties that embrace the legal initiative</li> <li>• Percent of female and male candidates and the party lists for general and local elections</li> <li>• Average number of female candidates in the party lists for general and local elections.</li> <li>• Percent of zonal lists for general and local elections that meet the quota.</li> </ul> |                         | taken from CEC <ul style="list-style-type: none"> <li>• Nominal list in general and local elections</li> </ul> |       |
| 2.1.2 Organize awareness raising campaigns that seek to engage political parties | n/a                          | MoLSAEO<br>NPO-s<br>Political Parties | 2013, 2015 | <ul style="list-style-type: none"> <li>• Number of awareness raising</li> </ul>   | MoLSAEO                 | Awareness raising project reports undertaken by  |       |

| Programs/Interventions   | Respective Sectoral Strategy | Responsible Institutions and Partners                       | Duration  | Indicators   | Data Collection Methods |  | Costs |
|--|------------------------------|---|-----------|--|-------------------------|--|-------|
|  |                              |   |           |  | Institution             | Source   |       |
| to undertake the legal initiative to review the Electoral Code   |                              | International Organizations                                 |           | <ul style="list-style-type: none"> <li>activities</li> <li>• Type of awareness raising activities</li> <li>• Number of political parties that embrace the legal initiative</li> <li>• Revisions in the Code that are applied in the general and local elections</li> </ul> |                         | NPOs, Political Parties, and International Organizations |       |
| 2.1.3 Work with Women's Forums within political parties so that they encourage women's introduction and participation in politics            | n/a                          | MoLSAEO<br>Political Parties<br>International Organizations | 2011-2015 | <ul style="list-style-type: none"> <li>• Number and type of activities that target Women's Forums within political parties</li> </ul>  | MoLSAEO                 | Reports of awareness raising campaigns                   |       |
| 2.1.4 Make legislative amendments that oblige political parties to publicly disclose their programs six months before the national elections | n/a                          | MoLSAEO<br>MoJ  | 2012      | <ul style="list-style-type: none"> <li>• Legislative amendments</li> </ul>   | MoLSAEO                 | Official Gazette   |       |
| 2.1.5 Undertake  | n/a                          | MoLSAEO   | 2011-     | <ul style="list-style-type: none"> <li>• Number of</li> </ul>  | MoLSAEO                 | Annual statistics  |       |

| Programs/Interventions  | Respective Sectoral Strategy | Responsible Institutions and Partners                                 | Duration     | Indicators  | Data Collection Methods |                     | Costs |
|---|------------------------------|---|--------------|---|-------------------------|---------------------|-------|
|   |                              |   |              |   | Institution             | Source              |       |
| initiatives that increase representation of women in the local level, e.g., political agreement to increase representation of women as heads of commune and in commune councils, or revise the development plans of the communes to see how women's needs are represented in these plans. |                              | Local government<br>NPO-s<br>International Organizations              | 2015         | women in representative units within local government   |                         | of local government |       |
| 2.1.6 Monitor the implementation of the quota of 30% in the senior level decision-making positions in politics, in the lists and the entities that administer elections   | n/a                          | MoLSAEO<br>CEC<br>NPO-s<br>International Organizations                | 2011<br>2013 | <ul style="list-style-type: none"> <li>• Percent of female and male leaders in political parties</li> <li>• Percent of posts held by females and males in elected local and national positions</li> </ul> | INSTAT                  | CEC                 |       |
| 2.1.7 Study to identify gender disaggregated voting patterns, community structures, perceptions, stereotypical attitudes, impact of electoral   | n/a                          | MoLSAEO<br>Albanian Research Institute<br>International Organizations | 2013         | <ul style="list-style-type: none"> <li>• Study with concrete recommendations</li> </ul>   | DPEOF                   | Study report        |       |



| Programs/Interventions  | Respective Sectoral Strategy | Responsible Institutions and Partners                              | Duration     | Indicators  | Data Collection Methods |  | Costs |
|---|------------------------------|--|--------------|---|-------------------------|--|-------|
|   |                              |  |              |   | Institution             | Source   |       |
| system on women's participation in politics and other aspects that are linked to political empowerment of women. The study identifies and recommends tools and strategies to better illustrate the importance and advantages the society derives from women's participation in politics.  |                              |  |              |   |                         |  |       |
| 2.1.8 Organize local and national media awareness raising campaigns that support entry of women in politics, with no distinction as to origins, ability or social situation – activities include roundtables, community level programs, seminars, television debates, discussions from NGOs and target especially first-time voters | n/a                          | MoLSAEO<br>Media<br>NPO-s<br>International<br>Organizations<br>CEC | 2011<br>2013 | <ul style="list-style-type: none"> <li>• Number of awareness raising activities</li> <li>• Percent of males and females registered as voters</li> <li>• Percent of females and males (with the right to vote) that vote.</li> </ul> | DPEOF<br>INSTAT         | Reports from<br>Media CEC,<br>NPOs and<br>International<br>Organizations |       |

| Programs/Interventions  | Respective Sectoral Strategy | Responsible Institutions and Partners  | Duration  | Indicators   | Data Collection Methods |  | Costs |
|---|------------------------------|--|-----------|--|-------------------------|--|-------|
|   |                              |  |           |  | Institution             | Source   |       |
| 2.1.8 Design and implement capacity building programs with potential women candidates for local and general elections in three programmatic areas: leadership skills, socio-political knowledge and campaign management   | n/a                          | MoLSAEO<br>Political Parties<br>NPO-s<br>International Organizations           | 2011-2013 | <ul style="list-style-type: none"> <li>• Number of programs</li> <li>• Number of women beneficiaries of programs</li> <li>• Number of women that engage as candidates</li> </ul> | DPEOF                   | Reports of specific programs and CEC   |       |
| 2.1.9 Organize programs focused to raise political and legal awareness for potential candidates and women in general to increase their knowledge in relation to the Constitution, Electoral Code, political issues, human rights, challenges of political economic and social development of Albania. | Action Plan of CEC           | MoLSAEO<br>CEC<br>Universities<br>Media<br>NPOs<br>International Organizations | 2011-2015 | <ul style="list-style-type: none"> <li>• Number of programs</li> <li>• Number of women candidates</li> </ul>   | DPEOF<br>INSTAT         | <ul style="list-style-type: none"> <li>• Reports of media, universities and CEC</li> </ul> |       |
| 2.1.10 Create a mentoring system for inexperienced women and specially offer training in leadership, public speaking, self-assertion, campaigning,  | n/a                          | MoLSAEO<br>DPA<br>Political Parties<br>NPO-s                                   | 2011-2015 | <ul style="list-style-type: none"> <li>• Existence of the established system;</li> <li>• Number of training activities</li> </ul>  | DPEOF                   | Documentation of Partners  |       |

| Programs/Interventions  | Respective Sectoral Strategy | Responsible Institutions and Partners  | Duration  | Indicators   | Data Collection Methods |   | Costs |
|---|------------------------------|--|-----------|--|-------------------------|---|-------|
|   |                              |  |           |  | Institution             | Source  |       |
| and similar areas.  |                              |  |           |  |                         |   |       |
| 2.1.11 Develop mechanisms and training sessions encouraging women to participate in the election process, political activities and other leadership areas.  | n/a                          | MoLSAEO  | 2011-2015 | <ul style="list-style-type: none"> <li>• Number of training sessions</li> <li>• Percent of women participating in training sessions</li> <li>• Percent of females and males (with the right to vote) that vote.</li> </ul> | DPEOF<br>INSTAT         | <ul style="list-style-type: none"> <li>• Reports of specific training projects;</li> <li>• General and local elections</li> </ul> |       |
| 2.1.12 Undertake initiatives that promote coordination and reciprocal support between entrepreneurial women and women engaged in politics   | n/a                          | MoLSAEO<br>Entities representing entrepreneurial women<br>Entities representing women engaged in politics<br>International Organizations | 2011-2015 | <ul style="list-style-type: none"> <li>• Number of cooperation initiatives</li> </ul>  | MoLSAEO                 | <ul style="list-style-type: none"> <li>• Reports on undertaken initiatives</li> </ul>   |       |
| <b>Specific Objective 2.2 Increase representation and participation of women in decision-making at least 30% in all decision-making sectors through application of temporary special measures</b> |                              |  |           |  |                         |   |       |
| 2.2.1 Draft and apply   | n/a                          | DPA  | 2011-     | <ul style="list-style-type: none"> <li>• Presence of</li> </ul>  | DPA                     | Offices of  |       |

| Programs/Interventions  | Respective Sectoral Strategy | Responsible Institutions and Partners                            | Duration  | Indicators  | Data Collection Methods |   | Costs |
|---|------------------------------|--|-----------|---|-------------------------|---|-------|
|   |                              |  |           |   | Institution             | Source  |       |
| transparent criteria for appointments in decision-making positions and ensure that selection committees have a gendered balance composition   |                              |  | 2012      | <ul style="list-style-type: none"> <li>criteria</li> <li>• Number of gender-balanced selecting committees</li> </ul>  |                         | Human Resources at every state institution  |       |
| 2.2.2 Prepare information resources to raise awareness on the implementation of the quota in civil service  | Employment                   | MoLSAEO<br>DPA   | 2011-2015 | <ul style="list-style-type: none"> <li>• Number of information resources</li> <li>• Type of information resources</li> <li>• Extent of the implementation of the quota</li> </ul>   | DPA                     | Archives of DPA   |       |
| 2.2.3 Monitoring of the application of the quota of 30% for the underrepresented gender in the senior levels of decision-making in politics, and administration, in the education and justice system, including percentage of women with disabilities | n/a                          | MoLSAEO<br>All state institutions at the central and local level | 2011-2015 | <ul style="list-style-type: none"> <li>• Percent of females and males in the civil service in the four highest level positions</li> <li>• Percent of participation of women and men in elected and nominated positions in the national and</li> </ul> | MoLSAEO                 | Parliament<br>Council of Ministers<br>CEC<br>Judiciary and administrative entities<br>Ministries<br>Local government entities |       |

| Programs/Interventions   | Respective Sectoral Strategy | Responsible Institutions and Partners | Duration  | Indicators  | Data Collection Methods   |   | Costs |
|--|------------------------------|---------------------------------------|-----------|---|---|---|-------|
|  |                              |                                       |           |   | Institution   | Source  |       |
|  |                              |                                       |           | local level <ul style="list-style-type: none"> <li>• Percent of female and male judges</li> <li>• Percent of female and male prosecutors</li> </ul> |   |   |       |
| 2.2.4 Monitor the female representation in all the levels of economy including private sector and civil society  | n/a                          | MoLSAEO                               | 2011-2015 | <ul style="list-style-type: none"> <li>• Percent of females compared to males within a specific sector</li> </ul>                                   | MoLSAEO   | <ul style="list-style-type: none"> <li>• INSTAT</li> </ul>  |       |
| 2.2.5 Through special measures, ensure gender balance in the nomination, appointment, or selection of candidates in the diplomatic missions, especially in the senior level positions such as ambassadors and counsels | n/a                          | MoFA                                  | 2011-2015 | <ul style="list-style-type: none"> <li>• Percent of diplomats in diplomatic positions disaggregated by gender</li> </ul>                            | INSTAT  | <ul style="list-style-type: none"> <li>• Statistics of the Ministry of Foreign Affairs</li> </ul> |       |
| <b>Specific Objective 2.3: Increase participation of women and girls in peacekeeping missions and police structures</b>  |                              |                                       |           |   |   |   |       |
| 2.3.1 Apply special positive measures to achieve equal representation (about   | State Police<br>Defence      | MoI<br>MoD                            | 2011-2015 | <ul style="list-style-type: none"> <li>• Percent of girls and women in peacekeeping missions and</li> </ul>   | <ul style="list-style-type: none"> <li>• State Police</li> <li>• Academy of Public Order</li> </ul> | <ul style="list-style-type: none"> <li>• Statistics of State Police and Police Academy</li> </ul> |       |

