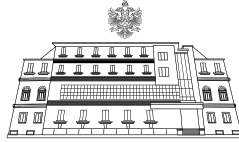


NATIONAL STRATEGY FOR GENDER EQUALITY

2021-2030



REPUBLIKA E SHQIPËRISE
MINISTRIA E SHËNDETËSISË
DHE MBROJTJES SOCIALE



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APPROVED WITH COUNCIL OF MINISTERS DECISION
No. 400, dated 30.6.2021



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FOREWORD

Gender equality and the empowerment of Albanian women, young women and girls for years are now key objectives of the Government of Albania. To further advance towards their fulfillment in a systematic and sustainable way, by effectively mainstreaming gender into policies, laws and programs, I have the pleasure to present to you the National Strategy for Gender Equality 2021-2030, approved by Decision of the Council of Ministers No.400, dated 30.06.2021.

This important document, the fourth of its kind, was prepared on behalf of the Government by the Ministry of Health and Social Protection, through a comprehensive process, in coordination and consultation with the responsible ministries, local self-government units, independent institutions, civil society' organizations, academia, international organizations, etc. The evaluation of previous strategy' implementation, data from the latest research, as well as the ratified international instruments, constitute the foundation on which there are planned the needed measures and actions aimed at achieving gender equality, as well as for the reduction of gender-based violence and domestic violence, as conditions towards a sustainable development.

The achievement of the goals, objectives and actions foreseen in the previous National Strategy for Gender Equality 2016 - 2020 in the amount of 80%, as evidenced by the respective evaluation report, in the conditions of coping with the civil emergency of the end of 2019' earthquake, or the state of natural disaster due to COVID-19 throughout 2020, clearly showed the determination of the Government of Albania to always and properly address all the priority issues of its agenda. The difficulties and challenges encountered especially in the last two years, have turned into lessons learned to live no one behind.

Prepared on this basis, for ten years period of time, the National Strategy for Gender Equality 2021-2030 reflects the direct link with the fulfillment of the Sustainable Development Goals and the 2030 Agenda, Gender Equality Strategy 2020-2025 of the European Union, Convention on the Elimination of All Forms of Discrimination against Women, the Beijing Declaration and its Platform for Action, the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence, etc.

Women, young women and girls, in all their diversity will be at the center of these measures, by paying special attention to vulnerable groups who suffer multiple discrimination. Men, young men and boys will be our partners in these interventions, as strong allies of our common efforts for a society that values gender equality and gender justice and which is based on the principle of zero tolerance against harmful practices, violence against women and domestic violence.

We are the generation equality, we are highly committed together to make reality what constitutes a fundamental right and an essential value for every society, we will not give up, the time for action is now!

Ogerta Manastirliu
Minister of Health and Social Protection



LIST OF ABBREVIATIONS

AIDA	Albanian Investment Development Agency
AMA	Audiovisual Media Authority
ASPA	Albanian School of Public Administration
AWC	Alliance of Women Councilors (at Municipal Council level)
AWP	Alliance of Women Parliamentarians
CEC	Central Election Commission
CEDAW	Convention on the Elimination of all Forms of Discrimination against Women
CoE	Council of Europe
CPD	Commissioner for Protection from Discrimination
CPU	Children Protection Unit
CRM	Coordinated Referral Mechanism of domestic violence cases
DCM	Decision of the Council of Ministers
DMC	Decision of the Municipal Council
DV	Domestic Violence
EU	European Union
FLA	Free Legal Aid
GAP III	EU Gender Action Plan III 2021 - 2025
GBV	Gender-Based Violence
GE	Gender Equality
GEO	Gender Equality Officer
GRB	Gender Responsive Budgeting
GREVIO	Group of Experts on Action against Violence against Women and Domestic Violence
HCJ	High Council of Justice
ILO	International Labor Organization
IIWG	Inter-Institutional Working Group
ISIG	Indicators and Statistical Integrity Group
ITT	Interdisciplinary Technical Teams for handling domestic violence cases
LCDV	Local Coordinator against Domestic Violence
LHCU	Local Health Care Unit
LSGSA	Local Self-governance Support Agency
LGU	Local Self-Government Unit
MoARD	Ministry of Agriculture and Rural Development
MoESY	Ministry of Education, Sports and Youth
MEFA	Ministry for Europe and Foreign Affairs
MoFE	Ministry of Finance and Economy
MoHSP	Ministry of Health and Social Protection
MoIE	Ministry of Infrastructure and Energy
Moi	Ministry of Interior

MoJ	Ministry of Justice
MoSD	Minister of State for the Diaspora
MoTE	Ministry of Tourism and Environment
NAES	National Agency of Employment and Skills
NAEVTQ	National Agency of Education, Vocational Training and Qualifications
NAIS	National Agency of Information Society
NAVET	National Agency for Vocational Education and Training
NCA	National Councilors Alliance
NCoA	National Chamber of Advocacy
NCCE	National Center for Continuing Education
NCGE	National Council of Gender Equality
NCTVDV	National Center for the Treatment of Victims of Domestic Violence
NGO	Non-Government Organization
NPEI	National Plan for European Integration
NSGE	National Strategy for Gender Equality
NYA	National Youth Agency
PA	People's Advocate
PEPO	Precautionary Emergency Protection Order
PEULO	Pre-University Education Local Office
PFLA	Primary Free Legal Aid
PO	Protection Order
RoA	Republic of Albania
RDPUE	Regional Directorate of Pre-University Education
SAA	Stabilization And Association Agreement between the Republic of Albania and the European Communities and their Member States
SACRP	State Agency on Child Rights and Protection
SFLA	Secondary Free Legal Aid
SILSS	State Inspectorate of Labor and Social Services
SMP	Strong Municipalities Project
SoM	School of Magistrates
SSS	State Social Service
UN	United Nations
UNCCI	Union of Chambers of Commerce and Industry
VTC	Vocational Training Center

The image features a solid orange background. On the left side, there are several curved lines that sweep from the top left towards the bottom right. These lines are colored in shades of blue and yellow. A large, white, stylized number '1' is positioned in the upper left quadrant, partially overlapping the blue and yellow lines.

1

STRATEGIC
CONTEXT

1. INTRODUCTION AND PURPOSE OF THE STRATEGIC DOCUMENT.

“The National Strategy for Gender Equality 2021 – 2030” (hereinafter NSGE 2021-2030) was developed on behalf of the Government of Albania by the Ministry of Health and Social Protection, in coordination and consultation with other responsible ministries, local self-governance units, independent institutions, civil society organizations, academia, as well as international organizations that work towards gender equality and ending gender-based violence and domestic violence in Albania.

Conceived in furtherance and logically related to the previous Strategy for Gender Equality 2016-2020¹, NSGE 2021-2030 constitutes a guideline towards a society whereby all individuals, women, men, young women and young men, girls and boys, irrespective of age, gender, place of birth or residence, ethnic or social group, disabilities, religious affiliation, gender identity or sexual orientation, as well as other individual characteristics, are provided with equal opportunities to develop their potential; to equally participate in public or political decision-making; to elect and be elected; to get educated and trained throughout their life; to be employed and receive continuous training to advance towards new occupations and by challenging gender stereotypes and division of labor; to shape the socio-economic development of the country and get support to develop both socially and economically; to establish healthy families, where parents equally share their responsibilities and where communication is the key to problem-solving; to live free from harmful practices and violence; and, where marginalized groups are prioritized and supported until they are empowered and enjoy equal rights and opportunities in all walks of life - a society where equality is not mistaken with uniformity and where no one is left behind.

NSGE 2021-2030 is the fourth of its kind and (similarly to the previous strategies) clearly reflects the priority and special attention that the Government of Albania pays to achieve gender equality, as well as ending gender-based violence and domestic violence, by taking into account women and girls adequate treatment as prerequisites to sustainable development. This implies its direct relation to the National Strategy for Development and Integration II 2015-2020², and the Governance Programme 2017-2021³. Developed for a ten-year term, the NSGE 2021-2030 further reflects its direct relation to the achievement of the Sustainable Development Goals⁴ (SDG) and the 2030 Agenda⁵. Moreover, the measures and actions envisaged in this strategy are combined or related to the measures and actions envisaged in the European Union’s Gender Equality Strategy 2020-2025⁶ further laid down in the EU Gender Action Plan (GAP III) 2021-2025, published on 25 November 2020^{7,8}. The drafting of the NSGE 2021 – 2030 had also been planned in the MoHSP’ General Analytical Program of Draft documents for the year 2021, in the National Plan for European Integration (NPEI) 2021-2023, specifically Chapter 19, II.7 “Equality between women and men in employment and social policy”, as well as is in line with the Stabilization and Association Agreement

1. <https://www.un.org.al/sites/default/files/SKGJB-AL-web.pdf>

2. <https://elbasani.gov.al/sq-al/Documents/Strategjia%20Kombetare%20per%20Zhvillim%20Integrim%202015-2020.pdf>

3. <https://kryeministria.al/wp-content/uploads/2017/11/PROGRAMI.pdf>

4. <https://sdgs.un.org/goals>

5. <https://sustainabledevelopment.un.org/content/documents/21252030%20Agenda%20for%20Sustainable%20Development%20web.pdf>

6. <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52020DC0152&from=EN>

7. https://ec.europa.eu/international-partnerships/system/files/join-2020-17-final_en.pdf

8. https://ec.europa.eu/international-partnerships/system/files/swd_2020_284_en_final.pdf

between the Republic of Albania and the European Communities and their member states (SAA), Article 99 “Social cooperation”.

This strategic document adequately reflects the fulfillment of the standards or obligations stemming from other international documents, among the most important being the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW)⁹, the Beijing Declaration and Platform for Action¹⁰, as well as the Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence (Istanbul Convention)¹¹, etc. Furthermore, throughout the planning of certain measures to address the main concerns in the field of equality and gender justice, the Recommendations of the European Commission submitted through the “Report on Albania 2020” were taken into account by identifying the main issues to be considered for 2021, including the collection and processing of data disaggregated by sex and gender statistics, in all areas, including informal economy¹².

NSGE 2021-2030 was drafted based on the findings and recommendations of the “Evaluation Report: The Implementation of the National Strategy for Gender Equality and its Action Plan 2016 - 2020”, and therefore it aims at scaling up, deepening, and adding to the envisaged and not fully implemented measures, or those implemented measures that require support for long-term sustainability, in line with the strategic goals previously laid down in NSGE 2016-2020.

The strategic document and action plan of the NSGE 2021 - 2030 emphasize all over the importance of supporting, treating, and empowering all women, young women, and girls, including marginalized groups who suffer from intersecting forms of discrimination such as: women, young women, and girls from rural areas, ethnic minorities, with disabilities, LGBTI+, single mothers, victims of rape, victims of trafficking, elderly, asylum seekers, etc., namely **from all groups** and in all their diversity of society.

2. THE LEGAL AND INSTITUTIONAL FRAMEWORK AS WELL AS THE RELATION TO STRATEGIC DOCUMENTS

For years, the Government of Albania has prioritized the strengthening of the legal and institutional framework with regards to gender equality, gender-based violence, and domestic violence, while also aiming at harmonizing the national legal framework to the international human rights standards, including the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and its Optional Protocol, Beijing Declaration and Platform for Action, Sustainable Development Goals, Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence, the European Union Gender Equality Strategy 2020-2025 and the EU Gender Action Plan (GAP III) 2021-2025, etc.

2.1. National legal framework.

The Constitution of the Republic of Albania emphasizes the recognition and respect of equal legal rights between women and men, whereby Article 18/2 promotes the principles of equality and non-discrimination as follows: “All are equal before the law, and no one may be unjustly discriminated against for reasons such as gender, race, religion, ethnicity, language, political, religious or philosophical beliefs, economic, education, and social status”.

9. <https://hrrp.eu/alb/docs/CEDAw-a.pdf>

10. <https://awenetwork.org/wp-content/uploads/2019/05/Deklarata-dhe-Platforma-per-Veprim-e-Pekinit.pdf>

11. <https://rm.coe.int/168046246b>

12. https://ec.europa.eu/neighbourhood-enlargement/sites/default/files/albania_report_2020.pdf

Ongoing efforts to harmonize the national legal framework with the international one have brought forth the identification of issues of gender equality and the fight against gender discrimination, gender-based violence, and domestic violence, not only in specific legislation related to gender equality, but also in the entire Albanian legislation.

Law No. 9970, dated 24.07.2008 “On Gender Equality in Society”. By its very nature, the law regulates the fundamental issues of gender equality in public life, of equal protection and treatment of women and men, equal opportunities for the enjoyment of rights, as well as their participation and assistance in the development of all walks of life. This law provides for special interim measures that guarantee at least 30% participation of the under-represented gender in political and public decision-making posts, as well as protection from discrimination in the education, employment, media sectors and others. It also envisages the mandatory collection of gender statistics by all state bodies, as well as the establishment of institutional structures and mechanisms for advancing gender equality. The completion of the sub-legal framework for the implementation of this law, including DCM No. 465, dated 16.07.2012 “On gender mainstreaming in the medium-term budget program”, paved the way not only for the planning of measurable gender objectives in the budget programs of central institutions but also for all further steps towards gender-responsive budgeting (GRB) in Albania. Whereas by **Law No. 139/2015, “On Local Self-Government”**, the mayors are required to implement and respect gender equality quotas when appointing deputy mayors and administrators of administrative units.

Law no. 10019, dated 29.12.2008, “On the Electoral Code of the Republic of Albania” provided for the first time the obligation of electoral subjects to respect gender equality. Several provisions of this Code provided for the implementation of gender quotas both in the election administration, the second level commissions, and the composition of the elected legislative body, i.e., the Assembly. The Electoral Code imposed the obligation that the multi-name list of political party candidates for members of parliament in the Assembly elections should represent both genders by at least 30%. This would be guaranteed by including in the multi-name lists the gender quota criterion whereby at least thirty percent and/or one of the first three names must belong to each gender of candidates submitted by the political parties for the Assembly elections, for each electoral zone. With the amendments made to this Code in 2015, a quota of 50% men and 50% women was set in the lists of candidates for councilors in the local elections. Whereas through the amendments of 2020, **Law no. 101/2020 “On Some Amendments and Addenda to Law No. 10019, dated 29.12.2008 “The Electoral Code of the Republic of Albania”, as amended**, included the concept of “under-represented gender” (the gender with traditionally the smallest number of members of Parliament or, as the case may be, in the local councils nationwide), as well as laid down the definitions on electoral freedom and gender equality in Article 4 of this Code.

Law No. 57/2016 “On some amendments and addenda to Law No. 9936, dated 26.06.2008 “On the budget system management in the Republic of Albania”, as amended, included for the first time the concept of gender-responsive budgeting in the management of the budget system, adding respect of gender equality as its functioning principle, whereby a man and woman enjoy equal opportunities and access to similar rights and benefits. Whereas **Law No. 68/2017 “On Local Government Finances”** has created opportunities for effective Gender-Responsive Budgeting in all phases of the local financial management cycle (annual and mid-term budget programming, monitoring and reporting, evaluation and auditing). This law, *inter alia*, aims at accelerating and achieving gender equality through the creation and distribution of financial resources of local self-government units.

Law No. 7961, dated 12.07.1995, “Criminal Code of the Republic of Albania”, as amended by Law No. 136/2015, emphasizes, *inter alia*: treatment of employees without discrimination; taking temporary and special measures by the employer, which aim to accelerate the establishment of real equality in the exercise of the right to employment

and occupation, when inequality is caused by discrimination for any of the reasons listed in Article 9 of the Labor Code, as well as the termination of this measure once equal opportunities provision and treatment objectives have been achieved; ensuring by the employer adequate work conditions for persons with disabilities or persons having other health conditions; taking the necessary measures to stop moral harassment committed by the employer and other employees, as well as provisions against harassment, including sexual harassment and imposes relevant sanctions; prohibiting the employer to perform any action that constitutes sexual harassment of the employee and not allowing the employer to perform such actions by other employees; etc.

Law No. 93/2014 “On the inclusion and accessibility of persons with disabilities” lays down the fundamental rights related to the inclusion and accessibility of persons with disabilities in order to guarantee equal opportunities and conditions with others. Gender equality is among the core principles of this law, ensuring that women with disabilities have equal opportunities as men with disabilities in enjoying the rights guaranteed by this law. Institutionally, the law provides for the establishment of the National Council for Disability as an advisory body established by order of the Prime Minister that includes 17 members appointed by the Prime Minister, paying proper attention to the inclusion of different categories, such as disability, age, and gender.

Law No. 104/2014 “On some amendments and addenda to Law No. 7703, dated 11.05.1993, “On Social Insurance in the Republic of Albania”, as amended, the right to child care leave was granted to the father, following a 63-days period after the birth of the child, in case the mother may not exercise such right or could not benefit from it. For pregnant women, the no-work period after childbirth has been increased from 42 days (as was before the adoption of the legal amendment) to 63 days. The law further provides for the return of the mother to work after 63 days at her request, as well as the adjustment of her condition to working conditions, including opportunities for breastfeeding. DCM No. 740, dated 12.12.2018 “On determining the immediate financial assistance for mothers with newborn babies and the procedure for its provision”, which entered into force on 1 January 2019, led to the application of the bonus for mothers with newborn babies, ranging from ALL 40,000 for the first child to ALL 80,000 for the second child and ALL 120,000 for the third child. This bonus also benefits mothers who give birth to their children abroad, provided that the child is registered in Albania within the required legal terms.

With regards to issues of domestic violence and non-discrimination, the improved legal framework includes:

Law No. 9669, dated 18.12.2006, “On Measures against Violence in Family Relations”, as amended. The purpose of the law is to prevent and reduce domestic violence in all its forms and protect victims through a fast, affordable and simple procedure. The two most important improvements of this law date back to 2018 and 2020. **Law 47/2018 “On some addenda and amendments to Law No. 9669, dated 18.12.2006, “On Measures against Violence in Family Relations”,** followed the recommendations of the CEDAW Committee (2016) and GREVIO (2017). These amendments strengthened safeguards and procedural measures for a more effective response to domestic violence and protection of victims through the issuance of the Precautionary Emergency Protection Order, preceded by a risk assessment, for each case handled. Additionally, for the first time, protection is provided to women and girls in intimate relationships without having formal ties with the perpetrators, such as marriage or cohabitation. Pursuant to Law No. 47/2018, four by-laws have been adopted:

- ✓ Instruction No. 816, dated 27.11.2018, of the Minister of Health and Social Protection “On the adoption of the standards for the provision of services and the functioning of the Crisis Management Centers for sexual violence cases”,
- ✓ Joint Instruction of the Minister of Health and Social Protection and the Minister of Interior No. 912, dated 27.12.2018 “On the procedures and model of the precautionary emergency protection order”,

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- ✓ Joint Instruction of the Minister of Health and Social Protection and the Minister of Interior “On the procedures and model of risk assessment for domestic violence cases”,
 - ✓ Joint Instruction of the Ministry of Justice and the High Judicial Council No. 9, dated 17.06.2020 “On determining the rules for the creation of a special domestic violence cases database in the courts and the unification of their registration”.

Whereas, the amendments made through **Law 125/2020 “On some addenda and amendments to Law No. 9669, dated 18.12.2006, “On Measures against Violence in Family Relations”**, lay down the measures for immediate removal of the perpetrator from the joint residence through PEPO by the State Police, or through EPO/PO issued by the Court within the time limit specified in these orders, specific rehabilitation programs for perpetrators, creation of an EPO/PO register, etc. The **Decision of the Council of Ministers No. 334, dated 17.2.2011 “On the mechanism of coordination of work for domestic violence cases referral and its processing method”**, which is currently under review, is closely related to the implementation of this Law.

Law No. 221, dated 04.02.2010 “On Protection from Discrimination”, as amended. According to this law, no one can be discriminated against on the grounds of gender, race, color, ethnicity, language, gender identity, sexual orientation, political, religious or philosophical beliefs, economic, educational or social status, pregnancy, parentage, parental responsibility, age, familial or marital status, civil status, place of residence, health condition, genetic predisposition, disability, any particular group affiliation, or any other grounds. This law has been further improved with **Law 124/2020 “On some addenda and amendments to Law No. 221/04.02.2010 On Protection from Discrimination”**, whereby, *inter alia*, the scope of the law is further clarified, definitions are added, emphasizing the language of hatred, and the definition of serious forms of discrimination is provided.

Law No. 69/2012 “On the Pre-University Education System in the Republic of Albania”, amended, paragraph 3 of Article 6 provides for: “In the pre-university education system, students and employees are offered protection from any form of action or omission that may cause them discrimination, violence, ill-treatment or moral damage.”

Throughout the 2016 – 2020 period, a series of new or amended laws have been adopted, underlying the principle of gender equality or protection from violence and discrimination, including:

Law 121/2016 “On Social Care Services in the Republic of Albania” whereby the principle of non-discrimination on several grounds, starting with gender, is listed as one of the core principles for social services provision. The law further provides for the provision of specialized services for abused or trafficked women and girls, for pregnant women and girls, or single parents with children up to 1-year-old.

Law 65/2016 “On Social Enterprises in the Republic of Albania” *inter alia*, aims at the employment of disadvantaged persons in the labor market, such as: persons benefiting economic aid, persons with disabilities, orphans, and women victims of violence and trafficking.

Law 97/2016 “On the Organization and Functioning of the Prosecution in the Republic of Albania” improves the access of victims to information through the appointment of a public relations coordinator in each prosecutor’s office, responsible for informing victims.

Law 18/2017 “On the Rights and Protection of the Child” enumerates equality and non-discrimination as its general principles. The law defines *the meaning of child protection by clarifying the “protection measures”* that social workers can apply when faced with cases of children in precarious situations due to violence, abuse, neglect, or exploitation. For the first time, the law provides for the protection of children in street situations or who are used/exploited for work, addressing various forms of violence against children, such as bullying, school violence, domestic violence, sexual abuse, economic exploitation,

online child safety, and protection for unaccompanied children or victims of trafficking.

Law 37/2017 “Juvenile Criminal Justice Code” guarantees a legal framework for criminal justice for children by promoting the reintegration of the child in conflict with the law, protection of the rights of the child victim and/or witness of a crime, and preventing re-victimization/second victimization of a child who has previously been a victim of a criminal offense.

Law 111/2017 “On legal aid guaranteed by the state among other things guarantees free legal aid for special categories: victims of domestic violence, sexual abuse, trafficking in human beings, minors in conflict with the law, children in social care institutions, persons whose rights have been violated through an action or omission that constitutes discrimination, and other categories.

Law 35/2017 “On some addenda and amendments to Law No. 7905, dated 21.03.1995, “Criminal Procedures Code”, as amended, provides for new legal provisions that significantly improve the position of the victim in criminal cases, and special procedural rights for the juvenile victim, sexually abused and the victim of trafficking in human beings.

Law 70/2017 “On some additions and amendments to Law No. 10192, dated 03.12.2009, “On the prevention and crackdown on organized crime and trafficking through preventive measures against property” apply to assets that are directly or indirectly, wholly or partly owned by persons on whom there is a reasonable suspicion of committing criminal offenses related to trafficking in adults and minors. This law provides for the creation of a special fund for the prevention of organized crime, which uses the sequestered and confiscated assets as a resource (by Court decision). The special fund is earmarked for social purposes, including the rehabilitation and integration of victims of trafficking.

Law No. 79/2017 “On Sports”, as amended where paragraph 3 of Article 5 of this law provides for: “Discrimination in sports activities shall be prohibited for reasons such as political or religious beliefs, race, ethnicity, language, gender, sexual orientation, economic or social status.”

Law 22/2018 “On social housing”, emphasizes the principle of non-discrimination for planning, equipping, distributing, and managing housing for social groups in need of housing. The specialized housing program benefits vulnerable groups, including victims of trafficking, domestic violence, and girls who are mothers.

Law 110/2018 “On the Notary” strengthens the economic independence of women and it is the main guarantor of her property rights, bringing forth innovations in gender equality issues with regards to the protection of property.

Law 111/2018 “On Cadaster” regulates gender equality issues related to the registration of the legal ownership property.

Law 15/2019 “On Employment Promotion”, where victims/potential victims of trafficking, gender-based violence, domestic violence, or mothers under the age of 18 are specified in specific groups of jobseekers disadvantaged in the labor market, who benefit from employment promotion services and programs.

Law 57/2019 “On Social Assistance in the Republic of Albania” *inter alia*, defines as beneficiaries of economic assistance victims of trafficking, once they leave social care institutions, up to the moment of their employment, as well as victims of domestic violence, for the period of validity of the protection order or emergency protection order, who are not treated in social care institutions.

Law 34/2019 “On the Administration of Sequestered and Confiscated Assets” emphasizes the good administration and efficient, effective, and economic use of sequestered assets confiscated by law enforcement bodies and assets seized by order of the Minister responsible for finance, and the return to the community of illegally acquired assets as well as financial compensation of crime victims.

Law No. 75/2019 “On Youth”, specifically paragraph 1 of Article 3, provides that: “Support and empowerment of the youth shall be based on the following principles: a) the principle of equality and non-discrimination, sanctioned by the Constitution of the Republic of Albania, other international acts ratified by the Republic of Albania and the legislation in force; b) the principle of equal opportunities and guaranteeing the participation of youth in policy-making and decision-making processes in the fields of education, research, financial policy, employment, volunteering, protection and social inclusion, health, culture, sports, environment, tourism, justice, internal and external affairs, integration and defense, information technology, entrepreneurship and other fields that promote the development of youth; ...”

Law No. 35/2020 “On an Amendment to Law No. 7895, dated 27.01.1995, “Criminal Code of the Republic of Albania”, as amended, includes the criminalization of psychological violence, protection of persons in a relationship or former intimate relationship with the perpetrator of the criminal offense, etc., thus, harmonizing the content of this article with Article 3 of the Istanbul Convention and amendments to the law on domestic violence. The law further provides for toughening the sentences for certain actors of such criminal offenses. This amendment to the Criminal Code on domestic violence-related issues is extremely important and follows all the provisions such as criminal offenses for domestic violence and other forms of violence against women, amendments that were made in 2012 and 2013.

Law 13/2020 “On Some Amendments and Addenda to Law No. 108/2013, “On Foreigners” provides better protection for foreign victims of trafficking,.

2.2. Institutional Framework.

Several structures in Albania tackle issues of gender equality, gender-based violence, and domestic violence.

Pursuant to Law No. 9770, dated 24.07.2008 “On Gender Equality in Society” and Law No. 9669, dated 18.12.2006 “On Measures against Violence in Family Relations” as amended, the state authority responsible for gender equality and the fight against gender-based violence and domestic violence is the minister who deals with gender equality issues.

With the organization of the government in September 2017, pursuant to subparagraph e) of DCM No. 508, dated 13.9.2017, the area of responsibility for issues of gender equality and the fight against gender-based violence and domestic violence was assigned to the **Ministry of Health and Social Protection (MoHSP)**. The Ministry exercises such function through the leading role of the Minister in the National Council for Gender Equality and the **Sector of Policies and Strategies for Social Inclusion and Gender Equality**, as part of the General Directorate of Policies and Development of Health and Social Protection.

Pursuant to Law No. 9770, dated 24.07.2008 “On Gender Equality in society”, Articles 11 and 12, the **National Council for Gender Equality (NCGE)** is the highest advisory body on gender equality issues, ensuring gender mainstreaming in all fields, especially in political, social, economic and cultural matters. The Council is established by Order of the Prime Minister and is renewed once every four years. The NCGE is chaired by the Minister of MoHSP and comprises 9 representatives of line ministries in the rank of Deputy Minister and senior-level managers, as well as three civil society representatives, who are elected on the basis of an open competition, based on their experience and contribution to such matters.

State institutions at central and local levels have a legal obligation to cooperate with the relevant minister in charge of gender equality issues in order to exchange information and facilitate the fulfillment of his /her function. To this end, a **gender equality officer (GEO)** has been appointed **in each ministry** to address gender equality issues, and one or more local gender equality officers are appointed in **each municipality**.

Based on the Order of the Prime Minister No. 32, dated 12.02.2018 “On the Establishment of the National Coordinator for Gender Equality”, the Deputy Prime Minister has been appointed as the National Coordinator for Gender Equality, who is authorized to strengthen the gender equality mechanism at the central level and undertake a coordinating role.

At the Assembly level, on 4 December 2017, the resolution “On condemning violence against women and improved the effectiveness of legal mechanisms for its prevention” was adopted. Pursuant to the commitments made in this resolution and based on Article 19 of the Regulation, by decision of the Assembly No. 113/2017, dated 4 December 2017, the establishment of the **Subcommittee “On Gender Equality and Prevention of Violence against Women”** was established at the Standing Committee on Labor, Social Affairs and Health. In the framework of the parliamentary control process, this subcommittee requests continuous information on the implementation of the National Strategy for Gender Equality, report on the state of gender-based violence and domestic violence, the scope and functioning of the Coordinated Referral Mechanisms of domestic violence cases (CRMs), report on issues of discrimination against women, as well as holds hearings with stakeholders and institutions.

The **Alliance of Women Parliamentarians (AWP)**, which started its organization in 2013, is the result of a lobbying movement started by women MPs, aimed at promoting gender equality in the Parliament and advocating for the inclusion of a gender perspective in laws.

The **National Councilors Alliance (NCA)**, originally established in 2017 with the support of UN Women and subsequently strengthened under the Strong Municipalities project,

further aims at implementing protective and inclusive policies for women in need and achieving gender equality at the local level.

2.3. The relation of NSGE 2021 - 2030 to strategic documents.

a) *The relation to NSDI.*

NSGE 2021-2030 is related and harmonized with the National Strategy for Development and Integration II, more specifically with Pillar 3 of this strategy: “Investment in Human Capital and Social Cohesion”. Human resources, hence, its society and culture, are the foremost resource in Albania. It is precisely in these segments of the state that all those fundamental values for freedom, equality, well-being, and safety of the person and property lie. Along with good governance, democracy, and the rule of law, Albania's human and social dimensions underpin economic growth. More specifically, NSGE 2021 - 2030 relates to paragraph 11.8: “Ensuring Gender Equality” of Pillar 3 of the NSDI II.

b) *Relation to the Government's Program.*

NSGE 2021 - 2030 relates to the Governance Program 2017-2020¹³, specifically with **Priority 3 “Public Services”** of this program. Under this priority, NSGE 2021 - 2030 specifically relates to areas 3.1. “Rule of Law and Justice”; 3.2 “Education, Youth and Sports” and 3.3 “Health and Social Care”.

c) *Relation to the National Plan for European Integration (NPEI) and the EU Acquis.*

NSGE 2021 - 2030 relates to the two main chapters of NPEI 2019-2021¹⁴, namely **Chapter 19 “Social policies and employment”**, as well as **Chapter 23: “Justice and fundamental rights”**. The *acquis* in the area of social policy includes minimum standards in areas such as employment law, equal treatment of women and men in employment and social policy, health and safety at work, non-discrimination in employment and social policy, as well as in social inclusion and protection. The protection of fundamental rights includes traditional civil rights, such as the right to life, the right to dignity and integrity, the prohibition of torture and degrading treatment, the right to liberty and security, the right to respect for private and family life, the freedom to religion, freedom of speech, freedom of association and assembly, freedom of education, right to property, etc.

d) *Relation to the Stabilization and Association Agreement entered into between the Republic of Albania and the European Communities and their member states (SAA).*

NSGE 2021 - 2030 specifically relates to the SAA through Article 99 “Social Cooperation”¹⁵. According to this article, the parties cooperate to facilitate the reforms of the Albanian employment policies, in the context of strengthening economic reforms and integration. Cooperation aims to support the adjustment of the Albanian social security system to the new economic and social requirements and includes the adjustment of the Albanian legislation regarding working conditions and equal opportunities for women, as well as the improvement of the level of protection of health and safety at work for workers, referring to the existing level of protection in the Community. Cooperation takes into account priority areas related to the *acquis communautaire* in this area.

e) *Relation to Sustainable Development Goals (SDGs).*

NSGE 2021-2030 is closely related to the Sustainable Development Goals¹⁶. Specifically, it relates to **SDG 5 “Gender Equality” - Achieving Gender Equality and Empowering All Women and Girls.**

5.1 *End all forms of discrimination against all women and girls everywhere.*

5.2 *Eliminate all forms of violence against all women and girls in public and private*

13. <https://kryeministria.al/wp-content/uploads/2017/11/PROGRAMI.pdf>

14. <http://integrimi-ne-be.punetegashtme.gov.al/wp-content/uploads/2020/04/PKIE-2019-2021.pdf>

15. <http://dap.gov.al/publikime/dokumenta-strategjik/61-marreveshja-e-stabilizim-asociimit>

16. http://www.senior-a.al/docs/17SDGs_Shqip.pdf

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- spheres, including trafficking and sexual and other types of exploitation.
- 5.3 Eliminate all harmful practices, such as child, early and forced marriage, and female genital mutilation.
 - 5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies, and the promotion of shared responsibility within the household and the family as nationally appropriate.
 - 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life.
 - 5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences.
 - 5.a Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance, and natural resources, in accordance with national laws.
 - 5.b Enhance the use of enabling technology, particularly information and communications technology, to promote women's empowerment.
 - 5.c Adopt and strengthen sound policies and enforceable legislation to promote gender equality and the empowerment of all women and girls at all levels.

Moreover, NSGE 2021 - 2030 relates to **SDG 1 "No poverty"** - Elimination of all forms of poverty; **SDG 2 "Zero hunger"** - Elimination of hunger, achieving food security and improved nutrition, as well as promoting sustainable agriculture; **SDG 3 "Good health and well-being"** - Ensuring a healthy life and promoting well-being for all people of all ages; **SDG 4 "Quality education"** - Ensuring quality inclusive and equal education, as well as opportunities for skills throughout the life cycle; **SDG 8 "Decent work and economic growth"** - Promoting continuous, inclusive and sustainable economic growth, full and productive employment and decent work for all; **SDG 10 "Reducing inequalities"** - Reducing inequality within each country and between states; **SDG 11 "Sustainable cities and communities"** - Construction of inclusive, safe, resilient and sustainable cities and settlements; **SDG 13 "Climate action"** - Take urgent action to combat climate change and its impacts; **SDG 16 "Peace, justice, and strong institutions"** - Promoting peaceful and inclusive societies for sustainable development, ensuring access to justice for all, and building inclusive, accountable and effective institutions at all levels; and **SDG 17 "Partnership for the goals"** - Strengthening the means of implementation and revitalizing the global partnership for sustainable development.

f) Relation to the European Union Gender Equality Strategy 2020-2025 and the Gender Equality Action Plan (GAP III) 2021-2025.