| Programs/Interventions   | Respective Sectoral Strategy | Responsible Institutions and Partners   | Duration      | Indicators   | Data Collection Methods  |   | Costs |
|--|------------------------------|---|---------------|--|--|---|-------|
|  |                              |   |               |  | Institution  | Source  |       |
| 30%) of women and girls in peacekeeping missions and police structures   |                              |   |               | police structures  | • Ministry of Defence  | • Annual statistics of the Ministry of Defence  |       |
| 2.3.2. Train members of the peacekeeping missions and police structures on gender equality and non-discrimination            | State Police<br>Defence      | MoLSAEO<br>MoI<br>MoD<br>State Police<br>Commissioner<br>on non-<br>discrimination<br>International<br>Organizations<br>NPO-s | 2011-<br>2015 | <ul style="list-style-type: none"> <li>• Number of training programs</li> <li>• Percent of participation disaggregated by sex</li> </ul> | Ministry of the Interior<br>Ministry of Defence                        | Reports of specific projects organized by partners  |       |
| 2.3.3 Organize awareness raising campaigns to address gender stereotypes in peacekeeping missions and the police structures  | State Police<br>Defence      | MoLSAEO<br>MoI<br>MoD<br>State Police<br>Commissioner<br>on non-<br>discrimination<br>International<br>Organizations<br>NPO-s | 2011-<br>2015 | Number of awareness raising activities   | DPEOF through the Ministry of the Interior and the Ministry of Defence | Reports of various awareness campaigns  |       |
| <b>Specific Objective 2.4: Increase the capability of women as citizens to participate in decision-making and leadership</b> |                              |   |               |  |  |   |       |
| 2.4.1 Provide leadership and self- esteem training to assist women and girls, particularly those with special needs, for     | n/a                          | MoLSAEO<br>NPO-s<br>International<br>Organizations  | 2011-<br>2015 | <ul style="list-style-type: none"> <li>• Type of training sessions</li> <li>• Number of</li> </ul>                                       | DPEOF  | <ul style="list-style-type: none"> <li>• Documentation of the training programs</li> <li>• Programs of</li> </ul> |       |

| Programs/Interventions  | Respective Sectoral Strategy | Responsible Institutions and Partners           | Duration  | Indicators  | Data Collection Methods  |  | Costs |
|---|------------------------------|---|-----------|---|--|--|-------|
|   |                              |   |           |   | Institution  | Source   |       |
| example women with disabilities or belonging to ethnic and linguistic minorities, to strengthen their self-esteem and enable them to engage in civic action.            |                              |   |           | training sessions   |  | NPOs and International Organizations   |       |
| 2.4.2 Encourage civic initiatives that increase accountability of public authorities toward implementation of measures that address women's well-being and rights       | n/a                          | MoLSAEO<br>NPO-s<br>International Organizations |           | <ul style="list-style-type: none"> <li>• Number of civic initiatives initiated by women</li> <li>• Number of civic initiatives in which women are engaged</li> <li>• Number of women that participate in civic initiatives initiated by women NPOs</li> </ul> | DPEOF  | <ul style="list-style-type: none"> <li>• Reports of NGOS and International Organizations</li> </ul>  |       |
| 2.4.3 The state agency that supports civil society provide opportunities (e.g., percent of funding) to fund projects that focus on issues of gender equality and gender | n/a                          | Agency for the Support of Civil Society         | 2011-2015 | <ul style="list-style-type: none"> <li>• Percent of fund allocated for issues concerning gender equality and gender based violence</li> </ul>   | <ul style="list-style-type: none"> <li>• Agency for the Support of Civil Society</li> <li>• NPO-s that benefit from this fund</li> </ul> | <ul style="list-style-type: none"> <li>• Documentation of ASCS</li> <li>• Documentation of NPOs that benefit from the ASCS Fund</li> </ul> |       |

| Programs/Interventions  | Respective Sectoral Strategy | Responsible Institutions and Partners          | Duration  | Indicators   | Data Collection Methods    |   | Costs |
|---|------------------------------|--|-----------|--|----------------------------|---|-------|
|   |                              |  |           |  | Institution                | Source  |       |
| based violence  |                              |  |           | <ul style="list-style-type: none"> <li>• Number of organizations that benefit from the fund allocated to issues concerning gender equality and GBV compared to the number of NPOs that benefit from the general fund of ASCS</li> </ul>                    |                            |   |       |
| 2.4.4 Create a special fund at the central government level to develop Women's Movement and gender equality initiatives | n/a                          | MoLSAEO<br>DSCD<br>International Organizations | 2012-2015 | <ul style="list-style-type: none"> <li>• Established fund;</li> <li>• Size of the fund;</li> <li>• Number of institutions and organizations that benefit from this fund;</li> <li>• Number of projects per year that are supported by this fund</li> </ul> | Fund Administration Office | <ul style="list-style-type: none"> <li>• Documentation of the Office for the Administration of the Fund</li> <li>• Documentation of the institutions and organizations that benefit from the fund.</li> </ul> |       |





### APPENDIX 3: DETAILED ACTION PLAN ON ECONOMIC AND SOCIAL EMPOWERMENT

**Strategic Goal 3: To ensure economic and social empowerment of females and males through addressing gender inequalities that lead to poverty and promoting social inclusion.**

**Outcomes by 2015:**

1. Female participation in labour force increased by 21% (from 44% to 65%)  
Measured through employment rate by sex and location from the Labour Force Survey
2. Reduction of unemployment to 10% (for females from 16% to 10% and for men from 12% to 10%)  
Measured through unemployment rate by sex, age and location (urban/rural) from the Labour Force Survey
3. Reduction of poverty in rural areas by 10% and approximation of poverty levels to those of the urban areas  
Measured through the ratio of rural families under poverty line
4. Increase of participation of women in private sector by 30%  
Measured through (a) ratio of business owners by sex, type and size of enterprise; (b) average of annual salary in the private sector by sex and qualification (qualified work/unqualified work).

Table 5: Action Plan on Economic and Social Empowerment

| Programs/Interventions  | Respective Sectoral Strategy                      | Responsible Institutions and Partners | Duration  | Indicators   | Data Collection Methods |   | Costs  |
|---|---|---------------------------------------|-----------|--|-------------------------|---|--|
|   |   |                                       |           |  | Institution             | Source  |  |
| <b>Specific Objective 3.1: Increase economic independence of women through expanding and improving access to loan, support programs and structures for care and social protection</b> |   |                                       |           |  |                         |   |  |
| 3.1.1 Support women's enterprise through drafting of legal framework that delivers soft loans as well as organize awareness campaigns, including in the media, in connection with the | Development of Business and Investments 2007-2013 | METE MF Experts                       | 2012-2015 | <ul style="list-style-type: none"> <li>• Drafted legal framework</li> <li>• Number of awareness campaigns on the legal framework</li> <li>• Number and size of soft</li> </ul> | INSTAT                  | <ul style="list-style-type: none"> <li>• Legal framework</li> <li>• Bank of Albania</li> <li>• Survey of media</li> <li>• Reports of MF and METE</li> </ul> | <ul style="list-style-type: none"> <li>• Costs for teams with experts of finances and legislati</li> </ul> |

| Programs/Interventions  | Respective Sectoral Strategy                      | Responsible Institutions and Partners | Duration  | Indicators  | Data Collection Methods |   | Costs   |
|---|---|---------------------------------------|-----------|---|-------------------------|---|---|
|   |   |                                       |           |   | Institution             | Source  |   |
| new legal framework   |   |                                       |           | loans borrowed by entrepreneurs<br>1 women by location (urban/rural)<br>• Percent of women and men that approach loan and micro-credit by location (urban/rural)<br>• Percent of women that benefit from state funds/loans/grants by location |                         |   | on<br>• Costs for consultative meetings with key stakeholders;<br>• Costs for awareness/information campaigns |
| 3.1.2 Set up a Special Fund for the promotion of women's enterprises and conduct awareness raising activities concerning the use of this fund | Development of Business and Investments 2007-2013 | METE<br>MoF<br>Experts<br>NPO-s       | 2012-2015 | • Existence of the fund<br>• Number of awareness raising activities<br>• Number of women's enterprises that   | METE                    | • Reports of the activity of the Fund<br>• Media survey |   |

| Programs/Interventions   | Respective Sectoral Strategy                      | Responsible Institutions and Partners                   | Duration  | Indicators   | Data Collection Methods |  | Costs  |
|--|---|---|-----------|--|-------------------------|--|--|
|  |   |   |           |  | Institution             | Source   |  |
|  |   |   |           | access and use this fund   |                         |  |  |
| 3.1.3 Conduct a study that evaluates the specific programs for the economic empowerment of women; this study evidences and proposes the interventions that are most likely to produce high yield results in the context of Albania                                       | Development of Business and Investments 2007-2013 | METE<br>MoF<br>International Organizations              | 2011      | <ul style="list-style-type: none"> <li>• Study commissioned by METE</li> </ul>   | METE                    | <ul style="list-style-type: none"> <li>• Study report</li> </ul>                                 | Costs for experts and translation of the study<br>Costs for a roundtable with specialists of field of expertise                |
| 3.1.4 Identify national, regional and international best programs and practices that focus on micro-credit lending or cooperatives / social enterprises that assist women and study opportunities for replication of such programs / practices in the context of Albania | Development of Business and Investments 2007-2013 | MoLSAEO<br>METE<br>NPO-s<br>International Organizations | 2011-2015 | <ul style="list-style-type: none"> <li>• Study on the best practices commissioned by METE</li> <li>• Number of programs adapted</li> </ul> | METE                    | <ul style="list-style-type: none"> <li>• Study report and reports on adapted programs</li> </ul> | Costs for expertise and translation of the study<br>Costs for a consultation meeting with specialists in the area of expertise |

| Programs/Interventions  | Respective Sectoral Strategy   | Responsible Institutions and Partners   | Duration    | Indicators   | Data Collection Methods |  | Costs   |
|---|--|---|-------------|--|-------------------------|--|---|
|   |  |   |             |  | Institution             | Source   |   |
| 3.1.5 Conduct a feasibility study that focuses on the establishment of social enterprises on the basis of international successful models                               | Development of Business and Investments 2007-2013<br>Promotion of Employment and Professional Training | MoLSAEO<br>METE<br>International Organizations<br>Research Institute / University                                     | 2012 - 2015 | <ul style="list-style-type: none"> <li>• Feasibility study</li> <li>• Type of social enterprise model adapted</li> </ul>   | METE                    | <ul style="list-style-type: none"> <li>• Study report</li> <li>• Report on an established model</li> </ul> | Costs for expertise and translation of the study<br>Costs for a consultative meeting with field experts |
| 3.1.6 Set up an Information Center for Women that relates information on how they manage and lead an enterprise and supports them in the establishment of an enterprise | Development of Business and Investments 2007-2013  | METE<br>Agency of Small and Medium Enterprises<br>Trade Chambers<br>Organizations of entrepreneurs<br>Bank of Albania | 2011-2013   | <ul style="list-style-type: none"> <li>• One centre set up</li> <li>• Percent of women that have a private enterprise and use this centre</li> <li>• Percent of women that have registered their enterprise and have used the services of this centre to start the enterprise</li> </ul> | METE                    | <ul style="list-style-type: none"> <li>• Reports of the Information Centre</li> </ul>                      | Costs for the establishment and operation of the centre   |
| 3.1.7 Set up an Inter-Ministerial Work  | Justice  | MoJ<br>MoLSAEO  | 2011        | <ul style="list-style-type: none"> <li>• Review report on the property legislation</li> </ul>  | MoJ                     | <ul style="list-style-type: none"> <li>• Review report and</li> </ul>                                      | Costs for experts   |