NSGE 2021 - 2030 also relates to the Gender Equality Strategy 2020 - 2025 of the European Union and is particularly based on the objectives and measures laid down in the Gender Equality Action Plan (EU GAP III) 2021-2025. Harmonization with EU GAP III has been aimed throughout the drafting of the action plan of NSGE 2021 - 2030, especially regarding strategic goals, specific objectives, and indicators for measuring progress. The first three key principles that guide NSGE 2021 - 2030 specifically: i) Advancing towards a gender-transformative approach, ii) Addressing the intersectionality of gender discrimination with other forms of discrimination, and iii) Following a human rights-based approach, are the principles on which EU GAP III rests upon¹⁷. Similarly, the measures and actions envisaged under the four Strategic Goals of the NSGE 2021 -2030 are harmonized with the thematic areas of intervention and the specific objectives of EU GAP III. Strategic

17. See: https://ec.europa.eu/international-partnerships/system/files/join-2020-17-final_en.pdf p. 4

Goal I of NSGE 2021 -2030 includes objectives and measures related to the thematic areas of EU GAP III such as: “Promoting economic and social rights and empowering girls and women”, as well as “Addressing the challenges and harnessing the opportunities offered by the transition to a green economy, digital transformation, climate change, and the environment”. Concretely, under this strategic goal, the following actions have been planned with regards to: specific thematic objective 1 “Increased access for women in all their diversity, to decent work in non-traditional in particular, science, technology, engineering, mathematics (STEM), and female-dominated sectors, including women’s transition to the formal economy and coverage by non-discriminatory and inclusive social protection systems”; specific thematic objective 2 “Improved policy, legal framework and access to care services enabling equal division of domestic and care between women and men”; specific objective 3 “Women, men, girls and boys are equally provided with and using equally public digital literacy”; specific objective 4 “Women, men, girls and boys in all their diversity participate fully and equally in the digital economy”, etc. **Strategic Goal II** of the NSGE 2021 - 2030 includes objectives and measures related to the thematic area of EU GAP III “Promoting equal participation and leadership” and in particular the specific objective 1 “Enabling conditions created for equal participation of women, men, girls and boys in all their diversity, in decision-making”. **Strategic Goal III** of the NSGE 2021 - 2030 is also harmonized with the thematic areas of EU GAP III “Ensuring freedom from all forms of gender-based violence” and “Promoting sexual and reproductive health and rights”. We can particularly mention the relation to: Specific Objective 1 “Women, men, girls and boys in all their diversity are better protected from all forms of gender-based violence in the public and private spheres, in the work place and online through legislation and effective enforcement”; Specific Objective 3 “Women, men, girls and boys in all their diversity, who experience sexual and gender-based violence have increased access to essential services and protection”; Specific Objective 4 “The rights of every individual to have full control over, and decide freely and responsibly on matters related to their sexuality and sexual and reproductive health and rights, free from discrimination, coercion and violence, is promoted and better protected”; Specific Objective 8 “Quality, disaggregated and globally comparable data on different forms of gender-based violence and harmful practices are increasingly collected and used to inform laws, policies and programmes”, etc. Whereas **Strategic Goal IV** of NSGE 2021 - 2030 is mainly in line and harmonized with pillar 5 of the EU Gender Equality Strategy 2020 - 2025 “Reporting and communication on results, putting in place a quantitative, qualitative and inclusive monitoring system to increase public accountability, ensure transparency and access to information, and achieve better EU outreach on the impact of its work worldwide”, but tailored to the country level.

3. ACHIEVEMENTS, ANALYSES, AND CHALLENGES.

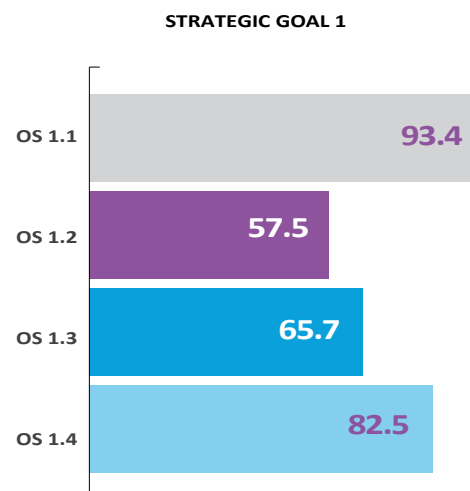
Despite the many instances of official recognition and progress made, equality between women and men, young women and men, girls and boys in daily life is far from becoming a reality. In practice, women and men, young women and men, girls and boys do not enjoy the same rights. Social, political, economic, and cultural inequalities persist. These inequalities are the result of some social notions built upon the many stereotypes present in family, education, culture, means of communication, in the labour market and work environment, and generally on the way the society is organized.

The “National Strategy for Gender Equality and its Action Plan 2016-2020”, was prepared and approved in October 2016¹⁸ (NSGE 2016 – 2020) in order to tackle these inequalities. This strategy contained four strategic goals and thirteen specific objectives.

Based on the evaluation carried out on the implementation of the NSGE 2016-2020 and its action plan, it appears that it has been realized up to 80%, highlighting numerous achievements in terms of women’s empowerment, advancement towards gender equality, and reduction of gender-based violence and domestic violence. The implementation of the 2016-2020 strategy and the measures envisaged in it also have a significant impact on the implementation of the Sustainable Development Goals, especially of the SDG 5 “Gender Equality”. More specifically:

Strategic Goal 1: Economic empowerment of women and men was accomplished at 74.7%. The evaluation showed that:

- There is an increase in the participation of women and girls in the labor market.
- There is an increased access of women and men to employment programs.
- The gender pay gap, according to official data, is 10.1%. Thus, men have an average gross monthly wage 10,1% higher than women. Compared to the previous year, in 2019, a decrease in gender pay gap with a 0,6 point percentage is noted.
- The implementation of the objectives of the National Action Plan for Women Entrepreneurs 2014-2020 has continued effectively.
- There is an increase in the inclusion of girls and young women in science and innovation-related fields of study; however, such an increase does not seem to be constant and stable for every academic year. The same applies for the employment of women in agriculture and mining industries, where the percentage of their employment is down from 2016 to 2019.
- A reduction of about 8% in women’s unpaid work is noted; however, retaking the Time Use Survey would provide accurate data in this regard.
- Local Self-Government Units (LGUs) are responsible for fulfilling 41 functions grouped into seven areas, including infrastructure and public services, social services, culture, sports and recreation, environmental protection, agricultural and rural development and forests, local economic development, and public safety. Overall, satisfaction with public services for 2020 is rated “good”. Gender equal access to services is the indicator with the highest rating, 98 points, followed by access to municipal services, with 75 points. In the case of access to municipal services, the vast majority of municipalities (87%) are rated “good” or “very good”.
- There has been an improvement in the number of women benefiting from extension



18. Adopted by Decision of the Council of Ministers No.733 dated 20.10.2016

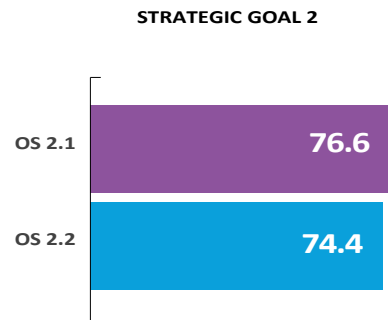
and subsidy services.

- There is improvement in the provision of health services to women in rural areas, but further efforts are needed to significantly improve their access to health.
- There have been legal improvements to property rights over agricultural land, but the implementation of the legislation and its impact must be carefully monitored in practice.

Strategic Goal 2: Guaranteeing real and equal participation and engagement of women in political and public decision-making has been accomplished up to 75.57%.

The evaluation showed that:

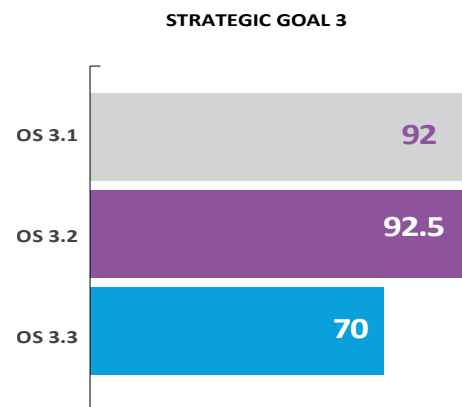
- There have been positive developments in terms of women's representation in political decision-making processes at the central and local levels, which should be long-term and sustainable.



Strategic Goal 3: Reduction of gender-based violence and domestic violence has been accomplished up to 84.8%.

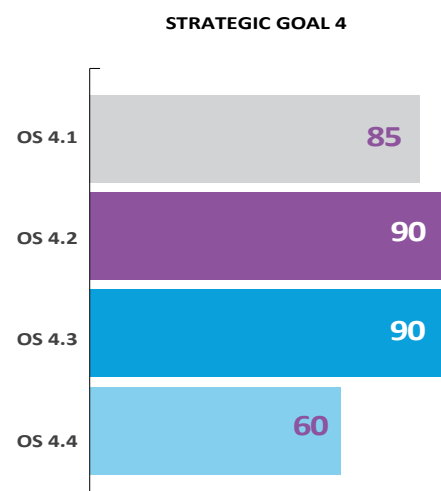
Important under this strategic goal:

- Coordinated Referral Mechanisms (CRMs) for domestic violence cases have been established nationwide (61 municipalities), but continued support is needed to make all of these CRMs effective and sustainable.
- The number of specialized support services for the treatment of victims/survivors of domestic violence and gender-based violence is increased. However, it should be taken into account that some of these services are dependent on donors, and in the meantime have limitations in several areas, including human and financial resources, infrastructure and proper application of international standards.
- There is still room for improvement in criminal legislation.
- There has been an increase in the percentage of offenders punished and later rehabilitated, but a full evaluation of the existing service should be carried out, which can serve as a comparative basis for scaling up this service.



Strategic Goal 4: Empowerment of the coordination and monitoring role of the National Gender Equality Mechanism, as well as awareness-raising of the society on the need to advance on gender equality, have been accomplished up to 81.25%.

- In addition to health, MoHSP is also responsible for developing policies that tackle issues of



gender-based violence, abuse of children, women, and other groups, gender equality, protection of children's rights, non-discrimination on the grounds of sexual orientation, disability, ethnicity and minority, etc. These responsibilities are fulfilled through the Sector of Policies and Strategies for Social Inclusion and Gender Equality within the General Directorate of Health and Social Protection Policy and Development.

- At the central level, a specialist is also charged with the responsibilities and obligations of the Gender Equality Officer (GEO) position, so these persons perform other tasks as well. However, the GEO obligations and responsibilities have been added to their job descriptions in accordance with the Law on Gender Equality. In addition to the 11 GEOs in the line ministries, the State Police and the People's Advocate also have a contact person appointed as a GEO (despite not having a legal obligation to do so).
- 58 out of 61 municipalities have forwarded to the MoHSP the data on the full-time person assigned to cover the duties of the GEO, as well as those of the LCDV or the Child Protection Specialist. Three municipalities have made efforts to separate these positions; however, currently, due to the situation that the country faces and the problems regarding LGUs funds, it seems impossible to further separate this position.
- Gender-Responsive Budgeting (GRB) is part of the National Strategy for Development and Integration 2015-2020. GRB has also been included in the management of the budget system through amendments to the relevant law (2016). The law "On local government finances" (2017) has created opportunities for effective Gender-Responsive Budgeting in all phases of the local financial management cycle (annual and mid-term budget programming, monitoring and reporting, evaluation and auditing) by local government units. It is mandatory that Local Self-Government Units address issues related to gender-based inequality, or full respect for gender equality, clearly identifying the outputs and other measurable gender-based indicators, in at least one of the program policy objectives. During reporting, LGUs must include as financial indicators the expenditures for policies that support gender equality compared with the total expenditures. Currently, for 2020 at the central level, there are 37 budget programs, which effectively include GRB.
- Based on continuous interventions through information activities and awareness campaigns, the number of individuals in our society who believe that gender equality is a pre-requisite for the development of the country has increased, but no baseline study and nationwide comparison has been conducted to determine how much this percentage has increased during the implementation of the NSGE 2016 - 2020.

Main challenges identified during the evaluation of the NSGE 2016 - 2020:

- Impossibility of adding specialists in a number of central and local institutions, in compliance with a set of applicable laws. For example, the necessity of having qualified, full-time employees dedicated only to a certain job position is highlighted. Besides the obligation deriving from the Law on Gender Equality, there must be appointed full-time gender equality officers dedicated only to the implementation of this law, or the mainstreaming of a gender perspective in all actions and policies of certain institutions, both at the central and local self-government level. This obligation appeared to be a challenge and could not be properly accomplished over these four years. In all line ministries and municipalities in the country, there are qualified or full-time employees who have this responsibility as well as other responsibilities included in their job descriptions.
- Similarly, the fulfillment of the obligation of the local self-government units to appoint a full-time employee in the sole position of Local Coordinator against Domestic Violence, in implementation of the obligation deriving from the legislation in force, can be identified as another challenge not properly addressed from 2016 to 2020.
- Completing the structure at the central level that is part of the national gender equality mechanism (refer to the Sector of Policies and Strategies of Social Inclusion and Gender Equality) with specialists dedicated only to issues of gender equality and reducing violence against women and domestic violence, as well as the annual increase of financial resources available to this sector, can also be listed as one of the

challenges that have not been properly addressed over these four years.

- Taking measures to increase the range of beneficiaries of existing specialized support services, as well as adding new services in accordance with the needs and specifics of different vulnerable groups is also a challenge. Setting up a service is just the beginning of providing adequate support. For a service to be efficient and effective, it must be supported with the appropriate human and financial resources and function on the basis of standards and dedicated protocols. The service provision must respect the diversity of individuals or groups for which it is established, as well as their various needs; monitored, evaluated and continuously improved, and there should be long-term support to achieve sustainability. Gaining experience from service-providing NGOs that have been providing consolidated services for years is also a necessity.
- Opening public debates and properly addressing a range of gender stereotypes, harmful patriarchal practices, and forms of violence against women is yet another challenge, which cannot be overcome without a good coordination of actions and dedication of adequate resources and tools. Changing the mentality and trying to measure progress in this regard is difficult, and the results of this work are often invisible.
- Improving the legal framework and constantly aligning it with international instruments is a must. But on top of these efforts, a major challenge remains the actual implementation and the actual enjoyment of human rights by all stakeholders. The level of engagement and responsibility of certain institutions plays quite a major role in this regard.
- The systematic collection of disaggregated data and the analysis of the situation of certain groups of women and girls is another challenge to the very engagement and sustainability that this process requires from the entire set of institutions.
- Addressing land ownership issues or providing a wide range of services for women, young women, and girls in rural areas also remains a challenge.
- The proper positioning of women, young women, and girls in public decision-making becomes an even greater challenge when addressing this issue in certain groups or communities.
- Adequate, standard-based treatment with services dedicated to cases of sexual violence against minors or adults, both within family relationships and outside them, is yet another challenge.
- Possessing quantitative and qualitative data is essential when measuring the impact of certain actions to address inequalities or gender discrimination. It is often necessary to carry out a baseline study and a longitudinal study while maintaining and improving certain parameters. The realization of such ongoing studies poses a challenge, as seen from the evaluation of the implementation of the NSGE 2016-2020.

4. THE VISION AND MISSION OF THE DOCUMENT

Vision

“A society which values gender equality and gender justice as fundamental conditions for sustainable, social, economic and political development of the country, empowers all individuals to enjoy equal rights and opportunities in all walks of life, does not allow anyone to live behind, and which relies on the principle of zero tolerance against harmful practices, gender-based violence and domestic violence, by punishing perpetrators and protecting, rehabilitating and reintegrating abused persons”.

Mission

NSGE 2021 - 2030 has a duration of ten years, within which it aims to achieve not only success but also sustainability in the planned and implemented actions. The NSGE 2021 - 2030 consists of four main strategic goals, which include specific objectives that reflect

the need to change or add new dimensions that should focus on adequately addressing gender equality issues. The Strategy is based on the most recent developments, as well as considers issues related to civil emergencies, natural disasters or new areas not addressed yet or very little addressed thus far in relation to gender equality (environment and climate change, digitalization, green economy, etc.).

The key principles guiding NSGE 2021 -2030 are¹⁹:

- **Advancing towards a gender-transformative approach:** examining, finding the causes, and changing rigid gender norms and power inequalities that harm women, young women, and girls and generate discrimination at all ages, beginning from early childhood, in society; promoting change in social attitudes, including the active engagement of men, young men, and boys, focusing on the youth as promoters of change; working in a context-sensitive way, building strong partnerships and dialog with local actors, civil society and local communities, while also supporting women's organizations.
- **Addressing the intersectionality of gender discrimination with other forms of discrimination:** the focus should also be on the most disadvantaged women, young women, and girls, for example, Roma and Egyptian women, young women, and girls; women, young women, and girls with disabilities; economically and socially deprived women, young women, and girls; women, young women, and girls living in rural areas; women, young women, and girls victims of rape or human trafficking; single mothers; women, young women, and girls migrant and asylum seekers; women, young women, and girls LGBTI+; and older women, since they face multiple forms of discrimination.
- **Following a human rights-based approach:** which places the principles of non-discrimination and countering inequalities at the center of all actions. This includes helping every human being exercise their human rights, participate in decisions concerning them and seek redress when their rights are violated.
- **Gender equality and justice, conditions for a just and socio-economically developed society:** recognition and respect of gender equality and justice; improving the social, economic, and health status of girls/young women/women, and especially girls/young women/women who suffer multiple discrimination; their education, advancement and political engagement by providing equal opportunities with boys/young men/men, from all ethnic and social groups, are prerequisites for the country's comprehensive development.
- **Sensitivity and equal treatment to the special needs of both sexes:** girls/young women/women and boys/young men/men have different needs and face different forms of violence and discrimination. Therefore, the actions envisaged should provide opportunities for treatment in accordance with these needs and experiences - equality should not be confused with uniformity: we are different, but we should be equal, not similar.
- **Recognition, appreciation, and respect for diversity:** among girls, young women, and women, boys, young men and men, in terms of age, skills, sexual orientation, gender identity expression, ethnic and social origin, religious practices, and life choices.
- **Zero tolerance for gender-based violence and domestic violence:** the protection of human life, dignity, and integrity is a prerequisite for the development of a country; any form of violence is an attack on human dignity and a violation of human rights; thus, it cannot be tolerated.