| Programs/Interventions   | Respective Sectoral Strategy                      | Responsible Institutions and Partners                                | Duration  | Indicators   | Data Collection Methods |   | Costs  |
|--|---|--|-----------|--|-------------------------|---|--|
|  |   |  |           |  | Institution             | Source  |  |
| Group that reviews the property legislation from the gender perspective  |   | MAFCP<br>International Organizations                                 |           | • Recommendations  |                         | recommendations of the IMWG   | team<br>Costs for consultative meetings with field experts |
| 3.1.8 Organize information and training sessions on:<br>- management of existing enterprises<br>- establishment of new enterprises<br>- use of loans;<br>Combine these sessions with knowledge and skills to make decisions on reproductive health | Development of Business and Investments 2007-2013 | METE<br>Bank of Albania<br>NPO-s<br>International Organizations      | 2011-2015 | <ul style="list-style-type: none"> <li>• Number of information sessions</li> <li>• Number of licenses issued for women led enterprises</li> <li>• Number and type of programs for reproductive health</li> </ul> | METE                    | <ul style="list-style-type: none"> <li>• Reports of projects that contain information sessions</li> <li>• Media survey</li> </ul> | Training costs   |
| 3.1.9 Organize training sessions with university graduates that wish to start a personal enterprise and combine these sessions with sessions on knowledge and skills to make   | Development of Business and Investments 2007-2013 | METE<br>Universities<br>MoES<br>NPO-s<br>International Organizations | 2011-2015 | <ul style="list-style-type: none"> <li>• Number and type of training sessions</li> <li>• Number of participants in training sessions by gender and location</li> <li>• Number and</li> </ul>                     | METE                    | Reports of training programs  |  |

| Programs/Interventions  | Respective Sectoral Strategy                      | Responsible Institutions and Partners                          | Duration  | Indicators   | Data Collection Methods  |  | Costs |
|---|---|--|-----------|--|--|--|-------|
|   |   |  |           |  | Institution  | Source   |       |
| decisions on reproductive health  |   |  |           | type of programs for reproductive health   |  |  |       |
| 3.1.10 Organize tours “Girls’ day” for young women that are engaged in non-traditional enterprises for women  | Development of Business and Investments 2007-2013 | METE<br>Private sector<br>NPO-s<br>International Organizations | 2011-2015 | <ul style="list-style-type: none"> <li>• Number of tours organized</li> <li>• Number of participants</li> </ul>  | METE   | Reports of NPOs that organize these programs   |       |
| 3.1.11 Enable access of rural women to property and other assets such as forests, natural resources through amendments in the legal framework regulating property and conduct awareness raising campaigns concerning amendments in this legal framework | Is not foreseen in this strategy                  | METE<br>MoJ (legal assistance)<br>MAFCP<br>NPO-s               | 2011-2015 | <ul style="list-style-type: none"> <li>• Number of amended laws</li> <li>• Number of awareness raising activities/resource materials produced and distributed</li> <li>• Percent of rural women that own property and assets registered on their name</li> </ul> | METE<br>MAFCP<br>MoI<br>Ministry of Environment, Forests and Administration of Water Resources | <ul style="list-style-type: none"> <li>• Directorate of Statistics of METE, MAFCP, MEFAW</li> <li>• Media Surveys</li> <li>• Reports of awareness raising projects carried out by NPO-s</li> </ul> |       |
| 3.1.12 Monitor the implementation of the entitlement to property  | Justice   | MAFCP<br>MoJ<br>Law  | 2011-2015 | <ul style="list-style-type: none"> <li>• Percent of women that benefit the</li> </ul>  | MoJ  | <ul style="list-style-type: none"> <li>• Office of Statistics of MoJ</li> </ul>  |       |

| Programs/Interventions  | Respective Sectoral Strategy  | Responsible Institutions and Partners   | Duration  | Indicators   | Data Collection Methods |   | Costs |
|---|---|---|-----------|--|-------------------------|---|-------|
|   |   |   |           |  | Institution             | Source  |       |
| for women, especially those in rural areas  |   | Enforcement Offices<br>Courts of Law<br>Offices for Registration of Real Estate<br>Notary Chamber |           | right to property through court decisions compared to cases filed in the Court of Law  |                         | <ul style="list-style-type: none"> <li>• Offices of Law Enforcement</li> </ul>  |       |
| 3.1.13 Conduct a study that evaluates how existing grant-giving programs for farmers may increase access of rural women to this program and recommend types of promotion programs that target specifically women in rural areas | Rural Development 2007-2013<br>Development of Agriculture and Food 2007-2013<br>Development of Business and Investments 2007-2013 | MAFCP<br>METE<br>Research Institute/<br>University<br>International Organization                  | 2011-2012 | <ul style="list-style-type: none"> <li>• Study conducted and distributed to stakeholders</li> <li>• Percent of women farmers that benefit from promotion programs</li> </ul> | MAFCP<br>METE           | <ul style="list-style-type: none"> <li>• Study report</li> <li>• Directorates of Statistics in relevant institutions</li> </ul> |       |
| 3.1.14 Promote women's enterprise through organization of annual national fairs on women's enterprise   | Development of Business and Investments 2007-2013   | MOLSAEO<br>METE<br>MAFCP<br>Associations of women's enterprises<br>Trade Chamber                  | 2011-2015 | <ul style="list-style-type: none"> <li>• Number of fairs</li> <li>• Percent of enterprises represented compared to the number of licences</li> </ul>                         | METE                    | <ul style="list-style-type: none"> <li>• Directorate of statistics at METE</li> <li>• Reports of organized fairs</li> </ul>     |       |



| Programs/Interventions   | Respective Sectoral Strategy | Responsible Institutions and Partners                     | Duration  | Indicators   | Data Collection Methods |  | Costs |
|--|------------------------------|---|-----------|--|-------------------------|--|-------|
|  |                              |   |           |  | Institution             | Source   |       |
|  |                              | International Organizations                               |           | issued for women's enterprises   |                         |  |       |
| 3.1.15 Utilize Time Use Survey that gives information on various activities such as paid/unpaid work, child care, volunteering, socialization to determine women's contribution to the Gross Domestic Product, dynamics of unpaid work and propose measures and promotion programs to improve work-life balance including leisure time and socialization | Statistics                   | MOLSAEO<br>INSTAT<br>International Organizations          | 2011-2012 | <ul style="list-style-type: none"> <li>Completed Time Use Survey</li> <li>Number of promotion programs</li> </ul>                          | INSTAT                  | <ul style="list-style-type: none"> <li>Data from the Time Use Survey</li> </ul>  |       |
| 3.16 Design policies with flexible work hours, compressed work week, job sharing, working from home for a better work-life balance;  | Employment                   | <ul style="list-style-type: none"> <li>MoLSAEO</li> </ul> | 2011-2013 | <ul style="list-style-type: none"> <li>Designed policy</li> <li>Percent of employees that use this policy within an institution</li> </ul> | MoLSAEO                 | <ul style="list-style-type: none"> <li>Office of Statistics of MoLSAEO</li> <li>Reports of institutions and other enterprises</li> </ul> |       |

| Programs/Interventions   | Respective Sectoral Strategy | Responsible Institutions and Partners   | Duration  | Indicators   | Data Collection Methods |                   | Costs |
|--|------------------------------|---|-----------|--|-------------------------|-------------------|-------|
|  |                              |   |           |  | Institution             | Source            |       |
| conduct awareness raising campaigns associated with the policy   |                              |   |           | <ul style="list-style-type: none"> <li>• or enterprise</li> <li>• Awareness raising campaigns in the media</li> </ul>  |                         |                   |       |
| 3.1.17 Expand reception capacities by increasing investments in the network of state preschool institutions thus aiding workers with family responsibilities | Pre-University Education     | <ul style="list-style-type: none"> <li>• MoES</li> <li>• RDE</li> <li>• Local government</li> </ul> | 2011-2015 | <ul style="list-style-type: none"> <li>• Percent of budget allocated to preschool education</li> <li>• Number of state preschool institutions in urban and rural areas</li> <li>• Percent of children that follow state preschool institutions disaggregated by sex, age and location</li> <li>• Minimum costs families incur for preschool service per</li> </ul> | MoES                    | Statistics of RDE |       |

| Programs/Interventions  | Respective Sectoral Strategy | Responsible Institutions and Partners   | Duration  | Indicators  | Data Collection Methods |   | Costs  |
|---|------------------------------|---|-----------|---|-------------------------|---|--|
|   |                              |   |           |   | Institution             | Source  |  |
|   |                              |   |           | year  |                         |   |  |
| 3.1.18 Identify regional and international best practices concerning work-life balance including organization of preschool care in the workplace.   | Pre-University Education     | <ul style="list-style-type: none"> <li>• MoES</li> <li>• International Organizations</li> <li>• Research Institute</li> </ul> | 2011-2015 | <ul style="list-style-type: none"> <li>• Study on best practices</li> <li>• Design of models adapted for the Albanian context</li> <li>• Number of institutions that adapt a specific model</li> </ul>                                | MoES                    | Study report<br>Report of institutions that adapt a specific model                    |  |
| 3.1.19 Review the legislation on social insurance in regards to paternity leave in compliance with recommendations of CEDAW and EU and conduct awareness raising campaigns through media and in institutions regarding potential amendments as well as to change the mentality in conjunction with parental | Social Insurance             | MOLSAEO<br>NPO-s<br>Media   | 2011-2015 | <ul style="list-style-type: none"> <li>• Percent of women and men that benefit from partial parental leave compared to the total period established by law.</li> <li>• Percent of females/males that benefit from parental</li> </ul> | INSTAT<br>MoLSAEO       | ISSH<br>Media<br>Maternity homes<br>Reports of MoH on information/awareness campaigns | Costs for legal experts that amend the law<br>Costs for reproduction of information materials for parents concerning early childhood |

| Programs/Interventions   | Respective Sectoral Strategy                       | Responsible Institutions and Partners  | Duration  | Indicators   | Data Collection Methods |  | Costs   |
|--|--|--|-----------|--|-------------------------|--|---|
|  |  |  |           |  | Institution             | Source   |   |
| responsibilities of mothers and fathers, especially in early childhood development (e.g., maternity homes/delivery centres may distribute this type of information   |  |  |           | <p>leave.</p> <ul style="list-style-type: none"> <li>• Percent of males that take paternal leave</li> <li>• Number of awareness and information activities concerning the role of mothers and fathers in raising children</li> </ul>               |                         |  | care Costs for awareness /information campaigns   |
| <p>3.1.20 Review opportunities to make amendments in the legislation and other measures (associated with awareness raising campaigns concerning amendments) that relate to:</p> <ul style="list-style-type: none"> <li>• recognition and valuation of unpaid work in the retirement schemes, especially for rural</li> </ul> | Social Insurance (in process)<br>Social Protection | MoLSAEO<br>MoJ (legal assistance concerning improvements in the retirement scheme)<br>NPO-s<br>Media | 2011-2012 | <ul style="list-style-type: none"> <li>• Percent of female/male heads of household that benefit from economic aid</li> <li>• Percent of females/males that receive retirement salaries</li> <li>• Percent of females/males that benefit</li> </ul> | MoLSAEO                 | State Social Service<br>Reports of NPOs<br>Survey in the media<br>Center for Official Publications | Costs for the expertise<br>Costs for the campaign |

| Programs/Interventions   | Respective Sectoral Strategy | Responsible Institutions and Partners | Duration | Indicators   | Data Collection Methods |        | Costs |
|--|------------------------------|---------------------------------------|----------|--|-------------------------|--------|-------|
|  |                              |                                       |          |  | Institution             | Source |       |
| <p>women and women with disabilities</p> <ul style="list-style-type: none"> <li>• retirement system that considers the low participation of women in the labour market</li> <li>• criteria for benefits such as parental leave, economic aid for women that work in the agricultural sector (not registered as contributors in this sector), women with disabilities, self-employed women and women heads of household;</li> <li>• Approval of amendments in the law 9355, date 10.3.2005 “On social assistance and services” to regulate that the male head of the household is not the only person entitled to withdraw</li> </ul> |                              |                                       |          | <p>from unemployment wages</p> <ul style="list-style-type: none"> <li>• Number of awareness raising campaigns</li> <li>• Amendments in the laws</li> </ul> |                         |        |       |

| Programs/Interventions   | Respective Sectoral Strategy        | Responsible Institutions and Partners | Duration  | Indicators  | Data Collection Methods |  | Costs                                |
|--|-------------------------------------|---------------------------------------|-----------|---|-------------------------|--|--------------------------------------|
|  |                                     |                                       |           |   | Institution             | Source   |                                      |
| economic aid; abused women in the cases when they have Protection Orders, or cases when their marital divorce results from violence shall have access to economic aid  |                                     |                                       |           |   |                         |  |                                      |
| 3.1.21 Conduct a study on participation of persons with disabilities (including women) in the labour market and ensure supportive differential measures for persons with disabilities (tax credits and exemptions, use of existing schemes for micro-credit loans, adaptability of workplace for these individuals, initiatives that build leadership skills and give opportunities that | Employment People with Disabilities | MOLSAEO NPO-s                         | 2011-2015 | <ul style="list-style-type: none"> <li>• Study commissioned by MoLSAEO</li> <li>• Number and type of existing and new support measures</li> <li>• Number of people with disabilities that benefit from these measures by gender and location</li> </ul> | MOLSAEO                 | <ul style="list-style-type: none"> <li>• Directorate of Statistics</li> <li>• Reports of NPO-s involved in the implementation of support measures</li> </ul> | Costs for experts and measures taken |

| Programs/Interventions   | Respective Sectoral Strategy | Responsible Institutions and Partners                  | Duration  | Indicators  | Data Collection Methods |   | Costs |
|--|------------------------------|--|-----------|---|-------------------------|---|-------|
|  |                              |  |           |   | Institution             | Source  |       |
| allow women with disabilities to be in leadership positions in the workplace)  |                              |  |           |   |                         |   |       |
| 3.1.22 Conduct gender training for women and men in the workplace to promote non-discriminatory work relations and respect for diversity in the workplace and management styles. | Employment                   | MOLSAEO<br>DAP<br>NPO-s<br>International Organizations | 2011-2015 | <ul style="list-style-type: none"> <li>• Number of training sessions</li> <li>• Percent of participants disaggregated by gender</li> </ul>  | DPEOF                   | Reports on training sessions<br>Reports of MOLSAEO<br>Reports of NPOs |       |
| 3.1.23 Strengthen capacities of the Office of Statistics of MOLSAEO to collect and analyse data disaggregated by gender  | Statistics                   | MoLSAEO<br>INSTAT<br>International Organizations       | 2011-2013 | <ul style="list-style-type: none"> <li>• Type and number of activities for capacity building</li> <li>• Numbers of reports produced and published by the Office of Statistics of MoLSAEO</li> </ul> | MoLSAEO                 | Reports on capacity building programs                                 |       |
| 3.1.24 Consider the recommendations deriving from the gender analysis of the   | Finance                      | MoF  | 2011-2012 | <ul style="list-style-type: none"> <li>• Number of advocacy / lobbying campaigns</li> </ul>   | MoF                     | Department of Taxation, General Directorate                           |       |

| Programs/Interventions   | Respective Sectoral Strategy | Responsible Institutions and Partners                | Duration  | Indicators  | Data Collection Methods |  | Costs |
|--|------------------------------|--|-----------|---|-------------------------|--|-------|
|  |                              |  |           |   | Institution             | Source   |       |
| tax system and conduct advocacy / lobbying campaigns to address forms of discriminations for one gender in the Tax Law and accompanying decisions  |                              |  |           | <ul style="list-style-type: none"> <li>Number and types of measures that address forms of discriminations for one gender in the Tax Law and accompanying decisions</li> </ul> |                         | of Taxation                                      |       |
| 3.1.25 Conduct awareness raising activities on gender and taxation targeting tax administrators, tax consultants, politicians, associations of enterprises, civil society organizations, trade unions and other stakeholders | Finance                      | MoF<br>NPO-s<br>International Organizations<br>Media | 2011-2015 | <ul style="list-style-type: none"> <li>Number of awareness raising activities</li> <li>Number of stakeholders participating in the awareness raising activities</li> </ul>    | MoF                     | Reports of activities received by the GEE of MoF |       |
| 3.1.26 Request the General Directorate of Taxation to show data on taxpayers disaggregated by sex  | Finance                      | MoF  | 2011-2015 | <ul style="list-style-type: none"> <li>Percent of taxpayers by sex</li> </ul>   | MoF                     | Office for Administration of Taxes               |       |
| 3.1.27 Design  | Finance                      | MoLSAEO  | 2011-2015 | <ul style="list-style-type: none"> <li>Number of</li> </ul>   | MoLSAEO                 | Reports of                                       |       |



| Programs/Interventions   | Respective Sectoral Strategy  | Responsible Institutions and Partners  | Duration  | Indicators  | Data Collection Methods |                             | Costs |
|--|---|--|-----------|---|-------------------------|-----------------------------|-------|
|  |   |  |           |   | Institution             | Source                      |       |
| methodology to compare the data and conduct studies to determine the impact of investments in infrastructure on women and design/implement projects that improve quality of life for women especially in the rural areas (roads, services, water ducts). | Transportation and Integrated Plan of Ministry of Public Works and Transportation | MoF Ministry of Public Works and Transportation International Organizations Research Institute               |           | studies performed<br>• Number of projects designed and implemented  |                         | studies/projects undertaken |       |
| <b>Specific Objective 3.2: Continue to promote professional training and employment of women and girls through measures that support participation of women in the labour market</b>   |   |  |           |   |                         |                             |       |
| 3.2.1 Conduct a national study on the position of women and girls in the formal and informal labour markets.   | Employment  | MoLSAEO National Employment Service (NES) Research Institute / University INSTAT International Organizations | 2011-2012 | <ul style="list-style-type: none"> <li>• Study commissioned by MoLSAEO</li> <li>• Number and type of responsible institutions receiving the report</li> <li>• Number of copies distributed to the public</li> </ul> | INSTAT MoLSAEO          | LFS Study report            |       |
| 3.2.2 Conduct a  | Employment  | MoLSAEO  | 2011-2012 | <ul style="list-style-type: none"> <li>• Study</li> </ul>   | MoLSAEO                 | Study report                |       |

| Programs/Interventions   | Respective Sectoral Strategy | Responsible Institutions and Partners   | Duration  | Indicators  | Data Collection Methods |                                 | Costs |
|--|------------------------------|---|-----------|---|-------------------------|---------------------------------|-------|
|  |                              |   |           |   | Institution             | Source                          |       |
| national study to evaluate the employment policies and practices (gender stereotyping in employment, career advancement and job evaluation)                          |                              | Research Institute / University<br>INSTAT<br>International Organizations            |           | <ul style="list-style-type: none"> <li>commissioned by MoLSAEO</li> <li>• Number and type of responsible institutions receiving the report</li> <li>• Number of copies distributed to the public</li> </ul>         |                         |                                 |       |
| 3.2.3 Conduct a national study to analyse the wage gaps between women and men, including gaps faced by women with disabilities in the various sectors of the economy | Employment                   | MoLSAEO<br>Research Institute / University<br>INSTAT<br>International Organizations | 2011-2012 | <ul style="list-style-type: none"> <li>• Study commissioned by MoLSAEO</li> <li>• Number and type of responsible institutions receiving the report</li> <li>• Number of copies distributed to the public</li> </ul> | MoLSAEO                 | Study report                    |       |
| 3.2.4 Raise awareness on gender equality, obligations of employers and the   | Employment                   | MoLSAEO<br>DPA<br>Enterprises in the private  | 2011-2015 | <ul style="list-style-type: none"> <li>• Number of awareness raising campaigns</li> </ul>   | MoLSAEO                 | All enterprises with 20 or more |       |

| Programs/Interventions  | Respective Sectoral Strategy                 | Responsible Institutions and Partners  | Duration  | Indicators  | Data Collection Methods |  | Costs |
|---|--|--|-----------|---|-------------------------|--|-------|
|   |  |  |           |   | Institution             | Source   |       |
| rights of employees to prevent sexual harassment in the private sector              |  | sector<br>Trade unions<br>Entities/<br>associations of employers<br>International Organizations  |           | and materials produced<br>• Number of enterprises in the private sector that apply measures to prevent or address sexual harassment                                   |                         | employees  |       |
| 3.2.5 Raise awareness on the rights and responsibilities of employers and employees | Employment                                   | MoLSAEO<br>NPO-s<br>International Organizations<br>Universities /<br>Research Institute<br>Trade unions<br>Entities /<br>associations of employers | 2011-2015 | • Number of awareness raising campaigns and materials produced<br>• Percent of surveyed employers and employees that are aware of rights and responsibilities of each | MoLSAEO                 | Reports on awareness raising activities undertaken by partners |       |
| 3.2.6 Through training programs Promote professional/skills training of rural       | Rural Development<br>Promotion of Employment | MoLSAEO<br>MAFCP<br>International Organizations  | 2011-2015 | • Number of training programs<br>• Percent of   | MAFCP                   | Reports of the training programs<br>INSTAT on                  |       |

| Programs/Interventions   | Respective Sectoral Strategy | Responsible Institutions and Partners   | Duration  | Indicators  | Data Collection Methods |  | Costs |
|--|------------------------------|---|-----------|---|-------------------------|--|-------|
|  |                              |   |           |   | Institution             | Source   |       |
| women in compliance with market demands                          | and Professional Training    | NPO-s   |           | women in rural areas that participate in training sessions compared to the female population in rural areas in the targeted prefecture  |                         | rural population at the prefecture level   |       |
| 3.2.7 Continue with training on gender stereotyping in education | Pre-University Education     | MoES<br>RDE<br>Institute for the Development of Education (IDE)<br>National Inspectorate of Pre-University Education (NIPE)<br>International Organizations<br>NPO-s | 2011-2015 | <ul style="list-style-type: none"> <li>• Number and type of training sessions organized by level of schools and other institutions in the education sector</li> <li>• Percent of education personnel participating in training sessions by</li> </ul> | MoES                    | RDE<br>Annual reports of IDE and NIPE<br>Reports of training projects designed and conducted by NPOs |       |

| Programs/Interventions  | Respective Sectoral Strategy | Responsible Institutions and Partners                                 | Duration  | Indicators  | Data Collection Methods |                                | Costs |
|---|------------------------------|---|-----------|---|-------------------------|--------------------------------|-------|
|   |                              |   |           |   | Institution             | Source                         |       |
|   |                              |   |           | sex compared to the education personnel of the prefecture<br><ul style="list-style-type: none"> <li>• Number of non-teaching personnel trained (e.g., inspectors)</li> </ul>  |                         |                                |       |
| 3.2.8 Design programs for the promotion / quota application to bring girls and boys in non-traditional fields of study. | Pre-University Education     | MoES<br>State and private universities<br>International Organizations | 2011-2015 | <ul style="list-style-type: none"> <li>• Number and type of measures that promote bringing girls and women to non-traditional fields of study</li> <li>• Percent of girls and boys enrolled in non-traditional fields of study</li> </ul> | MoES                    | State and private universities |       |
| 3.2.9 Undertake actions that prevent school drop-out of boys and girls, with a  | Pre-University Education     | MoES  | 2011-2015 | <ul style="list-style-type: none"> <li>• Percent of males and females in the mandatory</li> </ul>   | MoES                    | Statistics of RDE              |       |