¹⁹. The first three principles are similar to the ones upon which the EU GAP III also rests (p. 4). https://ec.europa.eu/international-partnerships/system/files/join-2020-17-final_en.pdf

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- ***Inter-institutional coordination and cooperation:*** based on the characteristics and cross-sectoral nature of the issues that constitute the main goals of this strategy, state institutions, civil society organizations, media, private sector, religious institutions, international organizations, and all stakeholders and concerned partners should work together to coordinate actions to tackle gender-based inequalities and injustices against women/young women/girls and men/young men/boys as effectively as possible.
 - ***Measuring progress and budgeting for the implementation of the strategy and its action plan:*** as in any drafted policy document, the NSGE 2021-2030 includes indicators that are clearly formulated, measurable, in clear and accessible language, as well as serving to measure progress over time periods of strategy implementation. Moreover, during the drafting of the strategy, a budget forecast was presented where the necessary costs for its implementation were calculated, divided into certain periods, and by type (current costs or investments), whereby measures or activities which cannot be covered by the state budget and which need full coverage or co-financing from donors were also identified. Guaranteeing the annual budgeting and allocation of funds based on the costing included in the document is one of the main indicators of progress and increased institutional accountability at the central and local government levels, which undoubtedly leads to achieving the desired outcomes.

5. METHODOLOGY.

As explained in subchapter 2, the legal and institutional framework in force governing the preparation of this document is fully consistent with the strategic documents at the international and national level approved by the Assembly and the Council of Ministers, hence the vision, strategic goals, and specific objectives laid down in NSGE 2021 - 2030 fully comply with these strategic documents.

The initiative for drafting this strategic document was undertaken by the main responsible state authority at the central level, namely the Ministry of Health and Social Protection, which worked closely with the Inter-Institutional Working Group (IIWG) composed of women and men representatives of the main line ministries. The support and orientation based on the evaluation report of the implementation of the NSGE 2016 - 2020 have been very helpful. It is also worth mentioning the special support provided by UN Women Albania through a group of experts²⁰ who facilitated the work of IIWG in the preparation of this strategic document, from the moment of drafting to the costing and preparation of indicator passports.

During the work for the preparation of the document, a series of consultations were conducted with important stakeholders and collaborators at the central and local self-government level (mainly with Gender Equality Officers at the central and local self-government level, independent institutions, civil society organizations, the National Councilors Alliance, the Gender Coordination Group of Development Partners, the Inter-Institutional Thematic Group on Inclusion and Social Protection, the Consultative Council Central Government - Local Self-Government, as well as the community of international organizations focusing on issues of equality, gender-based violence or domestic violence).

This document has also been published for public consultation purposes on **23 March 2021** at: <https://www.konsultimipublik.gov.al/Konsultime/Detaje/347>

²⁰ The group of experts through which UN Women provided support and technical assistance to MoHSP throughout the drafting process of NSGE 2021 - 2030 comprised: Monika Kocagi, Rajmonda Duka, Ani Plaku, and Blerina Xhani.




2

PURPOSE OF POLICIES,
SPECIFIC OBJECTIVES, AND
STRATEGY IMPLEMENTATION
PRIORITY MEASURES



Important note

throughout the reading of the text of this strategic document hereinafter, including the action plan matrix, we draw attention to the fact that the term “in all their diversity” means: from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers,. This means that everywhere in the text, in the formulation of strategic goals, specific objectives, actions, activities, and indicators where you may encounter the wording “in all their diversity”, it should be taken into account that the activity, action, indicator, objective or goal is intended to extend and cover individuals of all the aforementioned groups.



NSGE 2021-2030 comprises four strategic goals:

- I. Fulfillment of economic and social rights of women, young women, girls, and men, young men and boys in the society and the empowerment of women, young women, and girls in all their diversity, aiming at an improvement and sustainability of environmental (green) economy and their equal participation in the digitalization process.
- II. Ensuring the equal participation, representation, and leadership rights of women and men, young women and men, girls and boys in all their diversity in political and public decision-making at the local level.
- III. Reduction of all forms of harmful practices, gender-based violence and domestic violence.
- IV. Application of gender mainstreaming as the main tool of achieving gender equality and gender justice in society.

Achieving these goals requires comprehensive efforts by all ministries, central and local institutions, local self-government units, independent institutions, civil society organizations, international organizations, media, academia, and all other stakeholders implementing policies, which directly affect the empowerment of women, young women, and girls, the achievement of gender equality and gender justice, and the reduction of gender-based violence and domestic violence. A necessary and ongoing need is to find the right and appropriate mechanisms that ensure a strong and effective inter-institutional cooperation in both horizontal and vertical directions.

Cooperation with civil society organizations and stakeholders is also fundamental, as they can significantly affect awareness of gender equality, gender justice, gender-based violence, and domestic violence, as well as providing expertise for the development of support services specialized in protection, treatment, rehabilitation, and reintegration of victims/survivors, or rehabilitation programs for perpetrators.

POLICY I

Strategic Goal I - Fulfillment of economic and social rights of women, young women, girls, and men, young men and boys in the society and the empowerment of women, young women, and girls in all their diversity, aiming at an improvement and sustainability of environmental (green) economy and their equal participation in the digitalization process.

Based on the strategic goal of the NSGE 2016-2020, “Economic empowerment of women and men”, this strategic goal has been further expanded, aiming not only at the socio-economic empowerment of women, young women, and girls in all their diversity (i.e., from rural areas, from ethnic minorities, with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, etc.) but also advancing towards environmental economy and digitalization.

The main impact indicators under this strategic goal are the following:

- Rate of employment by sex
- Proportion of informal employment in non-agriculture employment, by sex (SDG 8.3.1)
- Average number of hours spent on unpaid domestic and care work by sex (SDG 5.4.1)

Under this strategic goal, state institutions charged with responsibilities in this area in partnership with other institutions and organizations, will focus on the following specific objectives:

Specific Objective I.1	Implementation of improved legal framework and policies enabling an equal division of unpaid domestic and care work between women and men, young women and young men, girls and boys.
Specific Objective I.2	Increased access of women, young women, and girls, in all their diversity to financial services and products, and productive resources.
Specific Objective I.3	Reduction of barriers keeping women, young women, and girls away from the labor market and increased access to decent work, including non-traditional (in particular science, technology, engineering, mathematics, etc.) for women, young women, and girls in all their diversity.

Achieving these objectives will lead to a significant increase in information, and consequently in the demand for the implementation of the legal framework in force regarding all provisions that affect the balance and division of unpaid domestic and care work between women and men, young women and young men, girls and boys. It will further create the opportunity for men themselves to introduce positive role models of good parenting, by getting involved more in the upbringing and education of their children. The economic empowerment of women, young women, and girls in all their diversity, remains one of the key aspects for which a set of measures and activities have been foreseen under the respective specific objective. The aim is to enable the advancement towards the environmental economy and digitalization. Undoubtedly reducing the barriers of women, young women, and girls in relation to the labor market is another key aspect that leads to their economic empowerment and orientation towards occupations once considered “male-dominated” will help break a number of taboos, as well as in providing further opportunities for women, young women, and girls. A significant step in this regard would be supporting the entrepreneurship of women, young women, and girls and creating fiscal facilities.

Thus, under **Specific Objective I.1, “Implementation of improved legal framework and policies enabling an equal division of unpaid domestic and care work between women and men, young women and young men, girls and boys”**, it has been projected:

Expected outcome:

- i. The legal and policy framework that allows a paid maternity, paternity, parental, and childcare leave for both parents, recognized and applicable in state and private institutions.
- ii. Improved policies, which enable the execution of each parent' rights to benefit from paid leave, according to the legislation in place, regardless situations of civil emergencies or natural disasters.
- iii. Public and private employers that stimulate balanced engagement of both parents in unpaid domestic and care work, regularly applying paid leave provided for each parent under the Albanian legislation, including in civil emergency or natural disaster situations.

Indicators:

- I.1.a. Number of awareness-raising activities about the types of paid parental leave provided for each parent under the current Albanian legislation.
- I.1.b. Number of parents who apply and benefit from each type of paid leave per year, disaggregated by sex, age, ethnicity, place of residence, disability, etc., as well as by institutions or businesses providing the relevant leave.

Measures:

- I.1.1. Informing employers and employees of public and private companies as well as of the society in general regarding the types of paid leave for which each parent is eligible under the Albanian legislation.
- I.1.2. Improvement of the legal framework and policies enabling an equal division of unpaid domestic and care work between women and men, young women and young men, girls and boys (such as the flexibility to work from home, longer paid leave for both parents) based on successful international models.
- I.1.3. Monitoring of the implementation of improved legal framework and policies enabling an equal division of unpaid domestic and care work between women and men, young women and young men, girls and boys.

Under **Specific Objective I.2. "Increased access of women, young women, and girls in all their diversity to financial services and products and productive resources"**, it has been projected:

Expected outcome:

- i. A recognized, implemented, and monitored legal and policy framework guaranteeing the enjoyment of ownership rights by women, young women, and girls in all their diversity, including ownership on agricultural land.
- ii. Improved practices enabling the economic empowerment of women, young women, and girls in all their diversity by creating fiscal facilities and economic support with grants, aimed at orienting them towards environmental (green) economy and digitalization.

Indicators:

- I.2.a. Number of awareness-raising activities in rural and urban areas regarding improved legislation on women's land ownership rights, focusing on agricultural land ownership rights.
- I.2.b. The percentage of women, young women, and girls who enjoy ownership, access, and control over agricultural land.
- I.2.c. Number of approved practices to create fiscal facilities and support women young women and girls to start their own businesses focused on environmental economy and digitalization, at the central and local levels.
- I.2.d. Number of women, young women, and girls that received subsidies to start their businesses in environmental economy and digitalization, disaggregated by age, place of residence, ethnicity, etc.

Measures:

- I.2.1. Informing women, young women, and girls in all their diversity, on the improved legislation regarding their property rights, with a focus on the right of ownership over agricultural land, as well as strengthening the capacities of professionals to enable the exercise of these rights.
- I.2.2. Stimulation and support for the entrepreneurship of women, young women, and girls in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, etc.) including for innovative ideas on environmental economy and digitalization.
- I.2.3. Enhancing the capacities of rural local advisory services and relevant central level institutions to provide gender-responsive services for rural tourism, agri-business, and value chain development.
- I.2.4. Capacity building of rural women, young women, and girls' groups on business skills development, access to financing, and specific joint actions (such as purchasing, quality control, marketing, branding, food processing and storage).

Under **Specific Objective I.3 “Reduction of barriers that keep women, young women, and girls away from the labor market and increased access to decent work, including non-traditional jobs (in particular science, technology, engineering, mathematics, etc.) for women, young women, and girls in all their diversity”**, it has been projected:

Expected outcome:

- i. Effectively implemented employment promotion programs across the country, prioritizing women, young women, and girls in all their diversity, especially those suffering from multiple discrimination, gender-based violence, domestic violence, or harmful practices.
- ii. Number of women, young women, and girls in all their diversity who work in non-traditional sectors or study sciences, technology, engineering, mathematics has increased annually.
- iii. ILO Convention C190 on “Eliminating violence and harassment in the world of work”, recognized and applicable in Albania.
- iv. Integration of women, young women, and girls in all their diversity in the local-level labor market has been considerably improved as a result of the financial support and social protection schemes implementation.

Indicators:

- I.3.a. Percentage of unemployed job seekers, employed through official employment office mediation compared to the total of unemployed job seekers employed by these employment offices at the national level, disaggregated by age and specific groups.
- I.3.b. Percentage of women, young women, and girls in all their diversity employed in non-traditional sectors (manufacturing, construction, mining industry, energy, gas, and water supply).
- I.3.c. Number of girls and young women in all their diversity studying for Biology, Bio-Chemistry, Natural Environments and Wildlife, Chemistry, Physics, Mathematics, Computer Sciences, Database and Network Design and Administration, Software and Application Development and Analysis, Chemical Engineering and Processes, Electricity and Energy, Electronics and Automation, Mechanics and Metals Trade, Motor Vehicles, Marine Vessels, and Airplanes, Mining and Extraction, Architecture and Urban Planning, Construction and Civil Engineering, Fisheries, Veterinarian Sciences, Therapy and Rehabilitation, and Pharmacy compared to the total number of girls that are students.
- I.3.d. Number of employed women/men in all their diversity that have reported violence or harassment in the workplace disaggregated by gender, age, and many other individual factors, as well as by employment sector.
- I.3.e. Number of municipalities that increase the number of social services through support from the Social Fund.

Measures:

- I.3.1. Creating an enabling and encouraging environment for the inclusion of women, young women, and girls in all their diversity, in decent work in non-traditional sectors, in accordance with the actions provided in the National Strategy for Employment and Skills 2019 - 2022.
- I.3.2. Implementation of the ILO Convention C190 on the “Eliminating violence and harassment in the world of work” after it has been ratified, and the implementation of the relevant EU directives on equality and nondiscrimination in the world of work.
- I.3.3. Better coverage with social services through the Social Fund to facilitate the integration of women, young women, and girls in all their diversity in the workplace.
- I.3.4. Improved rural women’s, young women’s, and girls’ access to the labor market through social enterprise financing.

POLICY II

Strategic Goal II - Ensuring the equal participation, representation, and leadership rights of women and men, young women and men, girls, and boys in all their diversity in political and public decision-making at the local level.

Based on the findings and evaluation of the NSGE 2016-2020 regarding completion of its strategic goal 2 “Ensuring actual and equal participation and engagement of women in political and public decision-making”, this strategy mainly emphasizes decision-making at the local level. Being a ten-year strategy, the achievement of the specific objectives set out under this strategic goal allows for other decision-making objectives that may be planned depending on the implementation progress of the entire strategy.

The main impact indicator under this strategic goals is the following:

- Proportion of seats held by women in (a) national parliament and (b) local self-government units (SDG 5.5.1).

Under this strategic goal, state institutions charged with responsibilities in this area, in partnership with other institutions and organizations, will focus on the following specific objectives:

Specific Objective II.1:	Enabling conditions for equal participation and representation of women and men, young women and men, girls, and boys in all their diversity in political and public decision-making at the local level.
Specific Objective II.2:	Strengthening social attitudes and behavior that stimulate equal participation, representation, and leadership of women and men, young women and men, girls and boys in all their diversity in decision-making at the local level.

The achievement of these specific objectives will result in gender quotas being met, which will, in turn, lead to increased participation and representation of women, young women, and girls in all their diversity in local-level political and public decision-making, and the creation of a society open to positive models for women, young women, and girls who are involved, represented, and lead alongside and equally to men, young men, and boys, or engaged in political and public decision-making issues, mainly at the local level.

Thus, the following is provided under **specific objective II.1 “Enabling conditions for equal participation and representation of women and men, young women and men, girls and boys in all their diversity in political and public decision-making at the local level”**:

Expected outcome:

- i. Quotas of gender equality, participation, and representation for women, young women, and girls in all their diversity, in local-level political and public decision-making, are met.

Indicators:

- II.1.a. Percentage of women, young women, and girls in all their diversity involved and represented in local-level political and public decision-making.

Measures:

- II.1.1. Implementation of the legal framework enabling the equal participation and involvement of women, young women, and girls in all their diversity in local-level political and public decision-making.
- II.1.2. Research and monitoring of the violence against women, young women, and girls in local-level elections and politics.
- II.1.3. Improvement of the legal framework to adequately address sexism and violence against women, young women, and girls in elections and politics.
- II.1.4. Strengthening of the Alliance of Women Councilors and the Gender Equality Committees to implement initiatives that reduce sexism and violence against women, young women, and girls in politics and in election processes, in cooperation and with the support of the Women Members of Parliament Alliance.
- II.1.5. Strengthening media capacities to showcase positive models of political and public decision-making leader women, young women, and girls in all their diversity.

The following have been provided under **specific objective II.2 “Strengthening social attitudes and behavior that stimulate the equal participation, representation and leadership of women and men, young women and men, girls and boys in all their diversity in decision-making at the local level”**:

Expected outcome:

- i. A society that is open to positive models of women, young women, and girls in all their diversity, which are equally involved, represented, and lead in issues related to local-level political and public decision-making.

Indicators:

- II.2.a. Percentage of the population supporting equal participation and representation models between women and men, young women and men, girls and boys in local-level political and public decision-making.

Measures:

- II.2.1. Establishing an enabling environment for accepting equal participation and representation models between women and men, young women and men, girls and boys in all their diversity, in local-level political and public decision-making.

POLICY III.

Strategic Goal III - Reducing all forms of harmful practices, gender-based violence, and domestic violence.

Specific objectives based on the NSGE 2016-2020 have also been provided for the achievement of this goal as well, adding and emphasizing the necessity to punish and rehabilitate perpetrators, to increase specialist support services for survivors of violence until their reintegration, to raise awareness in the society to not tolerate violence against women and domestic violence.

The impact indicators under this strategic goal are the following:

- Percentage of women, young women, and girls 15 years old and over subjected to physical, sexual, or psychological violence by their current or former intimate partner over the past 12 months (SDG 5.2.1).
- Percentage of young women between 20 and 40 years of age that are married or enter into cohabitation relations before their 18th birthday (SDG 5.3.1).

Under this strategic goal, state institutions charged with responsibilities in this area, in partnership with other institutions and organizations, will focus on the following specific objectives:

Specific Objective III.1:	Better protection of women, men, young women, young men, girls and boys in all their diversity, from all forms of harmful practices, sexism, gender-based violence and domestic violence, by improving and effectively implementing legislation, providing specialist support services to individuals victim of violence, punishing perpetrators, and putting in place rehabilitation programs.
Specific Objective III.2:	Better access to specialist support services for women, men, young women, young men, girls and boys in all their diversity who have been subjected to harmful practices, sexual violence, and other forms of gender-based violence and domestic violence, in both normal situations and situations of humanitarian crises and natural disasters.
Specific Objective III.3:	Better access to justice for women, young women, and girls in all their diversity, to protect their rights.
Specific Objective III.4:	Preparing a new generation equality where women, men, young women, young men, girls and boys in all their diversity, are change agents against discriminatory social norms, gender stereotypes, as well as on prevention and fight against sexism.
Specific Objective III.5:	Empowering women, young women, and girls in all their diversity to have full control over, and decide freely and responsibly on matters related to their sexual and reproductive health.

The implementation of the legal framework and the improvement of various other aspects, in line also with recommendations from international organizations, will enable a series of other planned activities for the achievement of the desired results, which aim at moving towards a society that is free from gender-based and domestic violence.

In addition, broadening the range of specialist support services to treat, rehabilitate and reintegrate gender-based violence and domestic violence victims/survivors, and establishing of missing services for women, young women, and girls in all their diversities, are planned as measures to substantially improve the situation.

The Coordinated Referral Mechanism for domestic violence cases, which has now been established across the 61 municipalities of the country, requires continued support to improve the effectiveness of its services and advance towards achieving sustainability. A series of measures and actions are planned in this regard, consisting in the further formalizing the work of this mechanism through standard operating procedures and specific protocols, and in enhancing the capacities of the CRM members to address cases in practice in a multidisciplinary approach and to better intervene in preventing, informing, and raising awareness. Regular data collection on coordinated and multidisciplinary case management, and their updated reflection in the REVALB system will also be one of the actions to strengthen and improve the effectiveness of the CRM nationally.

For the first time, this strategy stresses education on sexual and reproductive rights in a separate specific objective, as another instrument to empower women, young women, and girls in all their diversity (in previous gender equality strategies, measures were provided in this regard, but never as a separate specific objective).

Reducing gender-based violence and domestic violence and advancement towards their elimination cannot be achieved without an open-minded society that fights gender stereotypes and harmful practices and that does not tolerate the use of violence. To this end, a number of measures and actions under this strategic goal focus on information, awareness-raising, and establishing the generation equality.

More concretely, the following is provided under **specific objective III.1. “Better protection of women, men, young women, young men, girls and boys in all their diversity, from all forms of harmful practices, sexism, gender-based violence and domestic violence, by improving and effectively implementing legislation, providing specialist support services to violated individuals, punishing perpetrators, and putting in place rehabilitation programs”**.

Expected outcome:

- i. Improved and effectively enforced legislation, especially in terms of prohibiting all harmful practices, sexism, and forms of gender-based violence, which have yet to be included or specified.
- ii. All types of rehabilitation programs for perpetrators are in place across the 12 regions of the country.

Indicators:

- III.1.a. Number of proposals submitted and approved by the Parliament to improve the existing criminal and civil legislation on the prohibition of harmful practices and specification or inclusion of punitive measures against all forms of gender-based violence and domestic violence, in line with GREVIO and CEDAW recommendations.
- III.1.b. Number of rehabilitation programs for perpetrators, established and operational according to approved standards.

Measures:

- III.1.1. Improving legislation on protection from all forms of gender-based violence, domestic violence, sexism, and hate speech.
- III.1.2. Supporting the adequate and effective implementation of the improved legal framework starting with the amendments of 2020 and onward.
- III.1.3. Creating perpetrator rehabilitation opportunities based on the Istanbul Convention standards and positive international models.

The following is provided under **specific objective III.2 “Better access to specialist support services for women, men, young women, young men, girls and boys in all their diversity who have been subjected to harmful practices, sexual violence and other forms of gender-based violence and domestic violence, in both normal situations and situations of humanitarian crises and natural disasters”**.

Expected outcome:

- i. Specialist support services accessible for women, men, young women, young men, girls and boys in all their diversity, across the country.
- ii. Coordinated Referral Mechanisms across the country specialized to effective treatment of all harmful practices, gender-based violence, and domestic violence cases.

Indicators:

- III.2.a. Number of specialist support services for survivors of violence/trafficking set up or scaled-up, disaggregated by type of service, targeted group and its characteristics.
- III.2.b. Percentage of social services budget allocated to the operation of specialist support service centers for all forms of violence disaggregated by the situation: normal situation and humanitarian crises or natural disaster situations.
- III.2.c. Number of CRMs in the country that have appointed one or more full-time Local Coordinator(s), dedicated only to this function.

III.2.d. Percentage of referred gender-based and sexual violence cases against women, young women, and girls that have been investigated and punished.

Measures:

- III.2.1. Increasing number of /improving specialist support services for survivors of sexual attack and of trafficking for sexual exploitation, in all their diversity.
- III.2.2. Increasing number of /improving specialist support services of emergency sheltering.
- III.2.3. Increasing number of /improving specialist support services of long-term sheltering.
- III.2.4. Financially supporting NGOs that provide a variety of specialist support services for cases of gender-based violence, domestic violence, and trafficking.
- III.2.5. Improving CRM functioning at the local level.
- III.2.6. Creating opportunities for the reintegration of violence/trafficking survivors through the provision of long-term shelter and facilitation of procedures to benefit from social housing.

The following is provided under **specific objective III.3 “Better access to justice for women, young women, and girls in all their diversity, to protect their rights”**:

Expected outcome:

- i. Improved, recognized, and applicable legal framework through the allocation of adequate funding for the extension of Free Legal Aid across the country.

Indicator

III.3.a. Number of Free Legal Aid Centers established across the country.

Measure:

- III.3.1. Supporting entities that provide free primary and secondary legal aid services to domestic violence and gender-based violence victims, children victims and witnesses, trafficking and sexually abused victims, as well as developing the professional capacities of these entities to address cases with an adequate level of sensibility and professionalism.

The following is provided under **specific objective III.4 “Preparing a new generation equality where women, men, young women, young men, girls and boys in all their diversity, are change agents against discriminatory social norms, gender stereotypes, as well as on prevention and fight against sexism”**:

Expected outcome:

- i. A new generation of women, men, young women, young men, girls and boys who do not accept and do not tolerate violence, sexism, and gender inequality in the family and in society.

Indicator

III.4.a. Number of young women and young men, girls and boys trained and engaged as change agents in the national generation equality movement.

Measures:

- III.4.1. Educating society on the principles of gender equality.
- III.4.2. Investing in positive parenting.

The following has been provided under **specific objective III.5 “Empowering women, young women, and girls in all their diversity to have full control over and decide freely and responsibly on matters related to their sexual and reproductive health”**:

Expected outcome:

- i. Improved health situation and access to health information and services for women, young women, and adolescent girls and boys in all their diversity to enjoy their sexual and reproductive health and rights.

Indicators:

- III.5.a. The rate of young women and men, young women and young men, girls and boys in all their diversity provided with inclusive information on their sexual and reproductive health, disaggregated by sex, age, and other individual characteristics.
- III.5.b. Percentage of use of contraceptives among women between 15 and 49 years of age who are married or in a relationship (SDG 3.7.1.)

Measures:

- III.5.1. Improving health professionals' capacities in providing quality sexual and reproductive health services to women, men, young women, young men, girls and boys in all their diversity, including in times of civil emergencies and natural disasters.
- III.5.2. Creating an enabling environment for girls, young women, and women in all their diversity to make informed decisions on their lives, sexual relations, using methods of contraception, and about their sexual and reproductive health.

POLICY IV

Strategic goal IV – Application of gender mainstreaming as the main tool of achieving gender equality and gender justice in society.

For years now, a series of steps have been made in Albania towards gender mainstreaming as the main tool to achieve gender equality and gender justice, however, the main focus has been on gender-responsive budgeting and its execution at the central level. Now, steps are required to enhance these achievements, measuring desired results, strengthen the national gender equality mechanism, and to further apply gender-responsive budgeting in local self-governance units, etc.

To this end, the following specific objectives have been developed under this strategic goal:

Specific Objective IV.1:	Strengthening the national gender equality mechanism.
Specific Objective IV.2:	Monitoring the implementation of programs, in which gender-responsive budgeting has been applied at the central level.
Specific Objective IV.3:	Supporting Local Government Units in recognizing and implementing the legal obligation to apply gender-responsive budgeting.

The following has been provided under **specific objective IV.1 “Strengthening the national gender equality mechanism”**:

Expected outcome:

- i. Strengthened national gender equality mechanism through increased human, financial and infrastructural resources.

Indicator

- IV.1.a. Percentage of budget allocated to the main central level state structure responsible for Gender Equality.

Measures:

- IV.1.1. Strengthening the role of the NCGE and establishing the inter-institutional working group on gender statistics.
- IV.1.2. Strengthening the main central level state structure responsible for Gender Equality.

The following has been provided under **specific objective IV.2 “Monitoring the implementation of programs in which gender-responsive budgeting has been applied at the central level”**:

Expected outcome:

- i. The budget allocated and spent regarding the budgetary programs reported as gender-sensitive, at the central level, monitored and reported.

Indicator

- IV.2.a. Number of line ministries publishing on their websites monitoring data for applied gender-responsive budgeting programs.
- IV.2.b. Number of new strategies with gender perspective integrated.

Measure:

- IV.2.1. Improving transparency related to the use of funds.

The following have been provided under **specific objective IV.3 “Supporting Local Government Units in recognizing and implementing the legal obligation to apply gender-responsive budgeting”**:

Expected outcome:

- i. LGU budgets reflect the correct implementation of legislation on applying gender-responsive budgeting.

Indicator

- IV.3.a. Number of municipalities that regularly conduct gender analysis and budget monitoring from a gender perspective.

Measure:

- IV.3.1. Implementing GRB at the local level across the municipalities of the country



3

IMPLEMENTATION,
INSTITUTIONAL
RESPONSIBILITY,
ACCOUNTABILITY, REPORTING
AND MONITORING

INSTITUTIONAL RESPONSIBILITY

A number of institutions will be involved in the implementation of the measures provided under the National Strategy for Gender Equality 2021-2030 and its Action Plan, from the line ministries, independent institutions, local self-government units, academia, civil society organizations as well as international organizations.

The Strategy assigns the Ministry of Health and Social Protection as the main institution responsible for reporting on progress, and the majority of the activities will require cooperation between relevant stakeholders, including civil society organizations, mainly with regard to the protection of the rights of women, young women, and girls in all their diversity while focusing on their empowerment, achievement of gender equality and reduction of gender-based violence and domestic violence. Institutions responsible for each measure under the relevant specific objectives and policy areas have been defined in the intervention Log Frame in Annex 4 of this document.

ACCOUNTABILITY, MONITORING, AND REPORTING.

Accountability.

The monitoring framework will feed into the policy direction in the Integrated Planning System (IPS) framework, which is the main decision-making system that defines the strategic direction and resource allocation in the country. It will feed monitoring and assessment reports to the Thematic Inter-institutional Inclusion and Social Protection Group established by Order No. 157, dated 22.10.2018 of the Prime Minister “On taking measures to implement the broad sector/cross-sector approach, and the establishment and functioning of the integrated sector/cross-sector mechanism”. The strategic document approach and revision will take place in accordance with the requirements of DCM No. 290, dated 11.04.2020, “On the establishment of the state database for the integrated planning information system (IPSIS), to ensure compliance with the IPSIS system”.

With regard to the determination of the baseline for indicator of newly proposed measures, the suggestion is to take action for the assessment of the situation and the determination of this baseline using surveys and studies and through the establishment of a well-organized system for the collection of sex-disaggregated data and gender statistics for all programs and activities to be implemented under this strategy.

Monitoring.

Strategy and action plan objective achievements and measure implementation progress monitored will also be periodically presented to the National Council for Gender Equality. The MoHSP, in cooperation with the Ministry of Internal Affairs and the Agency for the Support of the Local Self-Governance, will also guide and support municipalities in translating the National Action Plan into appropriate plans at the local level, especially with regard to the development of the relevant plans in line with the European Charter for Equality between women and men in the local life.

The regular monitoring’ responsibility of the Action Plan implementation lies with the gender equality officers and local coordinators for the treatment of domestic violence cases.

The MoHSP has a coordinating role and reports periodically on the annual implementation of the strategy. Civil society organizations also play an important role in raising awareness around issues, in implementing and supporting data collections processes, service provision, and the overall implementation of the legislation and policies for the advancement of gender equality.

In addition to implementing the measures provided for in the Strategy and the Action Plan, the continuous monitoring of the institutions in charge of meeting the obligations under this document is considered necessary for the analysis of the actual situation during the implementation, with the aim of achieving objectives in the most effective manner possible.

In more concrete terms, the following measures will be taken:

- indicators provided for in the strategy will be monitored;
- changes to sectoral programs will be recommended, taking into account the milestones, state of affairs, risks and dangers, and previous experiences, and in line with the recommendations provided in the EU progress reports and other international documents;
- consultations with stakeholders, including the systematic sharing of information to the public;
- annual monitoring and reporting of the objectives and measures foreseen in the Action Plan, as well as of the coordinating processes.

Monitoring and evaluation system improvements aimed at facilitating/assisting the alignment of the strategic framework and priorities in different areas and inform national policy related to the advancement of gender equality and reduction of gender-based violence and domestic violence.

Evaluation

Considering the ten-year implementation frame of the national strategy and its alignment with the SDGs, in addition to annual strategy implementation monitoring exercises, another overall midterm evaluation process will be undertaken during its fifth year. This evaluation will provide insight into potential changes/removal (if completely implemented) and additions of measures and specific objectives under the strategic goals at the core of the document.

Reporting

All institutions charged with the implementation of the NSGE 2021 - 2030 will develop semi-annual and annual reports pursuant to the obligations provided for in this strategy and translated into its action plan and will enter the relevant data in the IPSIS system.

The MoHSP will be the lead institution that will collect, process, and analyze the periodic semi-annual and annual reports, which will be submitted by all institutions in line with the relevant objectives and measures.

Institutions should report on a 6-month basis on the implementation of the measures through the data reported in the Integrated Strategic Planning Information System (IPSIS) in the Council of Ministers and the Inter-Institutional Technical Secretariat.

The background is a solid orange color. Overlaid on this are several thick, flowing lines in shades of purple and yellow. These lines curve and loop across the page, creating a sense of movement and depth. The purple lines are more vertical and loop-like, while the yellow lines are more horizontal and sweeping.

4

BUDGET
ANALYSIS

4.1. BUDGET ANALYSIS FOR THE IMPLEMENTATION OF THE NSGE 2021-2023

This chapter describes the indicative cost and distribution of financial resources for financing the National Strategy on Gender Equality 2021-2030 measures. The financial effects have been estimated for each measure as per the activities that have been provided for in the Action Plan for the implementation of this strategy and are based on the resource needs analysis for each activity. The financial effects are projected to be covered by the respective annual budgets of the relevant institutions in charge of implementing the measures, with funds from donors and other institutions responsible for implementing a portion of the measures.

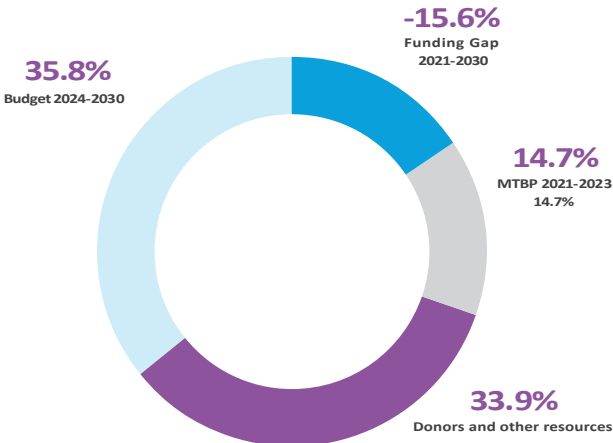
The costing process is based on the consultation of national documents, including the Midterm Budgeting Program for the 2021-2023 period, and consultation with all institutions engaged and historic costs related to the implementation of the previous strategy. The action plan for the implementation of this strategy includes an analytic costing of each measure, which is based on the granular detailing of each activity.

The overall cost for the implementation of the NSGE 2021-2030 is estimated at **ALL 3,358,697,259** or **Euro 27,086,268**. The average reference exchange rate is 124 ALL per 1 Euro. The table shows the financial costs, financial resources available, and the financial gap over the 10 years of the NSGE 2021-2030 implementation.

Needs (in ALL)					
The aim of Policies	Costs typology	Total Cost 2021-2030	Planned Cost MTBP 2021-2023/ Other sources and donors	Cost to be planned in the budget of 2024-2030	Financial Gap 2021-2030
P I: Fulfillment of economic and social rights of women, young women, girls, and men, young men and boys in the society and the empowerment of women, young women, and girls in all their diversity, aiming at an improvement and sustainability of environmental (green) economy and their equal participation in the digitalization process	Current	696,104,214	435,418,581	189,638,980	72,599,153
	Capital	20,010,000	6,900,000	11,557,500	
P II: Ensuring the equal participation, representation, and leadership rights of women and men, young women and men, girls and boys in all their diversity in political and public decision-making at the local level	Current	98,284,272	32,277,760	11,988,480	54,018,032
	Capital	0	0	0	
P III: Reduction of all forms of harmful practices, gender based violence and domestic violence	Current	1,495,565,465	770,164,420	423,441,572	366,879,473
	Capital	648,945,000	271,870,000	312,155,000	
P IV: Application of gender mainstreaming as the main tool of achieving gender equality and gender justice in society.	Current	399,793,504	115,505,108	252,962,424	31,325,972
	Capital	264,500	264,500	0	
TOTAL [ALL]		3,358,697,259	1,632,400,369	1,201,743,956	524,552,934
TOTAL [Euro]		27,086,268	13,164,519	9,691,484	4,230,266
		1 euro 124 ALL			

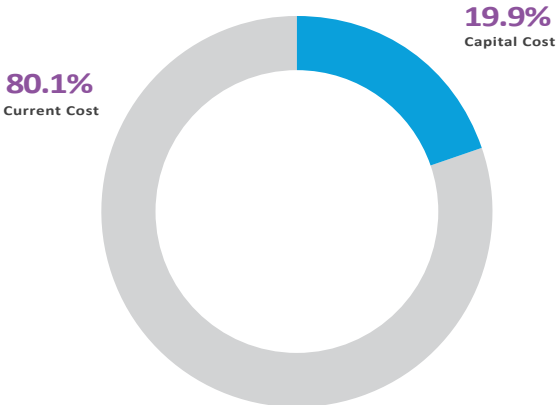
The funding of the strategic action plan will be realized through a number of resources; however, the state budget, LGUs funds, and donor financial support remain the main funding sources. For the 2021-2030 period, the state budget is expected to fund 50.5% of the financing necessary for the implementation of the action plan, 33.9% is expected to be financed from other resources and donors, while the funding gap is 15.6%.