| Programs/Interventions  | Respective Sectoral Strategy | Responsible Institutions and Partners | Duration  | Indicators   | Data Collection Methods |                 | Costs |
|---|------------------------------|---------------------------------------|-----------|--|-------------------------|-----------------|-------|
|   |                              |                                       |           |  | Institution             | Source          |       |
| special emphasis on actions that discourage the school drop-out of girls in vulnerable conditions and in need |                              |                                       |           | <p>education system (5-16 years of age) that drop out of school.</p> <ul style="list-style-type: none"> <li>• Percent of males and females with disabilities in the mandatory education system (5-16 years of age) that drop out of school.</li> </ul> |                         |                 |       |
| 3.2.10 Through media, encourage males to engage in household responsibilities including family care           | Employment                   | MoLSAEO<br>Media<br>NPO-s             | 2011-2015 | <ul style="list-style-type: none"> <li>• Time use of females/males in the chosen activities (including unpaid home care and child care) in cases when both partners are engaged in full time employment</li> </ul>                                     | INSTAT                  | Time use survey |       |
| 3.2.11. Labour  | Employment                   | MoLSAEO                               | 2011-2015 | <ul style="list-style-type: none"> <li>• Number of</li> </ul>  | MoLSAEO                 | Periodic        |       |

| Programs/Interventions  | Respective Sectoral Strategy                      | Responsible Institutions and Partners | Duration  | Indicators  | Data Collection Methods |  | Costs |
|---|---|---------------------------------------|-----------|---|-------------------------|--|-------|
|   |   |                                       |           |   | Institution             | Source   |       |
| Inspectorate pays increased attention to media enterprises, by carrying out a specific number of inspections during the future five years, focusing on non-declaration of employees and implementation of GEL in these enterprises. |   | Labour Inspectorate                   |           | <p>inspections carried out and frequency of such inspections</p> <ul style="list-style-type: none"> <li>• Number of measures taken at the conclusion of such inspections and implementation of such measures</li> </ul>           |                         | reports of the Labour Inspectorate             |       |
| <b>Specific Objective 3.3: Promote expansion of employment programs for women and girls</b>   |   |                                       |           |   |                         |  |       |
| 3.3.1 Expand employment service that seeks to include women and girls, especially those in need in employment promotion programs  | Promotion of Employment and Professional Training | MoLSAEO NES                           | 2011-2015 | <ul style="list-style-type: none"> <li>• Percent of females/males approaching employment offices at the local level, disaggregated by minority status and disability</li> <li>• Percent of females that are trained by</li> </ul> | INSTAT MoLSAEO          | LFS NES Institutions for Professional Training |       |

| Programs/Interventions   | Respective Sectoral Strategy | Responsible Institutions and Partners                              | Duration  | Indicators  | Data Collection Methods |   | Costs |
|--|------------------------------|--|-----------|---|-------------------------|---|-------|
|  |                              |  |           |   | Institution             | Source  |       |
|  |                              |  |           | the Regional Directorates of Professional Training and Employment (RDPTE) and those that benefit from professional training with reduced or waived fees disaggregated by minority status and disability |                         |   |       |
| 3.3.2 Design part-time employment policies that target women in need                       | Employment                   | MoLSAEO<br>NES<br>NPOs<br>International Organizations<br>Employers | 2011-2012 | <ul style="list-style-type: none"> <li>• Policy</li> <li>• Percent of women that choose to work part-time</li> </ul>  | MoLSAEO                 | NES   |       |
| 3.3.3 Organize activities to inform women and girls on the right to employment, employment | Employment                   | MoLSAEO<br>NES<br>NPO-s<br>International Organizations             | 2011-2015 | <ul style="list-style-type: none"> <li>• Number of information activities for the public</li> <li>• Percent of females/males</li> </ul>   | MoLSAEO<br>INSTAT       | NES<br>Reports of NPOs or International Organizations |       |



| Programs/Interventions  | Respective Sectoral Strategy                      | Responsible Institutions and Partners | Duration  | Indicators   | Data Collection Methods |                              | Costs               |
|---|---|---------------------------------------|-----------|--|-------------------------|------------------------------|---------------------|
|   |   |                                       |           |  | Institution             | Source                       |                     |
| legislation, information on the labour market, access to education and professional training  |   |                                       |           | that approach employment offices at the local government level   |                         | Labour Force Survey (LFS)    |                     |
| 3.3.4 Build wage subsidy programs for excluded categories of women, women heads of household, trafficked and abused women and girls, women close to retirement age, invalids or women with disabilities | Employment  | MoLSAEO                               | 2011-2015 | <ul style="list-style-type: none"> <li>• Number of programs</li> <li>• Percent of women in excluded categories that benefit from the program</li> </ul>                          | MoLSAEO                 | NES                          | Costs for subsidies |
| 3.3.5 Discuss the methodology and set up a special government fund for women in need and raise awareness about the activity of this fund through media and other information activities                 | Development of Business and Investments 2007-2013 | METE NPOs                             | 2011-2015 | <ul style="list-style-type: none"> <li>• Established fund</li> <li>• Percent of women in need that benefit from this fund compared to the population of women in need</li> </ul> | METE                    | Office of Statistics at METE |                     |
| 3.3.6 Monitor the   | Employment  | MoLSAEO                               | 2011-2015 | <ul style="list-style-type: none"> <li>• Percent of</li> </ul>   | MoLSAEO                 | Statistics of                |                     |

| Programs/Interventions  | Respective Sectoral Strategy | Responsible Institutions and Partners | Duration | Indicators  | Data Collection Methods |                               | Costs |
|---|------------------------------|---------------------------------------|----------|---|-------------------------|-------------------------------|-------|
|   |                              |                                       |          |   | Institution             | Source                        |       |
| employment promotion program for women and girls especially programs that target categories of women in need. |                              |                                       |          | women in need compared to women of all categories that follow employment promotion programs |                         | employment promotion programs |       |

## APPENDIX 4: DETAILED ACTION PLAN ON REDUCATION OF GENDER BASED VIOLENCE AND DOMESTIC VIOLENCE

**Strategic Goal 4: Increase awareness toward gender based violence, legal and administrative protection and support with services victims of violence and abusers.**

### Outcomes by 2015

1. Legal framework enables zero tolerance to GBV&DV;

Evidenced through approved amendments in legislation

2. Culture that does not tolerate GBV&DV improved through awareness and education;

Evidenced through the number and type of measures taken to prevent GBV&DV;

3. Appropriate measures and services for victims/survivors of GBV&DV are taken/offered by support, counselling services and other services in the referral system.

Evidenced through the number and type of measures taken to care for victims / survivors of violence; number and type of measures to re-integrate victims / survivors of violence; number and type of measures taken to treat abusers; number and type of measures taken to rehabilitate abusers.

4. All public officials are aware of the needs/rights of victims and abusers and engaged in reintegration/ rehabilitation efforts.

Evidenced through time needed to effectively deal with cases concerning GBV&DV from denouncing violence to re-integration of victims / follow-up, treatment, and rehabilitation of abusers.

5. The system of collecting and monitoring GBV&DV data is established and is operational.

Evidenced through reliable periodic data and information concerning GBV&DV.

Table 6: Action Plan on Reduction of Gender Based Violence

| Programs/Interventions   | Respective Sectoral Strategy | Responsible Institutions and Partners       | Duration | Indicators   | Methods of Data Collection |  | Costs                        |
|--|------------------------------|---|----------|--|----------------------------|--|------------------------------|
|  |                              |   |          |  | Institution                | Source                                     |                              |
| <b>Specific Objective 4.1: Toughen punishment of violence through a legislative framework with zero tolerance toward gender based violence</b> |                              |   |          |  |                            |  |                              |
| 4.1.1 Amend Penal Code to toughen punishment of domestic violence by   | Justice                      | MoJ<br>MoLSAEO<br>Legal experts<br>People's | 2011     | <ul style="list-style-type: none"> <li>• Amendments</li> <li>• Number and type of</li> </ul> | MoLSAEO                    | Official Gazette<br>Reports of information | To be cost only if expertise |

| Programs/Interventions   | Respective Sectoral Strategy | Responsible Institutions and Partners  | Duration  | Indicators   | Methods of Data Collection |   | Costs   |
|--|------------------------------|--|-----------|--|----------------------------|---|---|
|  |                              |  |           |  | Institution                | Source  |   |
| <p>defining:</p> <p>a. domestic violence as a specific penal act</p> <p>b. marital rape as a specific penal act</p> <p>and organize public information campaigns about these amendments.</p>   |                              | <p>Assembly</p> <p>NPO-s</p> <p>Media</p> <p>International Organizations</p>   |           | <p>information campaigns and information materials distributed</p> <ul style="list-style-type: none"> <li>• Geographic coverage of information campaigns</li> </ul>  |                            | <p>campaigns</p>  | <p>outside state institutions is required</p> |
| <p>4.1.2 Make amendments in the Labor Code and other legislation regarding reversing the burden of proof in cases of alleged discrimination on the grounds of sex and gender, especially in cases of sexual harassment, and organize awareness campaigns concerning these amendments</p> | Employment                   | <p>MoJ</p> <p>MoLSAEO</p> <p>Commissioner for Protection against discrimination</p> <p>Media</p> <p>NPO-s</p> <p>International Organizations</p> | 2011-2013 | <ul style="list-style-type: none"> <li>• Amendments</li> <li>• Number and type of information campaigns and information materials distributed</li> <li>• Geographic coverage of information campaigns</li> </ul> | MOLSAEO                    | <p>Official Gazette</p> <p>Reports of awareness campaigns</p> | <p>To be cost for lobbying activities</p>     |
| <p>4.1.3 Review the legislation to expand the type of subjects protected by domestic violence including</p>  | Social Protection Justice    | <p>MoJ</p> <p>MoLSAEO</p> <p>NPO-s</p> <p>Gender and legal experts</p>   | 2013-2015 | <ul style="list-style-type: none"> <li>• Amendments</li> <li>• Number and type of information</li> </ul>   | MoLSAEO                    | <p>Official Gazette</p> <p>Reports of awareness campaigns</p> | <p>No costs beyond state expertise</p>        |

| Programs/Interventions   | Respective Sectoral Strategy | Responsible Institutions and Partners                                      | Duration  | Indicators  | Methods of Data Collection |                                | Costs  |
|--|------------------------------|--|-----------|---|----------------------------|--------------------------------|--|
|  |                              |  |           |   | Institution                | Source                         |  |
| unmarried women and girls that suffer violence within an intimate relationship so that they benefit from the protection afforded by this law; organize awareness campaigns concerning these amendments |                              | Media<br>International Organizations                                       |           | campaigns and information materials distributed<br>• Geographic coverage of information campaigns                                 |                            |                                |  |
| <b>Specific Objective 4.2: Prevent gender based violence and DV through continuous awareness raising in Albanian society.</b>  |                              |  |           |   |                            |                                |  |
| 4.2.1 Organize awareness campaigns at the central and local level to prevent GBV&DV  | Social Protection            | MoLSAEO<br>Media<br>NPO-s<br>Private sector<br>International Organizations | 2011-2015 | • Number and type of activities<br>• Geographic coverage  | MoLSAEO                    | Reports of organized campaigns |  |
| 4.2.2 Organize awareness raising campaigns through media and programs of public education to make violence socially unacceptable, and encourage males to prevent and address GBV&DV                    | Social Protection            | MoLSAEO<br>Media<br>NPO-s<br>Private sector<br>International Organizations | 2011-2015 | • Number and type of activities<br>• Geographic coverage<br>• Curriculum of civic education in different school levels<br>• Civic | MoLSAEO                    | Reports of organized campaigns | Cost activities based on the annual campaign of 16 days of activism against violence |