DISTRIBUTION OF COSTS



Current costs make up some 80.1% of the total expenses, while the rest (19.9%) has been projected for capital costs.

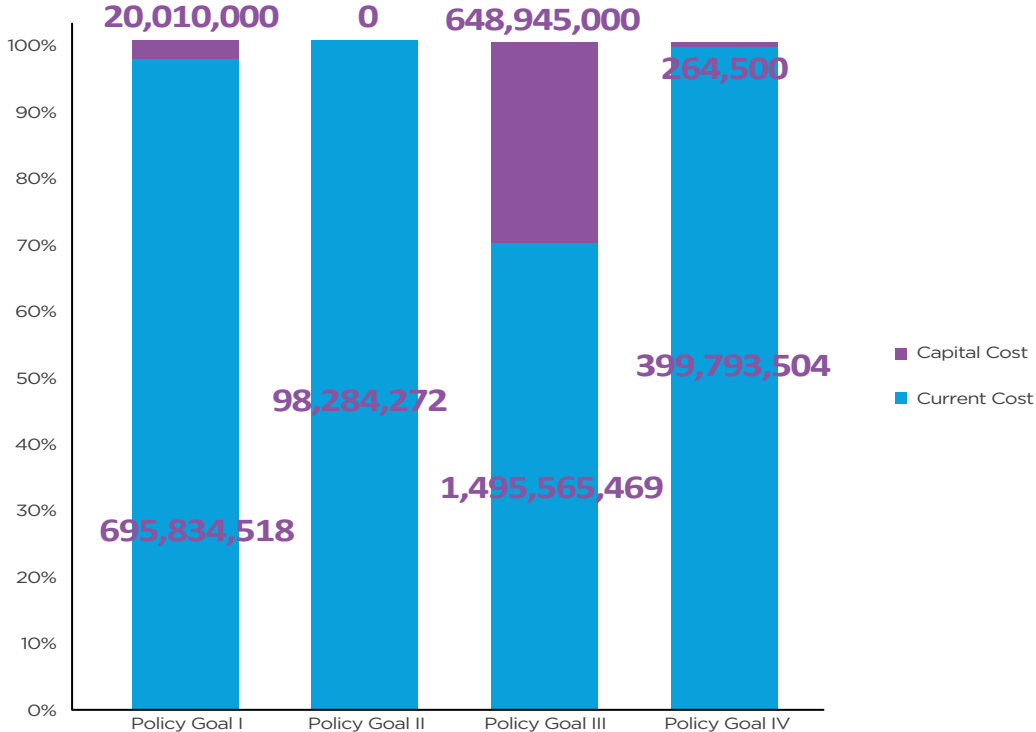
ECONOMIC NATURE OF THE ACTION PLAN COSTS



Costs are reflected in the following chart disaggregated by policy goals. In financial terms, Policy Goal III takes the biggest proportion of budget in the strategy implementation with 63.8%. Policy Goal I makes up 21.3%, while Policy Goal IV and II make up 11.9% and 2.9 %, respectively, of the total strategy costs.

The strategy will be revised in 5 years (in 2025) to align with the measure implementation progress and to be updated in line with the midterm needs and budget programs for the 2026-2028 period of each institution. Relevant institutions will plan budget funding needs for financially uncovered strategy measures in relevant budget programs under the midterm budget program and annual budget planning processes and will negotiate with various donors to co-finance certain activities.

COSTS RELATED TO THE POLICY GOALS



ANNEX 1. POLICY GOALS AND INDICATOR MATRIX

1	2	3	4	5	6	7
Type of Indicator	Indicator Name	Connection to Column No. of the NSDI	Strategic Goal/ Objective under NSDI	Policy Goal	Specific objective the indicator is related to	Source of data for the performance indicator monitoring
impact	Rate of employment by sex	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic Goal - Economic empowerment of women and promotion of their economic independence	Ensuring gender equality	Strategic Goal I - Fulfillment of economic and social rights of women, young women, girls, and men, young men and boys in the society and the empowerment of women, young women, and girls in all their diversity (from rural areas, ethnic minorities, disabled persons, LBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, asylum seekers, etc.), aiming at an improvement and sustainability of environmental (green) economy and their equal participation in the digitalization process.	INSTAT/LFS
impact	Proportion of informal employment in non-agriculture employment, by sex (SDG 8.3.1)	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic Goal - Economic empowerment of women and promotion of their economic independence	Ensuring gender equality	Strategic Goal I - Fulfillment of economic and social rights of women, young women, girls, and men, young men and boys in the society and the empowerment of women, young women, and girls in all their diversity (from rural areas, ethnic minorities, disabled persons, LBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, asylum seekers, etc.), aiming at an improvement and sustainability of environmental (green) economy and their equal participation in the digitalization process.	INSTAT/LFS
impact	The average number of hours spent in domestic and care work by sex (SDG 5.4.1)	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic Goal - Economic empowerment of women and promotion of their economic independence	Ensuring gender equality	Strategic Goal I - Fulfillment of economic and social rights of women, young women, girls, and men, young men and boys in the society and the empowerment of women, young women, and girls in all their diversity (from rural areas, ethnic minorities, disabled persons, LBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, asylum seekers, etc.), aiming at an improvement and sustainability of environmental (green) economy and their equal participation in the digitalization process.	INSTAT/TUS
impact	Proportion of seats held by women in (a) the national parliament and (b) local self-government units (SDG 5.5.1)	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic goal - Increased representation of women in politics and decision making	Ensuring gender equality	Strategic Goal II - Ensuring the equal participation, representation, and leadership rights of women and men, young women and men, girls and boys in all their diversity in political and public decision-making at the local level	CEC
impact	Percentage of women and girls 15 years old and over subjected to physical, sexual, or psychological violence by their current or former intimate partner over the past 12 months (SDG 5.2.1)	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic goal - Reduction of gender-based violence and domestic violence	Ensuring gender equality	Strategic Goal III - Reduction of all forms of harmful practices, gender-based violence, and domestic violence	INSTAT

impact	Percentage of women between 20 and 24 years of age that are married or have entered into a relationship before the age of 18 (SDG 5.3.1)	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic goal - Reduction of gender-based violence and domestic violence	Ensuring gender equality	Strategic Goal III - Reduction of all forms of harmful practices, gender-based violence, and domestic violence	INSTAT/PHI
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ANNEX 2. SPECIFIC OBJECTIVES AND INDICATOR MATRIX

1	2	3	4	5	6	7
Type of Indicator	Indicator Name	Connection to Column No. of the NSDI	Strategic Goal/ Objective under NSDI	Policy Goal	Specific objective the indicator is related to	Source of data for the performance indicator monitoring
Result	I.2.a. Number of awareness-raising activities in rural and urban areas regarding improved legislation on women's land ownership rights, focusing on agricultural land ownership rights.	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic Goal - Economic empowerment of women and promotion of their economic independence	Ensuring gender equality	Specific Objective I.2: Improved access of women, young women, and girls in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, girls over 16 years of age survivors of violence/trafficking, girls that are mothers, migrants, and asylum seekers, etc.) to financial services and products and productive resources.	MoHSP/MoARD
outcome	I.2.b. The percentage of women, young women, and girls who enjoy ownership, access, and control over agricultural land.	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic Goal - Economic empowerment of women and promotion of their economic independence	Ensuring gender equality	Specific Objective I.2: Improved access of women, young women, and girls in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, girls over 16 years of age survivors of violence/trafficking, girls that are mothers, migrants, and asylum seekers, etc.) to financial services and products and productive resources.	Cadaster Office and INSTAT
outcome	I.3.a. Percentage of unemployed job seekers employed through official employment office mediation compared to the total of unemployed job seekers employed by these employment offices at the national level, disaggregated by age and specific groups.	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic Goal - Economic empowerment of women and promotion of their economic independence	Ensuring gender equality	Specific Objective I.3: Reduction of barriers keeping women, young women, and girls away from the labor market and the improvement of access to decent work, including non-traditional (in particular to science, technology, engineering, mathematics, etc.) for women, young women, and girls in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls that are mothers, migrants, and asylum seekers, etc.).	NAES
outcome	I.3.b. Percentage of women, young women, and girls in all their diversity employed in non-traditional sectors (manufacturing, construction, mining industry, energy, gas, and water supply).	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic Goal - Economic empowerment of women and promotion of their economic independence	Ensuring gender equality	Specific Objective I.3: Reduction of barriers keeping women, young women, and girls away from the labor market and the improvement of access to decent work, including non-traditional (in particular to science, technology, engineering, mathematics, etc.) for women, young women, and girls in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls that are mothers, migrants, and asylum seekers, etc.).	INSTAT/LFS

outcome	I.3.c. Number of girls and young women in all their diversity studying for Biology, Bio-Chemistry, Natural environments and wildlife, Chemistry, Physics, Mathematics, Computer Sciences, Database and network design and administration, Software and application development and analysis, Chemical Engineering and processes, Electricity and energy, Electronics and automation, Mechanics and metals trade, Motor vehicles, marine vessels and airplanes, Mining and extraction, Architecture and urban planning, Construction and civil engineering, Fisheries, Veterinarian sciences, Therapy and rehabilitation, and Pharmacy	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic Goal - Economic empowerment of women and promotion of their economic independence	Ensuring gender equality	Specific Objective I.3: Reduction of barriers keeping women, young women, and girls away from the labor market and the improvement of access to decent work, including non-traditional (in particular to science, technology, engineering, mathematics, etc.) for women, young women, and girls in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls that are mothers, migrants, and asylum seekers, etc.).	Ministry Of Education, Sports And Youth - INSTAT
outcome	II.1.a. Percentage of women, young women, and girls in all their diversity involved and represented in political and public decision-making at the local level.	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic goal - Increased representation of women in politics and decision making	Ensuring gender equality	Specific Objective II.1: Creating conditions that enable the equal participation and representation of women and men, young women and men, girls and boys in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls that are mothers, migrants, and asylum seekers, etc.) in political and public decision-making at the local level.	INSTAT/SILC
outcome	II.2.a. Percentage of the population supporting equal participation models for women and men, young women and young men, girls and boys in political and public decision-making at the local level.	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic goal - Increased representation of women in politics and decision making	Ensuring gender equality	Specific Objective II.2: Enhancing social attitudes and behavior that stimulate the equal participation, representation, and leadership of women and men, young women and men, girls and boys in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.) in political and public decision-making at the local level.	INSTAT/SILC
outcome	III.2.b. Percentage of social services budget dedicated to the operation of specialist support services centers for all forms of violence, disaggregated by situation: normal situation and humanitarian crises or natural disaster situations.	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic goal - Reduction of gender-based violence and domestic violence	Ensuring gender equality	Specific Objective III.2: Better access to specialist support services for women, men, young women, young men, girls and boys in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, substance addicts, the elderly, people with mental health issues, asylum seekers, survivors of violence/trafficking, etc.) who are subjected to harmful practices, sexual violence and other forms of gender-based violence and domestic violence, in both normal situations and situations of humanitarian crises and natural disasters.	MoHSP and MoFE

outcome	III.2.d Percentage of referred gender-based and sexual violence cases against women, young women, and girls who have been investigated and punished.	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic goal - Reduction of gender-based violence and domestic violence	Ensuring gender equality	Specific Objective III.2: Better access to specialist support services for women, men, young women, young men, girls and boys in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, substance addicts, the elderly, people with mental health issues, asylum seekers, survivors of violence/trafficking, etc.) who are subjected to harmful practices, sexual violence and other forms of gender-based violence and domestic violence, in both normal situations and situations of humanitarian crises and natural disasters.	Ministry of Justice/ Courts/Prosecution Offices
outcome	III.4.a. Number of young women, young men, girls and boys who have been trained and engaged as change agents in the framework of the national generation equality movement.	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic goal - Reduction of gender-based violence and domestic violence	Ensuring gender equality	Specific Objective III.4: Preparing a new generation equality where women, men, young women, young men, girls and boys in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.) to be change agents against discriminatory social norms, gender stereotypes, as well as on prevention and fight on sexism.	MoHSP
outcome	III.5.a. Percentage of women and men, young women and young men, girls and boys provided with comprehensive information on their sexual and reproductive health, disaggregated by sex, age, and other individual characteristics.	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic goal - Reduction of gender-based violence and domestic violence	Ensuring gender equality	Specific Objective III.5: Empowerment of women, young women, and girls in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.) to have full control over and decide freely and responsibly on matters related to their sexual and reproductive health.	INSTAT/PHI
outcome	III.5.b. Percentage of use of contraceptives among women between 15 and 49 years of age who are married or in a relationship (SDG 3.7.1.)	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic goal - Reduction of gender-based violence and domestic violence	Ensuring gender equality	Specific Objective III.5: Empowerment of women, young women, and girls in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.) to have full control over and decide freely and responsibly on matters related to their sexual and reproductive health.	PHI & INSTAT
outcome	IV.1.a. Percentage of budget allocated to the main central level state structure responsible for Gender Equality	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic Goal - Gender mainstreaming to achieve gender equality and justice	Ensuring gender equality	Specific Objective IV.1: Strengthening of the national gender equality mechanism	MoFE
outcome	IV.2.b Number of new strategies mainstreaming gender. Number of new strategies with gender perspective integrated	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic Goal - Gender mainstreaming to achieve gender equality and justice	Ensuring gender equality	Specific Objective IV.2: Monitoring the implementation of programs in which gender-responsive budgeting has been applied at the central level.	MoHSP

ANNEX 3. MEASURES AND INDICATOR MATRIX

1	2	3	4	5	6	7
Type of Indicator	Indicator Name	Connection to Column No. of the NSDI	Strategic Goal/Objective under NSDI	Policy Goal	Specific objective the indicator is related to	Source of data for the performance indicator monitoring
measure	I.1.a Number of awareness-raising activities about the types of paid parental leave provided for each parent under the current Albanian legislation.	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic Goal - Economic empowerment of women and promotion of their economic independence	Ensuring gender equality	Specific Objective I.1: Implementation of improved legal framework and policies that enable an equal division of unpaid domestic work and care between women and men, young women and young men, and girls and boys.	MoHSP
measure	I.1.b. Number of parents who apply and benefit from each type of paid leave per year, disaggregated by sex, age, ethnicity, place of residence, disability, etc., as well as by institutions or businesses providing the relevant leave.	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic Goal - Economic empowerment of women and promotion of their economic independence	Ensuring gender equality	Specific Objective I.1: Implementation of improved legal framework and policies that enable an equal division of unpaid domestic work and care between women and men, young women and young men, and girls and boys.	SII
measure	I.2.c. Number of approved practices to create fiscal facilities and support women, young women, and girls to start their own businesses focused on environmental economy and digitalization, at the central and local level.	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic Goal - Economic empowerment of women and promotion of their economic independence	Ensuring gender equality	Specific Objective I.2: Improved access of women, young women, and girls in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, girls over 16 years of age survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.) to financial services and products and productive resources.	MoFE, AIDA, and the Municipality
measure	I.2.d. Number of women, young women, and girls who received subsidies to start their businesses in environmental economy and digitalization, disaggregated by age, place of residence, ethnicity, etc.	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic Goal - Economic empowerment of women and promotion of their economic independence	Ensuring gender equality	Specific Objective I.2: Improved access of women, young women, and girls in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, girls over 16 years of age survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.) to financial services and products and productive resources.	MoFE, AIDA, and the Municipality
measure	I.3.d. Number of employed women/men in all their diversity who have reported violence or harassment in the workplace disaggregated by sex, age, and many other individual factors and by employment sector.	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic Goal - Economic empowerment of women and promotion of their economic independence	Ensuring gender equality	Specific Objective I.3: Reduction of barriers keeping women, young women, and girls away from the labor market and the improvement of access to decent work, including non-traditional (in particular to science, technology, engineering, mathematics, etc.) for women, young women, and girls in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.).	MoHSP

measure	I.3.e. Number of municipalities that increase the number of social services through support from the Social Fund	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic Goal - Economic empowerment of women and promotion of their economic independence	Ensuring gender equality	Specific Objective I.3: Reduction of barriers keeping women, young women, and girls away from the labor market and the improvement of access to decent work, including non-traditional (in particular to science, technology, engineering, mathematics, etc.) for women, young women, and girls in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.).	MoHSP
measure	III.1.a. Number of proposals submitted and approved by the Parliament to improve the existing criminal and civil legislation on the prohibition of harmful practices and specification or inclusion of punitive measures against all forms of gender-based violence and domestic violence, in line with GREVIO and CEDAW recommendations.	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic goal - Reduction of gender-based violence and domestic violence	Ensuring gender equality	Specific Objective III.1: Better protection of women, men, young women, young men, girls and boys in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.) from all forms of harmful practices, sexism, gender-based violence, and domestic violence, by improving and effectively implementing legislation, providing specialist support services to violated individuals, punishing perpetrators and putting in place rehabilitation programs.	Ministry of Justice
measure	III.1.b Number of rehabilitation programs for perpetrators, established and operational according to approved standards.	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic goal - Reduction of gender-based violence and domestic violence	Ensuring gender equality	Specific Objective III.1: Better protection of women, men, young women, young men, girls and boys in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.) from all forms of harmful practices, sexism, gender-based violence, and domestic violence, by improving and effectively implementing legislation, providing specialist support services to violated individuals, punishing perpetrators and putting in place rehabilitation programs.	MoHSP

measure	III.2.a. Number of specialist support services for survivors of violence/trafficking set up or scaled-up, disaggregated by type of service, targeted group, and its characteristics.	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic goal - Reduction of gender-based violence and domestic violence	Ensuring gender equality	Specific Objective III.2: Better access to specialist support services for women, men, young women, young men, girls and boys in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, substance addicts, the elderly, people with mental health issues, asylum seekers, survivors of violence/trafficking, etc.) who are subjected to harmful practices, sexual violence and other forms of gender-based, violence and domestic violence, in both normal situations and situations of humanitarian crises and natural disasters.	MoHSP
measure	III.2.c. Number of CRMs in the country that have appointed one or more full-time Local Coordinator(s) dedicated only to this function.	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic goal - Reduction of gender-based violence and domestic violence	Ensuring gender equality	Specific Objective III.2: Better access to specialist support services for women, men, young women, young men, girls and boys in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, substance addicts, the elderly, people with mental health issues, asylum seekers, survivors of violence/trafficking, etc.) who are subjected to harmful practices, sexual violence and other forms of gender-based violence and domestic violence, in both normal situations and situations of humanitarian crises and natural disasters.	Municipalities
measure	III.3.a. Number of Free Legal Aid Centers established in the country	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic goal - Reduction of gender-based violence and domestic violence	Ensuring gender equality	Specific Objective III.3: Improvement of access to justice of women, young women, and girls in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, single mothers, the elderly, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.) to protect their rights.	MoHSP
measure	IV.2.a. Number of line ministries publishing on their websites monitoring data for applied gender-responsive budgeting programs.	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic Goal - Gender mainstreaming to achieve gender equality and justice	Ensuring gender equality	Specific Objective IV.2: Monitoring the implementation of programs in which gender-responsive budgeting has been applied at the central level.	MoHSP
measure	IV.3.a. Number of municipalities that regularly conduct gender analysis and budget monitoring from a gender perspective	3. INVESTMENT IN HUMAN CAPITAL AND SOCIAL COHESION	11.8 Ensuring gender equality - Strategic Goal - Gender mainstreaming to achieve gender equality and justice	Ensuring gender equality	Specific Objective IV.3: Supporting Local Government Units in recognizing and implementing the legal obligation to apply gender-responsive budgeting.	MoHSP

ANNEX 4. INTERVENTION LOGIC, RESPONSIBLE INSTITUTIONS, TIME FRAMES

INTERVENTION LOGIC				
Strategic Goal I:	Fulfillment of economic and social rights of women, young women, girls, and men, young men and boys in the society and the empowerment of women, young women, and girls in all their diversity (from rural areas, ethnic minorities, disabled persons, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, asylum seekers, etc.), aiming at an improvement and sustainability of environmental (green) economy and their equal participation in the digitalization process.			
Specific Objective I.1:	Implementation of improved legal framework and policies that enable an equal division of unpaid domestic work and care between women and men, young women and young men, and girls and boys.			
Expected outcomes:	i. The legal and policy framework that allows a paid maternity, paternity, parental and childcare leave for both parents, recognized and applicable in state and private institutions. ii. Improved policies, which enable the execution of each parent' rights to benefit from paid leave, according to the legislation in place, regardless of civil emergencies or natural disasters. iii. Public and private employers that stimulate balanced engagement of both parents in unpaid domestic and care work, regularly applying paid leave provided for each parent under the Albanian legislation, including in civil emergency or natural disaster situations.			
Indicators:	I.1.a. Number of awareness-raising activities about the types of paid parental leave provided for each parent under the current Albanian legislation.	Baseline: 1 (2020)	Target: 10 activities starting from 2022	
	I.1.b. Number of parents who apply and benefit from each type of paid leave per year, disaggregated by sex, age, ethnicity, place of residence, disability, etc., as well as by institutions or businesses providing the relevant leave.	To be determined in 2022 (study)	to be increased by 2pp annually	
MEASURES AND ACTIVITIES	OUTPUT	RESPONSIBLE INSTITUTION	PARTNER INSTITUTIONS	TIME FRAME
I.1.1. Information of public and private employers, employees, companies and of the society in general regarding the types of paid leaves for which each parent eligible under the Albanian legislation.		MoFE	MoHSP, SLSSI, SII, LGUs, NGOs, international organizations	2nd half 2021 - 2nd half 2025
I.1.1.a. Development of information leaflets/brochures on legal framework provisions regarding types of paid leave for which any parent in Albanian is eligible.	10,000 leaflets produced and disseminated across the country	MoFE	SLSSI, SII, international organizations	2 nd half 2021 - 1 st half 2022
I.1.1.b. Information (online) meetings with management staff of central and local-level state institutions regarding the realization of employees' rights on paid leaves.	1 meeting organized with line ministries and independent institutions 12 regional level meetings	MoFE	SLSSI, SII, MoHSP, Regional authorities, LGUs, international org.	2 nd half 2021 - 2 nd half 2022
I.1.1.c. Information (online) meetings with central and local-level state institution employees to stimulate their demand to receive paid leaves.	1 meeting organized with line ministries and independent institutions 12 regional level meetings	MoFE	SLSSI, SII, MoHSP, Regional authorities, LGUs, international org.	2 nd half 2021 - 2 nd half 2022
I.1.1.d. Information (face to face) meetings with management staff of private institutions/businesses across the country regarding the realization of employees' rights on paid leave.	61 meetings organized across the country	MoFE	SLSSI, SII, LGUs, businesses, international organizations	1 st half 2022 - 2 nd half 2025
I.1.1.e. Information (face to face) meetings with private institution/business employees across the country to stimulate their demand to receive paid leaves.	61 meetings organized across the country	MoFE	SLSSI, SII, LGUs, businesses, international organizations	1 st half 2022 - 2 nd half 2025

I.1.1.f. TV emissions about the types of paid leaves for which any parent is eligible under the Albanian legislation.	5 TV emissions /shows produced and broadcasted	MoFE	SLSSI, SII, MoHSP, LGUs Public Broadcaster, private media outlets, international org.	2 nd half 2021 - 2 nd half 2025
I.1.1.g. Publication of relevant information online and on social media.	1 link dedicated for this issue to the official ministry website and information posted on social media	MoFE	MoHSP, SLSSI, SII, LGUs, NGOs, international organizations	2 nd half 2021 - 2 nd half 2025
I.1.2. Improvement of the legal framework and policies that enable an equal division of unpaid domestic work and care between women and men, young women and young men, and girls and boys (such as the flexibility to work from home, longer paid leave for both parents) based on successful international models.		MoFE	MoJ, MoHSP, CPD, SII, People's Advocate, CPD, international organizations	1st half 2022 - 2nd half 2023
I.1.2.a. Review of the legal framework and policies related to paid leave, calculation of pay for said leave, length of leave, and flexibility of working from home to identify the needs for improvement based on the most successful international models.	1 report developed with relevant findings and recommendations	MoFE	SII, MoJ, MoHSP, CPD, SII, People's Advocate, international organizations	1 st half 2022 - 2 nd half 2022
I.1.2.b. Online meeting to launch the findings of the legal framework and policy review.	1 consultation meeting organized	MoFE	SII, MoJ, MoHSP, CPD, SII, People's Advocate, international organizations	2 nd half 2022 - 2 nd half 2022
I.1.2.c. Development of project proposals for legislation or policy amendments based on the legal framework and policy review findings.	Draft proposals developed	MoFE	SII, MoJ, MoHSP, CPD, SII, People's Advocate, international organizations	1 st half 2023 - 1 st half 2023
I.1.2.d. Consultation of the draft proposals with relevant stakeholders and improvement based on these consultations	5 consultation meetings organized with relevant stakeholders	MoFE	SII, MoJ, MoHSP, CPD, SII, People's Advocate, international organizations	1 st half 2023 - 1 st half 2023
I.1.2.e. Submission to the Assembly and adoption of the draft proposals developed.	DCM adopting the proposal	The Assembly	MoFE, SII, MoJ, MoHSP, CPD, People's Advocate, international organizations	2 nd half 2023 - 2 nd half 2023
I.1.3. Monitoring of the implementation of improved legal framework and policies that enable an equal division of unpaid domestic work and care between women and men, young women and young men, and girls and boys.		MoFE	MoHSP, SII, LGUs, international organizations	1st half 2022 - 2nd half 2025
I.1.3.a. Survey on the number of employees who have applied for and been granted each type of leave (baseline for 2019-2021), also identifying the impact that the civil emergency and natural disaster situations have had.	1 assessment report developed	MoFE	SII, MoHSP, LGUs, international organizations	1 st half 2022 - 2 nd half 2022
I.1.3.b. Online round table to launch the study findings for the 2019-2021 period.	1 consultation meeting organized	MoFE	MoHSP, SII, LGUs, international organizations	1 st half 2022 - 2 nd half 2022
I.1.3.c. Survey on the number of employees who have applied for and been granted each type of paid leave (monitoring for the 2022-2024 period).	1 assessment report developed	MoFE	MoHSP, SII, LGUs, international organizations	1 st half 2025 - 2 nd half 2025
I.1.3.d. Online round table to launch the study findings for the 2022-2024 period.	1 consultation meeting organized	MoFE	MoHSP, SII, LGUs, international organizations	2 nd half 2025 - 2 nd half 2025

I.1.3.e. Preparation of the national level time use survey (TUS).	1 study report developed	INSTAT	MoHSP, line ministries, LGUs, academia, international organizations	1 st half 2023 - 2 nd half 2024
I.1.3.f. Online round table to launch the findings of the time use survey (TUS).	1 consultation meeting organized	INSTAT	MoFE, MoHSP, SIL, LGUs, international organizations	2 nd half 2024 - 2 nd half 2024
I.1.3.g. Collection/generation of gender statistics to monitor the indicators of each specific objective under strategic goal I, while coordinating with relevant institutions for the collection and standardization of administrative data.	Regularly generated gender statistics Monitored indicators	INSTAT	All line ministries, independent institutions, LGUs, CSOs, international organizations	1 st half 2022 - 2 nd half 2025
I.1.3.h. Information activities on the importance of equal division of unpaid domestic work and care between women and men, young women and young men, and girls and boys.	967 information activities organized (4 meetings per year in 61 municipalities over 4 years)	LGUs	MoESY/RPUED/LPUEO, MoHSP, CSOs, Strong Municipalities' project, Alliance of Women Councilors, international organizations	1 st half 2022 - 2 nd half 2025

Specific Objective I.2: **Increased access of women, young women, and girls in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, girls over 16 years of age survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.) to financial services and products and productive resources.**

Expected outcomes:

- i. A recognized, implemented, and monitored legal and policy framework guaranteeing the enjoyment of ownership rights by women, young women, and girls in all their diversity, including ownership on agricultural land.
- ii. Improved practices enabling the economic empowerment of women, young women, and girls in all their diversity by creating of fiscal facilities and economic support with grants aimed at orienting them towards environmental (green) economy and digitalization.

Indicators:

I.2.a. Number of awareness-raising activities in rural and urban areas regarding improved legislation on women's, young women's and girls' <u>in all their diversity</u> ownership rights, focusing on agricultural land ownership rights.	<u>Baseline:</u> 0 by 2021	<u>Target:</u> 10 activities annually, starting in 2022
I.2.b. The percentage of women, young women, and girls who enjoy ownership, access, and control over agricultural land.	<u>To be determined</u>	to be increased by 2pp annually
I.2.c. Number of approved practices to create fiscal facilities and support women, young women and girls to start their own businesses focused on environmental economy and digitalization, at the central and local level.	<u>To be determined</u>	5 - 10 approved practices starting in 2022
I.2.d. Number of women, young women, and girls that received subsidies to start their businesses in environmental economy and digitalization, disaggregated by age, place of residence, ethnicity, etc.	<u>To be determined</u>	100 women and girls annually starting in 2022

MEASURES AND ACTIVITIES	OUTPUT	RESPONSIBLE INSTITUTION	PARTNER INSTITUTIONS	TIME FRAME
I.2.1. Information of women, young women, and girls in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, girls over 16, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.) regarding the improved legislation on their ownership rights, focusing on the right to agricultural land ownership and strengthening professional capacities to enable the exercise of these rights.		MoHSP	State Cadaster Agency, LGUs, HEIs, NGOs, international organizations	1st half 2022 – 2nd half 2025
I.2.1.a. Development of information leaflets/brochures on women, young women, and girls ownership rights, the registration and transfer of ownership under the marital or cohabitation regime, fiscal legislation, and incentives, including agricultural land ownership.	10,000 leaflets produced and disseminated across the country	MoHSP	State Cadaster Agency, MoARD LGUs, NGOs, international organizations	1 st half 2022 – 2 nd half 2022
I.2.1.b. Meetings (face to face) with women, young women, and girls in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.) across the country.	180 meetings organized across the country	MoHSP	State Cadaster Agency, MoARD LGUs, NGOs, international organizations	2 nd half 2022 – 2 nd half 2025
I.2.1.c. Television broadcasts on TVSH (public broadcaster) and private TV channels focusing on the ownership rights of women, young women, and girls.	10 television shows produced and broadcasted	MoHSP	State Cadaster Agency, MoARD LGUs, NGOs, international organizations	2 nd half 2022 – 2 nd half 2025
I.2.1.d. Posting of information online and on social media.	1 link dedicated to this issue to the official ministry website and information posted on social media	MoJ/Free Legal Aid Directorate	Law Clinics, NGOs, international organizations	1 st half 2022 – 2 nd half 2025
I.2.1.e. Capacity strengthening for the Faculty of Law students regarding access to justice and ownership rights for women, including agriculture land ownership rights.	160 online lectures delivered (40 per year) in 10 faculties of law	HEIs (Faculties of Law)	MoARD, NGOs, international organizations	1 st half 2022 – 2 nd half 2025
I.2.1.f. Strengthening the capacities of Free Legal Aid Center employees regarding handling cases related to women, young women, and girls' ownership rights, including ownership over agriculture land and marriage and ownership regimes.	12 online trainings delivered	ASPA	MoHSP, NGOs, international organizations	1 st half 2022 – 2 nd half 2025
I.2.2. Stimulation and support for the entrepreneurship of women, young women, and girls in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.) including for innovative ideas on environmental economy and digitalization.		MoFE	State Minister for the Protection of Entrepreneurship, MoARD, Ministry of Infrastructure and Energy central financial institutions, international organizations	2nd half 2021 – 2nd half 2025
I.2.2.a. Analysis and assessment of the legal and policy framework that enables the stimulation of women, young women, and girls in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.), including enterprises focusing on information technology and environmental economy, reflecting also the impact that the Covid - 19 crisis has had on the enterprises of women, young women, and girls.	1 report developed with relevant findings and recommendations	MoFE	Minister of State for the Protection of Entrepreneurship, MoARD, MIE, central financial institutions, academia, international organizations	2 nd half 2021 – 1 st half 2022

I.2.2.b. Online meeting to launch the findings of the legal framework and policy review.	1 meeting organized	MoFE	Minister of State for the Protection of Entrepreneurship, MoARD, MIE, central financial institutions, international organizations	1 st half 2022 - 1 st half 2022
I.2.2.c. Adoption of measures/policies that improve the situation of women and young women entrepreneurs, guide them towards sectors to focus their businesses in, and help them recover losses from Covid-19 or other civil emergency and natural disasters situations.	List of measures proposed and submitted for adoption Adopted measures	MoFE	Minister of State for the Protection of Entrepreneurship, MoARD, MIE, central financial institutions, international organizations	1 st half 2022 - 2 nd half 2025
I.2.2.d. Survey about women's, young women's and girls' ownership rights in rural areas and the identification of the number of women, young women, and girls that enjoy ownership over agriculture land (baseline 2019-2021).	1 report developed with the relevant data	MoHSP	INSTAT, MoARD, IPRO, LGUs, international organizations	2 nd half 2021 - 1 st half 2022
I.2.2.e. Online meeting for the presentation of findings from the survey on women's, young women's, and girls' ownership rights in rural areas.	1 meeting organized	MoHSP	INSTAT, MoARD, IPRO, LGUs, international organizations	1 st half 2022 - 1 st half 2022
I.2.2.f. Subsidies for the enterprises of women, young women, and girls in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers) implementing innovative ideas focusing on environmental economy and digitalization.	Grants and loans disbursed to at least 100 women, young women, and girls annually	MoFE	MoARD, State Ministry for the Protection of Entrepreneurship, MIE Central financial institutions, international organizations	2 nd half 2022 - 2 nd half 2025
I.2.2.g. Exemption from local tariffs for the first two years of activity for women's, young women's, and girls' enterprises in rural areas (including the exemption from the irrigation water fee, firewood fee, etc.) and for women's, young women's, and girls' enterprises in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers) in the field of digitalization and environmental economy.	Adopted Municipality Council Decision (MCD) on the exemption from local tariffs in 15 municipalities annually and % added in the budget	LGUs	Alliance of Women Councilors, MoFE, Ministry of State for the Protection of Entrepreneurship, MIE, international organizations	2 nd half 2022 - 2 nd half 2025
I.2.2.h. Allocation of funds, support, and mentoring (online and face to face) for women, young women, and girls, including those from marginalized groups and suburban and rural areas, with the aim of making technology developments available to these women, young women, and girls.	% of funds projected for this goal and increased by 1% annually	MoFE	MoARD, State Ministry for the Protection of Entrepreneurship, MIE, MoHSP, LGUs, international organizations	1 st half 2022 - 2 nd half 2025
I.2.2.i. Survey about women's, young women's and girls' ownership rights in rural areas and the identification of the number of women, young women, and girls that enjoy ownership over agriculture land (monitoring over the 2022– 2024 period).	1 monitoring report developed with the relevant data	MoHSP	INSTAT, MoARD, IPRO, LGUs, international organizations	1 st half 2025 - 2 nd half 2025
I.2.2.j. Online meeting for the presentation of findings from the survey on women's, young women's, and girls' ownership rights in rural areas.	1 round table organized	MoHSP	INSTAT, MoARD, IPRO, LGUs, international organizations	2 nd half 2025 - 2 nd half 2025