| Programs/Interventions   | Respective Sectoral Strategy                                  | Responsible Institutions and Partners                                      | Duration  | Indicators  | Methods of Data Collection |  | Costs                   |
|--|---|--|-----------|---|----------------------------|--|-------------------------|
|  |   |  |           |   | Institution                | Source   |                         |
|  |   |  |           | education in the training program for teachers<br>• Number of males active in awareness campaigns |                            |  |                         |
| 4.2.3 Draft and publish information and awareness raising materials concerning GBV&DV  | Social Protection   | MoLSAEO<br>Media<br>NPO-s<br>International Organizations                   | 2011-2015 | Number and type of materials produced and distributed   | MoLSAEO                    | NPO-s and other actors that produce the materials  |                         |
| 4.2.4 Design a study that researches the impact of gender stereotypes on men and inclusion of men in the implementation of the components of the NSGE-GBV&DV.  | Social Protection   | MoLSAEO<br>Research Institute<br>International Organizations               | 2012-2013 | Study conducted   | MoLSAEO                    | Study report   | Costs for the expertise |
| <b>Specific Objective 4.3: Protect and support victims of violence and abusers through services sensitive to violence that rehabilitate and re-integrate victims of violence and are adapted for all victims including those with disabilities</b> |   |  |           |   |                            |  |                         |
| 4.3.1 Central government foresees a grant for cases concerning GBV&DV; in the local budgets a percentage of funds is   | Social Protection<br>Strategies on<br>Regional<br>Development | MoLSAEO<br>MoF<br>MoI<br>Local government<br>Agency for the<br>Development | 2011-2015 | • Grant mechanism at the central and local government<br>• Size of a budget for                   | MoLSAEO                    | Budget office of MoLSAEO<br>Budget office at the local government<br>Reports on allocations of |                         |

| Programs/Interventions   | Respective Sectoral Strategy                | Responsible Institutions and Partners                                      | Duration  | Indicators   | Methods of Data Collection |  | Costs   |
|--|---|--|-----------|--|----------------------------|--|---|
|  |   |  |           |  | Institution                | Source                                     |   |
| allocated to GBV&DV.   |   | and Strengthening of the Civil Society                                     |           | prevention activities at the central and local level<br><ul style="list-style-type: none"> <li>• Size of budget for care and re-integration activities for victims / survivors of GBV</li> </ul> |                            | Funds for the Development of Civil Society |   |
| 4.3.2 In every unit of local government, set up/strengthen the national mechanism of coordination against violence piloted in some municipalities, thus creating models of cooperation between municipalities and communes | State Police 2007-2013<br>Social Protection | MoLSAEO<br>MoI<br>Units of local government<br>International Organizations | 2011-2015 | <ul style="list-style-type: none"> <li>• Mechanism set-up</li> <li>• Number and type of activities for capacity building</li> </ul>  | MoLSAEO                    | Reports on the operation of the mechanism  | To be cost on the basis of the expenses incurred to set up the national pilot mechanism |
| 4.3.3 Improve legislation on public  | Finance                                     | MoF<br>MoLSAEO   | 2011-2013 | Revised legislation  | MoLSAEO                    | Official Gazette                           | Costs for expertise   |

| Programs/Interventions   | Respective Sectoral Strategy | Responsible Institutions and Partners                          | Duration  | Indicators  | Methods of Data Collection |  | Costs   |
|--|------------------------------|--|-----------|---|----------------------------|--|---|
|  |                              |  |           |   | Institution                | Source   |   |
| procurement and financing <sup>57</sup> to allow subcontracting of services to specialized NPOs  |                              | MoJ<br>Agency of Public Procurement                            |           | that enables procurement of services from NPO-s or financing /subsidizing from public funds |                            |  | and roundtables with specialists of the field |
| 4.3.4 Compile a draft-law that foresees a special court status for the Office of Social Services to empower this office to implement legal obligations <sup>58</sup> . | Social Protection            | MoLSAEO<br>MoJ (legal assistance)                              | 2011-2012 | • Law drafted   | MoLSAEO                    | Directorate of Legal Affairs                       |   |
| 4.3.5 Monitor the implementation of legislation that ensures victims have immediate protection including the option  | Justice Social Protection    | MoJ<br>Courts of Law<br>Offices of Law Enforcements<br>MoLSAEO | 2011-2015 | • Number of cases referred to services within legal deadlines in                            | MoLSAEO                    | MoJ<br>Courts of Law<br>Offices of Law Enforcement |   |

<sup>57</sup> Current legislation of public procurement does not fully regulate the procurement procedures carried out by municipalities and communes when these desire to obtain services from NPOs. Legislation from different countries give examples of different types of procurement for business enterprises compared to NPOs. Evaluation of the NSGE-DV 2007-2010 also found that this legislation does not regulate procurement of services from the NPOs by the local government. Alternately, different European countries have legislation that regulates how the state finances and subsidizes specialized services offered by the NPOs. In Albania this legislation does not exist. The trend around the world is that the state finances the services, but gradually administration of such services is transferred from the state to the specialized NPOs. This requires specific legal amendments.

<sup>58</sup> In best international practices, Social Services are mandated to take children away from a family ridden by violence and place them in foster families or care institutions. This is not yet expressed in the Albanian legislation, or the law on minors. Opportunities exist in the DVL and the Family Code, but without specific amendments that regulate the competences of social services to take action, these opportunities remain null and may not be implemented.



| Programs/Interventions   | Respective Sectoral Strategy                         | Responsible Institutions and Partners       | Duration  | Indicators   | Methods of Data Collection |                                   | Costs   |
|--|--|---|-----------|--|----------------------------|-----------------------------------|---|
|  |  |   |           |  | Institution                | Source                            |   |
| of driving the abuser from home, access to shelter and free legal aid and psycho social counselling.         |  |   |           | <p>compliance with the law</p> <ul style="list-style-type: none"> <li>• Number of decisions that force the abuser to leave the house compared to those in which the victim leaves</li> </ul>                                   |                            |                                   |   |
| 4.3.6 Set up social centres at the units of local government to receive and rehabilitate victims and abusers | Social Protection Strategies on Regional Development | MoLSAEO<br>MoI<br>Units of local government | 2011-2015 | <ul style="list-style-type: none"> <li>• Number of women victims of violence counselled at the municipality managed social centres</li> <li>• Number of abusers counselled</li> <li>• Number of families counselled</li> </ul> | MoLSAEO                    | Reports of local government units | To be costed on the basis of the referral mechanism set up and the social centres in the pilot municipalities. Costs include the salary for one |

| Programs/Interventions  | Respective Sectoral Strategy                         | Responsible Institutions and Partners | Duration  | Indicators  | Methods of Data Collection |                                    | Costs   |
|---|--|---------------------------------------|-----------|---|----------------------------|------------------------------------|---|
|   |  |                                       |           |   | Institution                | Source                             |   |
|   |  |                                       |           |   |                            |                                    | coordinator of the referral mechanism                           |
| 4.3.7 Set up at least two shelters for victims of domestic violence in the local government units (one in the north and one in the south)                         | Social Protection Strategies of Regional Development | MoLSAEO Units of local government     | 2011-2015 | Number, location and capacity of the shelters   | MoLSAEO                    | Units of local government          | To be cost on the basis of the national and the Tirana shelters |
| 4.3.8 Create opportunities that women and children victims/survivors of violence benefit from sheltering in social housing made available by the local government | Strategies of Regional Development                   | Units of local government             | 2011-2015 | <ul style="list-style-type: none"> <li>• Number of victims/survivors of violence that benefit from sheltering in social housing;</li> <li>• Number of social housing units made available to victims/survivors of violence</li> </ul> | MoLSAEO                    | Statistics of the Local Government | To be cost by the units of the local government                 |
| 4.3.9 Make the  | Strategies on  | Units of local                        | 2011-2015 | • Amendment   | MoLSAEO                    | Units of local                     | Based on  |

| Programs/Interventions  | Respective Sectoral Strategy | Responsible Institutions and Partners | Duration | Indicators   | Methods of Data Collection |            | Costs   |
|---|------------------------------|---------------------------------------|----------|--|----------------------------|------------|---|
|   |                              |                                       |          |  | Institution                | Source     |   |
| necessary amendments in the legislation concerning the establishment of a free national line for abused girls and women, set up this line; In compliance with the DVL local government sets up free regional lines for abused girls and women | Regional Development         | government                            |          | <ul style="list-style-type: none"> <li>• s in legislation;</li> <li>• Free national line set up;</li> <li>• Number and location of free regional lines</li> <li>• Number of women victims that contact the free regional line</li> </ul> |                            | government | costs of the establishment of Line Hello 116, total cost for the establishment of a free national line is 300,000 (200,000 installation, 100,000 line operation and maintenance). Costs for training staff that will operate the line |

| Programs/Interventions   | Respective Sectoral Strategy | Responsible Institutions and Partners           | Duration  | Indicators  | Methods of Data Collection |                              | Costs  |
|--|------------------------------|---|-----------|---|----------------------------|------------------------------|--|
|  |                              |   |           |   | Institution                | Source                       |  |
|  |                              |   |           |   |                            |                              | may average 40,000 for four years (inclusion of one international expert). Units of local government may use these data to make their estimates. |
| 4.3.10 Conduct training on capacity building concerning use of micro-financial credits for the economic empowerment of women victims/survivors of violence | Social Protection            | MoLSAEO<br>NPO-s<br>International Organizations | 2011-2015 | <ul style="list-style-type: none"> <li>• Topic areas of designed training programs;</li> <li>• Number of women victims of violence that participate in skills-building</li> </ul> | MoLSAEO                    | Reports of training programs |  |

| Programs/Interventions  | Respective Sectoral Strategy | Responsible Institutions and Partners | Duration  | Indicators  | Methods of Data Collection |                                   | Costs   |
|---|------------------------------|---------------------------------------|-----------|---|----------------------------|-----------------------------------|---|
|   |                              |                                       |           |   | Institution                | Source                            |   |
|   |                              |                                       |           | programs <ul style="list-style-type: none"> <li>• Number of women victims of violence that are referred in existing training programs</li> <li>• Number of women victims of violence that use micro-finance services</li> </ul> |                            |                                   |   |
| 4.3.11 Design and launch of a pilot program to treat and rehabilitate abusers | Social Protection            | MoLSAEO<br>MoI<br>NPOs                | 2011-2013 | <ul style="list-style-type: none"> <li>• Established program</li> <li>• Number of treated abusers</li> <li>• Number of rehabilitated abusers</li> </ul>   | MoLSAEO                    | Report of the established program | Costs for a team consisting in international and national experts (up to 3), consultations in roundtables, training |

| Programs/Interventions   | Respective Sectoral Strategy                            | Responsible Institutions and Partners                             | Duration  | Indicators  | Methods of Data Collection |   | Costs                                    |
|--|---|---|-----------|---|----------------------------|---|--|
|  |   |   |           |   | Institution                | Source  |  |
|  |   |   |           |   |                            |   | of programmatic staff and program launch |
| <b>Specific Objective 4.4: Build capacities of public administration at the central and local level concerning issues of gender based violence and domestic violence</b> |   |   |           |   |                            |   |  |
| 4.4.1 Continue with training of officials of local government units  | Strategies of Regional Development                      | Local government units<br>NPO-s<br>International Organizations    | 2011-2015 | <ul style="list-style-type: none"> <li>• Number and type of training sessions</li> <li>• Number and type of the trained personnel by level</li> </ul> | MoLSAEO                    | Reports of training programs conducted  |  |
| 4.4.2 Specialized training sessions for members of the National Referral Mechanism   | Social Protection<br>Strategies of Regional Development | MoLSAEO<br>Municipalities<br>NPO-s<br>International Organizations | 2011-2015 | <ul style="list-style-type: none"> <li>• Number and type of training sessions</li> </ul>  | MoLSAEO                    | Reports of training programs conducted  |  |
| 4.4.3 Continue with training of health care personnel and improvement of health care centres sensitive towards needs of women and children                               | Health (in process)                                     | MoH<br>MoLSAEO<br>NPO-s<br>International Organizations            | 2011-2015 | <ul style="list-style-type: none"> <li>• Number and type of training sessions conducted</li> <li>• Number of trained personnel</li> </ul>             | MoH                        | <ul style="list-style-type: none"> <li>• Reports of training programs conducted</li> <li>• Reports of surveys with random samples of</li> </ul> |  |

| Programs/Interventions  | Respective Sectoral Strategy  | Responsible Institutions and Partners                                   | Duration  | Indicators  | Methods of Data Collection |  | Costs  |
|---|---|---|-----------|---|----------------------------|--|--|
|   |   |   |           |   | Institution                | Source                                 |  |
|   |   |   |           | according to level<br>• Existence and extent of usage of standard guidelines for treatment of victims of violence |                            | health care centres                    |  |
| 4.4.4 Continue with the training of police force that help victims of violence      | State Police  | MoI<br>MoLSAEO<br>NPO-s<br>International Organizations                  | 2011-2015 | Number and type of training sessions conducted  | MoI                        | Reports of training programs conducted |  |
| 4.4.5 Continue with GBV&DV training sessions for officials in the system of justice | Justice<br>Social Protection  | MoJ<br>MOLSAEO<br>Courts of Law<br>NPO-s<br>International Organizations | 2011-2015 | • Number and type of training sessions<br>• Number of trained officials by levels                                 | MoJ                        | Reports of training programs conducted |  |
| 4.4.6 Systematize collection of GBV&DV data disaggregated by categories             | Social protection<br>Justice<br>Health (in process)<br>Public Order | INSTAT<br>MB<br>MoJ<br>MoH<br>MoLSAEO                                   | 2011      | Data collection forms   | INSTAT                     | Reports of INSTAT                      | To be cost for specific activities that are needed |

| Programs/Interventions | Respective Sectoral Strategy | Responsible Institutions and Partners | Duration | Indicators | Methods of Data Collection |        | Costs  |
|------------------------|------------------------------|---------------------------------------|----------|------------|----------------------------|--------|--|
|                        |                              |                                       |          |            | Institution                | Source |  |
|                        |                              |                                       |          |            |                            |        | for setting up/improving the system of data collection |



## **APPENDIX 5: DRAFT TERMS OF REFERENCE FOR GENDER EQUALITY EMPLOYEES AT THE CENTRAL AND LOCAL LEVEL**

The Terms of Reference (TOR) for Gender Equality Employees (GEE) are all-inclusive. The goal of their work is to implement gender mainstreaming in the state policies and practices including the specific needs of women with disabilities and women in other categories of need. The needs of special groups are also addressed in the sectoral and crosscutting strategies; the GEE may suggest improvements or take measures within these strategies. While the TOR for GEEs are shared with all institutions at the central and local level, they simultaneously create opportunities to revise them so that they are relevant and reflect changes in Albania.

### **A. Terms of Reference for Gender Equality Employees at the Ministry Level**

#### **Goal**

Monitor the implementation of the National Government's commitments to gender equality, as outlined in national strategies and legal frameworks, and under international conventions and declarations on issues of gender equality and domestic violence. As well, support gender mainstreaming in policies, programs and laws which are developed by the Ministry where GEE works.

#### **Main Duties and Responsibilities**

1. Monitors the implementation of national commitments made under national strategies, legislation and international conventions/declarations, and as per indicators provided by MoLSAEO;
2. Provides technical expertise to the Ministry on how to integrate gender equality priorities into key policies, programmes and laws drafted by the Ministry where the GEE works;
3. Supports the Ministry where GEE works to ensure that technical and financial resources are allocated to uphold Ministry's commitments to gender equality;
4. Proposes interventions in the existing legislation and prepares gender analysis of the draft-laws, sub-legal acts and sectoral programmes in the field covered by the ministry where GEE works.
5. Collaborates with MoLSAEO's respective structure responsible for gender equality by providing the following information:
  - a. Gender disaggregated statistics as per national indicators on gender equality based on the Guidelines of MoLSAEO No.1220, date 27.7.2010.
  - b. Information and periodical reports related to policies, strategies, other policy documents, laws and other sub-legal acts based on the annual work plans of the Ministry where GEE works.
  - c. Data on the other activities to promote gender equality and status of Albanian women undertaken by the Ministry where GEE works.
6. Participates and/or initiates research, studies on gender equality issues as per the Ministry's focus areas, on his/her own or in collaboration with the respective structure at MoLSAEO, with other institutions as well as civil society, international organisations.

7. Participates actively in the activities and awareness-raising campaigns on gender equality organised by himself/herself or in collaboration with MoLSAEO (meetings, workshops, interviews or writings in the media);
8. Prepares the documentation and information necessary for reflecting gender equality issues in the Ministry's website, press releases and/or Ministry's bulletins;
9. Liaises and builds relationships with civil society and academic organisations working on gender equality in the specific areas covered by the Ministry;
10. Provides inputs and support to the national and international reporting processes, as required under national and international commitments on gender equality.
11. Works with employees of the Ministry to raise awareness on issues of gender equality;
12. Pursuant to Law on Gender Equality, promotes equal opportunities in the human resources policies at the Ministry where GEE works.

### **Required knowledge, skills and experience**

1. University degree, a degree in social, political sciences or law highly desirable. Specialization and qualifications in gender equality, gender mainstreaming and gender budgeting, as well as those of domestic violence these fields are an advantage.
2. Work experience in public administration
3. Proficiency in use of softwares for data handling and processing including word applications and spreadsheets.
4. Ability to compile and write reports
5. Experience in organizing and implementing different programs.
6. Ability to coordinate team work and motivate local government staff (elected and appointed) to tackle gender issues in their respective field of work.

## **B. Terms of Reference for Gender Equality Employees at the Local Government Level**

### **Goal**

1. Designs policies, programs, documents and sub-legal acts from a gender perspective as well as in the framework of fight against domestic violence;
2. Supports gender mainstreaming into policies, programs, documents and laws developed by the local government unit;
3. Monitors implementation of local government commitments to gender equality and domestic violence, as outlined in national strategies and legal frameworks, and in international conventions and declarations on issues of gender equality and domestic violence;
4. Coordinates action and offers the necessary support to prevent and fight domestic violence at the local level.

### **Main Duties and responsibilities**

1. Facilitates cooperation of the local government units with units of the central government to implement and monitor state legislation and policies on gender equality and against gender based violence;
2. Supports local government units, in compliance with their competences, to promote and create equal opportunities for women and men by drafting policies, and undertaking the appropriate measures and necessary actions to eliminate gender discrimination and achieve gender equality in treatment and opportunity;

3. Conducts gender analysis of all the decisions of the Municipality Council before their approval, by ensuring technical expertise for the municipality on gender mainstreaming and taking measures to prevent and combat against domestic violence;
4. Supports the Municipality to ensure the allocation of necessary financial and technical resources to implement the commitments of the municipality for gender equality and combating gender based violence;
5. Participates in committees that hire and promote employees in the administration of the local government so that equal representation from gender perspective in the institutions and hierarchical levels is ensured;
6. Provides recommendations that ensure observation of the principle of gender balanced representation in the units of local government, especially in work groups, commissions and delegations;
7. Supports the local government bodies and facilitates their close collaboration with local NGOs and academic bodies in order to achieve gender equality in different fields, as well as for program in protection of domestic violence victims in the territory they cover.
8. Collaborates with the relevant structure on Gender Equality at MoLSAEO and supports the local government bodies to:
  - a. Collect, elaborate and report on gender disaggregated statistical data for the gender equality indicators as per the format established by MoLSAEO as the responsible authority;
  - b. Prepare information and periodical reports regarding policies, strategies, other policies documents, laws and other sub-legal acts, based on the annual work plans of the municipality;
  - c. Prepare and share periodical information on activities undertaken by the Municipality, within the scope of promoting gender equality and status of Albanian women and fight against domestic violence;
  - d. Statistical data on level of domestic violence in the municipality/commune (through the Police Directorate, Directorate of Education, Directorate of Social Services).
9. Initiates studies, surveys, and/or participates in studies undertaken by the municipality according to priorities of the municipality. To achieve this, collaborates with the respective structure in MoLSAEO, other institutions, civil society, international organizations that focus on gender equality and domestic violence;
10. Initiates and actively participates in the activities and awareness campaigns on gender equality and against gender based violence, organized by the local government or in cooperation with MoLSAEO and civil society (meetings, workshops, discussions and articles in written and electronic media);
11. Prepares the necessary information and documentation concerning gender equality to place this information on the website, bulletins or other information venues of the local government (where these exist);
12. Works to raise awareness concerning gender equality and gender based violence among local government employees and leaders.

### **Required knowledge, skills and experience**

1. University degree, a degree in social, political sciences or law highly desirable. Specialization and qualifications in gender equality, gender mainstreaming and gender budgeting, as well as those of domestic violence these fields are an advantage.

2. Understanding of issues concerning gender equality, gender mainstreaming and gender budgeting, as well as those of domestic violence.
3. Knowledge of respective legislation on gender equality and domestic violence, and state policies to address them.
4. Work experience in state administration, especially in local government administration.
5. Proficiency in use of softwares for data handling and processing including word applications and spreadsheets.
6. Ability to compile and write reports
7. Experience in organizing and implementing different programs.
8. Ability to coordinate team work and motivate local government staff (elected and appointed) to tackle gender issues in their respective field of work.

**ANNEX 6: LIST OF PARTICIPANTS IN STRATEGY REVISION ACTIVITIES**

| <b>Name</b>                 | <b>Title/Position</b>   | <b>Institution</b>   | <b>Engagement in Revision</b>  |
|-----------------------------|---|--|--|
| <b>People's Assembly</b>    |   |  |  |
| Ms. Eglantina Gjermeni, PhD | Deputy  | People's Assembly – Labor, Social Issues, and Health Committee | Comments on draft of the strategy review   |
| <b>Albanian Government</b>  |   |  |  |
| Ms. Filloreta Kodra         | Deputy Minister   | MPÇSSHB  | All Technical Groups<br>Technical Group of Donors<br>General Coordinator of Strategy Review<br>Comments on draft of the strategy review  |
| Ms. Alma Marku              | Director  | DPSHBF   | Technical Group: Institutional and Legal Mechanism; Monitoring and Accountability, Economic Empowerment, Decision-Making<br>Comments on draft of the strategy review                         |
| Ms. Etleva Sheshi           | Head of Sector for Gender Equality and Measures Against Domestic Violence | DPSHBF   | Technical Group: Violence Against Women and Domestic Violence; Economic and Social Empowerment; and Media, Economic Empowerment, Decision-Making<br>Comments on draft of the strategy review |
| Ms. Irena Benussi           | Specialist  | DPSHBF   | All Technical Groups   |
| Ms. Brunilda Dervishaj      | Specialist  | MPÇSSHB  | Technical Group: Violence Against Women and Domestic Violence; and Economic and Social Empowerment   |
| Ms. Fiona Belaj             | Specialist  | MPÇSSHB  | Technical Group: Monitoring and Accountability   |
| Ms. Ivana Dezmaili          | Head  | MPÇSSHB  | Technical Group: Monitoring and Accountability   |
| Ms. Erviola Nelaj           | Specialist  | MPÇSSHB  | Technical Group: Monitoring and Accountability; and Economic and Social Empowerment  |

| <b>Name</b>          | <b>Title/Position</b>                 | <b>Institution</b>               | <b>Engagement in Revision</b>   |
|----------------------|---------------------------------------|----------------------------------|---|
| Ms. Fiona Belaj      | Specialist                            | MPÇSSHB                          | Technical Group: Economic and Social Empowerment                                    |
| Ms. Bukurie Haxhiraj | Specialist                            | MPÇSSHB                          | Technical Group: Monitoring and Accountability; and Economic and Social Empowerment |
| Ms. Eneida Capo      | Specialist                            | MPÇSSHB                          | Technical Group: Violence Against Women and Domestic Violence                       |
| Ms. Rilinda Struga   | Budget Specialist                     | MPÇSSHB                          | Technical Group: Economic and Social Empowerment                                    |
| Ms. Luljeta Dauti    | Specialist                            | MPÇSSHB                          | Technical Group: Economic and Social Empowerment                                    |
| Ms. Ilda Poda        | Specialist, Social Policy Directorate | MPÇSSHB                          | Technical Group: Economic and Social Empowerment                                    |
| Ms. Alma Lahe        | Spokeswoman                           | MPÇSSHB                          | Technical Group: Media  |
| Ms. Albania Style    | Director of Legal Directorate         | MPÇSSHB                          | Technical Group: Institutional and Legal Mechanism                                  |
| MR. Mural Mehmeti    | General Secretary                     | MPÇSSHB                          | Comments in writing   |
| MR. Florian Nuri     | General Secretary                     | MD                               | Comments in writing   |
| Ms. Sonilda Sulke    | Specialist                            | MD                               | Technical Group: Institutional and Legal Mechanism                                  |
| Ms. Mimoza Selenica  | Head of Sector                        | MD                               | Technical Group: Violence Against Women and Domestic Violence                       |
| Ms. Alma Gjurgjia    | Head of Sector                        | Police General Directorate       | Technical Group: Violence Against Women and Domestic Violence                       |
| Ms. Enkela Dudushi   | Director                              | Public Administration Department | Technical Group: Institutional and Legal Mechanism                                  |
| MR. Klaidi Tefik     | Specialist                            | MF                               | Technical Group: Institutional and Legal Mechanism                                  |
| Ms. Miranda Spahiu   | Specialist                            | MSH                              | Technical Group: Violence Against Women and Domestic Violence                       |
| Ms. Fatime Plaku     | Ura Vajgurore Municipality            | Human Resources Director         | Technical Group: Economic and Social Empowerment                                    |
| Ms. Merita Brati     | Director of Regional Labor Office     | Kukës Prefecture                 | Interview   |

| <b>Name</b>                     | <b>Title/Position</b>                          | <b>Institution</b>                     | <b>Engagement in Revision</b>   |
|---------------------------------|--|--|---|
| Ms. Kristina Kreka<br>Tavanxhiu | Head of Sector for<br>Coordination With Donors | Elbasan<br>Municipality                | Interview   |
| Ms. Hava Sula                   | Labor analyst                                  | METE                                   | Technical Group: Economic and Social<br>Empowerment   |
| Ms. Pranvera Kamani             | Head of Sector for<br>Curriculum and Texts     | MASH                                   | Technical Group: Economic and Social<br>Empowerment   |
| Ms. Klodiana Tare               | Strategic Planning Specialist                  | MASH                                   | Technical Group: Economic and Social<br>Empowerment   |
| MR. Skender Uku                 | General Secretary                              | MASH                                   | Comments on strategy review   |
| Ms. Lantona Sado                | Social Statistics Coordinator                  | INSTAT                                 | Interview   |
| Ms. Alpina Qirjazi              | Coordinator                                    | DEBASKON                               | Interview   |
| Ms. Florensa Haxhi              | Coordinator                                    | DEBASKON                               | Interview   |
| Ms. Manjola Duli                | Coordinator                                    | DEBASKON                               | Interview   |
| Ms. Violeta Marko               | Specialist                                     | Regional<br>Development<br>Agency Fier | Comments on draft of the strategy review  |
| MR. Zef Preci                   | Independent Analyst                            |  | Comments in writing   |
| <b>International Partners</b>   |  |  |   |
| Ms. Gentiana Sula               | Gender Focus Point                             | World Bank                             | Donors Technical Group  |
| Ms. Alenka Verbole              | Consultant on<br>Democratization Issues        | OSBE                                   | Interview on Participation in Decision-Making and<br>Institutional and Legal Mechanism  |
| Ms. Elvana Lula                 | National Coordinator                           | OSBE                                   | Interview on Participation in Decision-Making and<br>Institutional and Legal Mechanism, Technical Group<br>on Decision-Making                     |
| Ms. Alba Jorganxhi              | Legal Consultant                               | OSBE                                   | Technical Group: Violence Against Women and<br>Domestic Violence  |
| Ms. Rezarta Katuçi              | Program Manager                                | SIDA                                   | Technical Group: Monitoring and Accountability;<br>Economic and Social Empowerment<br>Technical Group on Donors<br>Interview, Comments in writing |
| Ms. Entela Lako                 | National Coordinator                           | UNDP                                   | Technical Group on Donors, Technical Group on<br>Economic Empowerment, Technical Group on   |

| Name                      | Title/Position  | Institution                                    | Engagement in Revision   |
|---------------------------|---|--|--|
|                           |   |  | Decision Making  |
| Ms. Emira Shkurti         | National Coordinator                                  | UNDP   | Technical Group on Donors<br>Technical Group: Institutional and Legal Mechanism; Violence Against Women and Domestic Violence, Technical Group on Economic Empowerment, Technical Group on Decision-Making<br>Comments on draft strategy |
| Ms. Charlotte Hjerstrom   | Monitoring and Assessment Consultant                  | UNDP   | Technical Group: Monitoring and Accountability Interview   |
| Ms. Manuela Bello         | Representative  | UNFPA  | Technical Group on Donors  |
| Ms. Flora Ismaili         | Program Analyst                                       | UNFPA  | Technical Group: Monitoring and Accountability; Economic and Social Empowerment, Comments in writing   |
| Ms. Elida Nuri            | Program Analyst                                       | UNFPA  | Technical Group: Violence Against Women and Domestic Violence  |
| Ms. Alketa Zazo           | National Coordinator of the Youth Development Program | UNICEF   | Technical Group on Donors,<br>Technical Group: Economic and Social Empowerment<br>Comments on draft strategy review  |
| Ms. Floriana Hima         | National Coordinator of the Child Protection Program  | UNICEF   | Technical Group: Violence Against Women and Domestic Violence<br>Comments on strategy review   |
| Ms. Christine Arab        | Representative  | UN Women                                       | Technical Group on Donors<br>Technical Group: Institutional and Legal Mechanism; Economic and Social Empowerment   |
| Ms. Heba Elkholy          | Representative  | UN Women                                       | Comments on draft strategy review  |
| MR. Aldo Sicignano        | Director  | Italian Office for Cooperation and Development | Comments on draft strategy review  |
| Ms. Ulrike Gantzer-Sommer | Director for Albania and Macedonia                    | German International                           | Technical Group on Donors;<br>Comments on draft strategy review  |



| <b>Name</b>              | <b>Title/Position</b>              | <b>Institution</b>                                     | <b>Engagement in Revision</b>   |
|--------------------------|------------------------------------|--|---|
|                          |                                    | Agency for Cooperation                                 |   |
| Ms. Federicca Labbadia   | Representative                     | Italian Cooperation                                    | Technical Group for Economic Empowerment  |
| Ms. Tizziana Fucco       | Representative                     | Italian Cooperation                                    | Technical Group for Economic Empowerment  |
| Ms. Alessandra Presevita | Representative                     | Italian Cooperation                                    | Technical Group for Economic Empowerment  |
| Ms. Estela Bulku         | National Coordinator               | UN Women   | All Technical Groups<br>Technical Group on Donors<br>General Coordinator from UN Women  |
| Ms. Ermira Lubani        | National Coordinator               | UN Women   | Technical Group: Monitoring and Accountability;<br>Economic and Social Empowerment, Technical Group on Decision-Making  |
| Ms. Fiorela Shalsi       | Program Coordinator                | UN Women   | Technical Group: Institutional And Legal Mechanism; Monitoring And Accountability; Economic And Social Empowerment; Decision-Making And Media<br>Technical Group Donors |
| MR. Hartmut Pürner       | Head of democratization department | OSBE   | Comments in writing   |
| Ms. Rene Scinto          | Program Officer                    | OSBE, Tirana   | Technical Group on Decision-Making  |
| Ms. Rrezarta Katuci      | Representative                     | SIDA   | Technical Group for Economic Empowerment, Comments in writing   |
| Ms. Valérie Peters       | Representative                     | German International Agency for Cooperation (GIZ) GmbH | Technical Group for Economic Empowerment, Comments in writing on strategy review  |
| Ms. Silvana Mjeda        | Representative                     | SCO, Albania   | Technical Group on Decision-Making, Technical Group for Economic Empowerment  |

### **Nonprofit Organizations**

| <b>Name</b>             | <b>Title/Position</b> | <b>Institution</b>                                    | <b>Engagement in Revision</b>   |
|-------------------------|-----------------------|---|---|
| Ms. Mirela Arqimandriti | Executive Director    | Gender Alliance for Development Center                | Interview;<br>Technical Group: Economic and Social Empowerment                |
| Ms. Eranda Ndrejoni     | Coordinator           | Gender Alliance for Development Center                | Technical Group: Violence Against Women and Domestic Violence                 |
| Ms. Safate Beqiri       | Representative        | Kvinna till Kvinna                                    | Technical Group on Donors, Technical Group on Decision-Making                 |
| MR. Altin Hazizaj       | Executive Director    | Center for Protection of Children's Rights in Albania | Technical Group: Decision-Making  |
| Ms. Blerina Metaj       | Coordinator           | Center for Protection of Children's Rights in Albania | Technical Group: Violence Against Women and Domestic Violence                 |
| Ms. Belioza Coku        | Manager               |   | Technical Group: Economic and Social Empowerment                              |
| Ms. Elona Gjebrea       | Executive Director    | Albanian Center for Population and Development        | Technical Group: Violence Against Women and Domestic Violence                 |
| Ms. Jeta Katro          | Chairwoman            | Women's Network "Millennium"                          | Technical Group: Economic and Social Empowerment, comments on strategy review |
| Ms. Judith Knieper      | Legal Expert          | GTZ   | Technical Group: Economic and Social Empowerment                              |
| Ms. Monika Kocaqi       | Executive Director    | Reflections   | Interview;<br>Technical Group: Violence Against Women and Domestic Violence   |
| Ms. Iris Luarasi        | Director              | Counseling Line for Women and                         | Technical Group: Violence Against Women and Domestic Violence; Mediat         |

| <b>Name</b>           | <b>Title/Position</b>                       | <b>Institution</b>   | <b>Engagement in Revision</b>  |
|-----------------------|---|--|--|
|                       |   | Girls  |  |
| Ms. Marjana Meshi     | Executive Director                          | Different and Equal  | Technical Group: Violence Against Women and Domestic Violence                                    |
| Ms. Mirela Muça       | Director                                    | National Center for Social Studies                             | Technical Groups: Violence Against Women and Domestic Violence; Economic and Social Empowerment  |
| Ms. Lida Grabova      | Representative                              | ACPD   | Technical Group: Decision-Making   |
| Ms. Brikena Puka      | Executive Director                          | Vatra, Vlorë   | Technical Group: Violence Against Women and Domestic Violence                                    |
| Ms. Besa Saraçi       | Lawyer                                      | Center for Legal Initiatives                                   | Technical Group: Institutional and Legal Mechanism; Violence Against Women and Domestic Violence |
| Ms. Dolly Whittberger | Program Manager at “Equality in Governance” | Horizon 3000   | Technical Group: Institutional and Legal Mechanism; Interview                                    |
| Ms. Nevila Dudaj      | Representative                              | US Chamber of Commerce   | Technical Group: Decision-Making   |
| Ms. Blerta Cani       | Executive Director                          | Albanian Foundation for the Rights of People With Disabilities | Comments on draft strategy review  |
| Ms. Aferdita Prroni   | Executive Director                          | Center for Human Rights in Democracy                           | Comments on draft strategy review  |
| <b>Media</b>          |   |  |  |
| MR. Ben Andoni        | Journalist                                  | MAPO Magazine  | Technical Group: Media   |
| Ms. Monika Stafa      | Journalist                                  | Top Channel  | Technical Group: Media   |
| Ms. Keti Toroveci     | Journalist                                  | TVSH   | Technical Group: Media   |
| <b>Universities</b>   |   |  |  |
| Ms. Arta Mandro       | Lecturer                                    | Master Degree  | Comments on draft strategy review  |

| Name | Title/Position | Institution   | Engagement in Revision |
|------|----------------|---|------------------------|
|      |                | School – Further Education Program for Judges and Prosecutors |                        |

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