I.2.2.k. Periodic data collection on the number of subsidized enterprises of women, young women, and girls in rural areas and women, young women, and girls in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.) implementing innovative ideas focusing on environmental economy and digitalization.	Periodically published data	MoFE	MoARD, INSTAT, MoHSP, IPRO, LGUs, international organizations	2 nd half 2022 - 2 nd half 2025
I.2.2.l. Creating opportunities and driving cooperation (or twinning initiatives) between the women's, young women's and girls' entrepreneur community in Albanian and Diaspora women, young women, and girls entrepreneurs (pursuant also to measures No. 37, 38, 39, 44, 46, 47 and 50 provided for in the National Strategy on Diaspora 2021 - 2025)	Network of diaspora women entrepreneurs is established, and contact information is readily accessible; Women's economic empowerment is a topic included in the Diaspora Women Summit, etc.	MEFA	MoSD, MoFE, MIE, MoARD, MoTE, MoHSP, State Minister for the Protection of Entrepreneurship, LGUs, international organizations	2 nd half 2021 - 2 nd half 2025
I.2.2.m. Inclusion of specific gender equality objectives in environmental strategies and action plans, pursuant to the RIO Conventions, Multilateral Environmental Agreements, and gender mainstreaming in all project fiches to be developed (e.g., under IPA III).	Environmental communications or proposals for international investments that include gender mainstreaming	MoTE	NGOs, international organizations	2 nd half 2021 - 2 nd half 2025
I.2.3. Enhancing the capacities of local-level consultation services and relevant central level institutions to provide gender-responsive services for rural tourism, agri-business, and value chain development.		MoARD	AIDA, LGUs, NGOs, international organizations	1st half 2022 - 2nd half 2023
I.2.3.a. Training of rural consultation services and responsible local authorities regarding gender-responsive services related to rural tourism, agri-business, and value chain development.	Rural consultation services staff are trained	MoARD	AIDA, LGUs, NGOs, international organizations	2 nd half 2021 - 2 nd half 2023
I.2.3.b. Training of staff responsible for planning and finances and Gender Equality Officers at the local level about gender-responsive budgeting of rural tourism and agri-business services and their inclusion in the MTBP.	Staff of the three pilot municipalities in this regard are trained	MoARD	AIDA, LGUs, NGOs, international organizations	1 st half 2022 - 2 nd half 2022
I.2.3.c. Strengthening of municipality councils and Alliances of Women Council Members capacities on gender issues of rural women and addressing them in gender budgeting processes.	MCs and AWCMS in the three target municipalities are trained.	MoARD	AIDA, LGUs, NGOs, international organizations	1 st half 2022 - 2 nd half 2022
I.2.4. Capacity building for groups of rural women, young women, and girls to develop business skills, access to financing, and specific joint actions (such as purchasing, quality control, trade, brand, food processing, and storage).		MoARD	AIDA, LGUs, NGOs, international organizations	1st half 2022 - 2nd half 2023
I.2.4.a. Training with groups of women, young women, and girls identified in three municipalities to build their business skills.	Groups of women trained	MoARD	AIDA, LGUs, NGOs, international organizations	1 st half 2022 - 2 nd half 2023
Specific Objective I.3:	Reduction of barriers keeping women, young women, and girls away from the labor market and the improvement of access to decent work, including non-traditional (in particular science, technology, engineering, mathematics, etc.) for women, young women, and girls in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.).			

Expected outcomes:	<ul style="list-style-type: none"> i. Effectively implemented employment promotion programs across the country, prioritizing women, young women, and girls in all their diversity, especially those suffering from multiple discrimination, gender-based violence, domestic violence, trafficking, or harmful practices. ii. Number of women, young women, and girls in all their diversity who work in non-traditional sectors or study sciences, technology, engineering, mathematics has increased annually. iii. ILO Convention C190 on “Eliminating violence and harassment in the world of work”, recognized and applicable in Albania. iv. Integration of women, young women, and girls in all their diversity in the local-level labor market has been considerably improved due to the implementation of financial support and social protection schemes.
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Indicators		Baseline:	Target:
I.3.a. Percentage of unemployed job seekers employed through official employment office mediation compared to the total of unemployed job seekers employed by these employment offices at the national level, disaggregated by age and specific groups.		23,167 employed by the EOs (Employment Offices) in 2020 of which 58.4% were women	0.5% with a ratio of 60% women to 40% men
I.3.b. Percentage of women, young women, and girls in all their diversity employed in non-traditional sectors (manufacturing, construction, mining industry, energy, gas, and water supply).		In 2019: (F) 16.2 % (M) 23.3 %	2% more every year starting in 2023
I.3.c. Number of girls and young women in all their diversity studying for Biology, Bio-Chemistry, Natural environments and wildlife, Chemistry, Physics, Mathematics, Computer Sciences, Database and network design and administration, Software and application development and analysis, Chemical Engineering and processes, Electricity and energy, Electronics and automation, Mechanics and metals trade, Motor vehicles, marine vessels and airplanes, Mining and extraction, Architecture and urban planning, Construction and civil engineering, Fisheries, Veterinarian sciences, Therapy and rehabilitation, and Pharmacy compared to the total number of girls who are students.		In 2020: (F) 41.9% (M) 58.1 %	2% more every year starting in 2023
I.3.d. Number of employed women/men in all their diversity who have reported violence or harassment in the workplace disaggregated by sex, age, and many other individual factors and by employment sector.		To be determined in 2022	2% more every year
I.3.e. Number of municipalities that increase the number of social services through support from the Social Fund.		16 municipalities during the 2019-2020 period	40 municipalities in 2025

MEASURES AND ACTIVITIES	OUTPUTS	RESPONSIBLE INSTITUTION	PARTNER INSTITUTIONS	TIME FRAME
I.3.1. Creating an enabling and encouraging environment for inclusion of women, young women, and girls in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers) in decent work in non-traditional sectors as well, in line with the actions provided under the National Strategy for Employment and Skills 2019-2022		MoFE	NAES, NAVETQ, AIDA, UCCI, LGUs, MoESY, RPUED/LPUEO, businesses, NGOs, international organizations	2 nd half 2021 – 2 nd half 2025
I.3.1.a. Labor market needs, demand, and trends analysis for the identification of current conditions, barriers to the participation of girls, young women, and women in science, technology, engineering and mathematics, and the possibility of moving towards environmental economy and digitalization.	1 report is developed with findings and recommendations	NAES	MoFE, line ministries, AIDA, UCCI, Academia, NGOs, international organizations	2 nd half 2021 – 1 st half 2022
I.3.1.b. Online meeting to launch the labor market needs and trends analysis findings	1 meeting organized	NAES	NAVETQ, MoFE, line ministries, AIDA, UCCI, NGOs, international organizations	1 st half 2022 – 1 st half 2022

I.3.1.c. Adding adequate staff and courses delivered in Professional Vocation Centers, in line with the labor market demand and needs focusing especially on women, young women, and girls from disadvantaged groups, including free of charge courses/modules on technology, digitalization, online work, etc. for women, young women, and girls with low income.	Adequate staff for the disadvantaged groups and other courses added within the VEC	NAES	MoFE, AIDA, UCCI, LGUs, international organizations	1 st half 2022 - 2 nd half 2025
I.3.1.d. Development of information leaflets/brochures on the relevance of and opportunities provided by VET and lifelong learning for girls, boys, young women, young men, women, and men in urban and rural areas (as provided under the NSE 2019-2022 in the measures under B6)	10,000 leaflets/brochures developed	NAES	NAVETO, AIDA, UCCI, MoFE, NGOs, international organizations	2 nd half 2022 - 2 nd half 2022
I.3.1.e. Information and orientation meetings with educators, teachers, and students from high schools about the importance of choosing non-traditional professions and the importance of girls and young women participating in the sciences, technology, engineering, and mathematics, stressing the opportunities that are provided in this regard through NAES.	300 annual meetings organized in 61 municipalities More educators, teachers, students are informed	LGUs	NAES, MoFE, AIDA, UCCI, MoESY, RPUEO/LPUEO, LGUs, international organizations	2 nd half 2022 - 2 nd half 2025
I.3.1.f. Provision of transport in workplaces in sub-urban and rural areas for women, young women, and girls.	10 businesses a year have provided transport for women and girls	LGUs	MoFE, AIDA, UCCI, private businesses, NGOs, international organizations	2 nd half 2022 - 2 nd half 2025
I.3.1.g. Establishment of preschool care services (daycare/kinder garden) at parents' workplaces and alternative afternoon care services for the children of single mothers, as pilot services to be evaluated and then expanded across the country.	5 businesses have piloted the service	LGUs	MoFE, AIDA, UCCI, private businesses, NGOs, international organizations	2 nd half 2023 - 2 nd half 2025
I.3.2. Implementation of the ILO Convention C190 on the "Eliminating violence and harassment in the world of work" after it has been ratified, and the implementation of the relevant EU directives on equality and nondiscrimination in the world of work.		MoFE	CPD, MoHSP, School of Magistrates, NGOs, international organizations	1st half 2022 - 2nd half 2025
I.3.2.a. Development of leaflets/brochures on the ILO Convention C190 on the "Eliminating violence and harassment in the world of work" contents.	10,000 leaflets/brochures developed	MoFE	MoHSP, NGOs, international organizations	1 st half 2022 - 1 st half 2022
I.3.2.b. Information meetings with public and private employers and employees on the ILO Convention C190 on the "Eliminating violence and harassment in the world of work" contents.	120 annual meetings organized	MoFE	MoHSP, NGOs, international organizations	2 nd half 2022 - 2 nd half 2025
I.3.2.c. Trainings with judges to address cases related to sexual harassment and violence and gender discrimination in the workplace, based on the obligations stemming from Convention C190 and other relevant EU Directives (e.g., Directive 2006/54/EC, etc.)	5 trainings organized annually	School of Magistrates	MoJ, international organizations	2 nd half 2022 - 2 nd half 2025
I.3.2.d. Annual monitoring of the judicial handling of sexual harassment or violence in the workplace cases and cases of gender discrimination during employment.	1 monitoring report developed annually	CPD	HJC People's Advocate, MoHSP, NGOs, international organizations	2 nd half 2022 - 2 nd half 2025
I.3.3. Better coverage with social services through the Social Fund to facilitate the integration of women, young women, and girls in all their diversity, in the workplace.		MoHSP	LGUs, international organizations	1st half 2021 - 2nd half 2025
I.3.3.a. Review of the social plans developed by municipalities, focusing on the needs analysis and gender mainstreaming.	61 municipalities with revised social plans	MoHSP	LGUs	1 st half 2021 - 2 nd half 2025
I.3.3.b. Revision of Social Fund guidelines to include gender mainstreaming and the gender marker (G-marker) in the proposals.	Revised Guidelines	MoHSP	International organizations	2 nd half 2021 - 1 st half 2022
I.3.3.c. Municipality Social Services Directorate/Sector and Finance Directorate/Sector staff training on project writing, including gender mainstreaming and the Gender marker (G-marker).	61 municipalities with trained staff	MoHSP	LGUs	1 st half 2021 - 2 nd half 2025

I.3.3.d. Implementation and monitoring of Social Fund supported projects	40 municipalities provide more social services	MoHSP	LGUs	1 st half 2021 – 2 nd half 2025
I.3.3.e. Evaluation of the new service establishment (Social Fund supported) impact in improving women's, young women's and girls' from all groups' access to the labor market.	More women, young women, and girls from all groups employed as a result of the social services established.	MoHSP	LGUs	1 st half 2021 – 2 nd half 2025
I.3.4. Improved rural women's, young women's and girls' access to the labor market through social enterprise financing.		MoHSP	SSS/RSSD, LGUs, NGOs, international organizations	1 st half 2021 – 2 nd half 2025
I.3.4.a. Assistance for organizations seeking to apply for the Social Enterprise status.	NGOs applying for the social enterprise status that have been assisted and clarified.	MoHSP	SSS/RSSD, LGUs, NGOs, international organizations	1 st half 2021 – 2 nd half 2025
I.3.4.b. Financial support for NGOs that have been granted the social enterprise status to open new jobs for women, young women, and girls, mainly in rural areas.	More social enterprises financed More long-term unemployed women, young women, and girls in rural areas are employed in these social enterprises	MoHSP	SSS/RSSD, LGUs, NGOs, international organizations	1 st half 2021 – 2 nd half 2025
Strategic Goal II:	Fulfillment of rights of women and men, young women and young men, girls and boys in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.) to equal participation, representation and leadership in political and public decision-making at the local level.			
Specific Objective II.1:	Creating conditions that enable the equal participation and representation of women and men, young women and men, girls and boys in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.) in political and public decision-making at the local level.			
Expected outcome:	i. Quotas on gender equality, participation and representation of women, young women, and girls in all their diversity in local level political and public decision making are met.			
Indicator	II.1.a. Percentage of women, young women, and girls in all their diversity involved and represented in political and public decision-making at the local level.		Baseline: To be determined in 2021	Target: 3% growth annually
MEASURES AND ACTIVITIES	OUTPUTS	RESPONSIBLE INSTITUTION	PARTNER INSTITUTIONS	TIME FRAME
II.1.1. Implementation of the legal framework enabling the equal participation and representation of women, young women, and girls in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.) in local-level political and public decision-making.		LGUs	MoESY/RPUED/LPUEO, Alliance of Women Councilors, Strong Municipalities Project, NGOs, international organizations	2 nd half 2021 – 2 nd half 2030
II.1.1.a. Information meetings with girls and boys, young women and young men in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.) about the importance of their participation in political and public decision-making, while promoting positive models of women, young women, and girls participating in decision-making in all fields.	300 annual meetings organized	MoESY	RPUED/LPUEO, NYA, LGUs, NGOs, international organizations	2 nd half 2021 – 1 st half 2025

II.1.1.b. Training of local state administration employees responsible for engaging women, young women, and girls in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.) in public hearings, while promoting positive models of women, young women girls participating in decision-making in all fields.	60 trainings delivered annually	LGUs	Alliance of Women Councilors, Strong Municipalities Project, NGOs, international organizations	1 st half 2022 - 2 nd half 2022
II.1.1.c. Periodic data collections on the participation and representation of women and girls in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.) in local-level political and public decision-making.	Periodically collected data on women participation in decision-making.	INSTAT	LGUs, Alliance of Women Councilors, CEC, Strong Municipalities Project, NGOs, international organizations	2 nd half 2022 - 2 nd half 2025
II.1.1.d. Collection/generation of gender statistics to monitor the indicators of each specific objective under strategic goal II while coordinating with relevant institutions responsible for the collection and standardization of administrative data.	Regularly generated gender statistics Monitored indicators	INSTAT	All line ministries, independent institutions, LGUs, CSOs, international organizations	2 nd half 2021 - 2 nd half 2025
II.1.2. Research and monitoring of the violence against women, young women, and girls in local-level elections and politics.		LGUs	Mol/ASLSG, CSOs, international organizations	1st half 2023 - 2nd half 2023
II.1.2.a. Research of the positioning of women, young women, and girls in election lists and their participation and representation in political structures.	The report is developed with findings and recommendations	LGUs	Mol/ASLSG, CSOs, international organizations	1 st half 2023 - 2 nd half 2023
II.1.2.b. Presentation of report findings	1 online meeting organized	LGUs	Mol/ASLSG, CSOs, international organizations	2 nd half 2023 - 2 nd half 2023
II.1.3. Improvement of the legal framework to adequately address sexism and violence against women, young women, and girls in elections and politics.		MoHSP	AWMPs, Alliance of Women Councilors, People's Advocate, CPD, MoHSP, CSOs, International organizations	2nd half 2023 - 1st half 2025
II.1.3.a. Analysis of the women, young women, and girls participation and representation in politics legal framework and identification of the needs for amendments to adequately address sexism and violence against women in elections and politics	The final report is developed with findings and recommendations	MoHSP	AWMPs, AAC, People's Advocate, CPD, MoHSP, CSOs, International organizations	2 nd half 2023 - 1 st half 2024
II.1.3.b. Development of the draft laws with the relevant changes	Draft proposals are developed	MoHSP	AWMPs, AAC, People's Advocate, CPD, MoHSP, CSOs, International organizations	2 nd half 2024 - 2 nd half 2024
II.1.3.c. Their adoption in the Assembly	Proposed changes are adopted	The Assembly	MoJ, AWMPs, AAC, People's Advocate, CPD, MoHSP, CSOs, International organizations	1 st half 2025 - 1 st half 2025
II.1.4. Strengthening of the Alliance of Women Councilors and the Gender Equality Committees capacities to implement initiatives that reduce sexism and violence against women, young women, and girls in politics and during election processes, in cooperation and with the support of the Alliance of Women Members of Parliament.		LGUs	Alliance of Women Members of Parliament, AAC, People's Advocates, CPD, MoHSP, SCOs, international organizations	1st half 2025 - 2nd half 2030
II.1.4.a. Trainings with the AWC and Gender Equality Commissions across the country to enhance their capacities for such interventions in cooperation and with the support of the Alliance of Women Members of Parliament	61 online trainings organized	LGUs	Alliance of Women Members of Parliament, AAC, People's Advocates, CPD, MoHSP, CSOs, International organizations	1 st half 2025 - 2 nd half 2030

II.1.5. Enhancing media capacities to present positive models of leading women, young women, and girls in all their diversities (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers) in local political and public decision-making.		AMA	Faculty of Journalism, MoHSP, People's Advocates, NGOs, international organizations	1st half 2022 - 2nd half 2030
II.1.5.a. Continuous training with journalists of methods to present positive models of women, young women, and girls in local-level political and public decision-making.	90 online trainings delivered (10 training annually)	AMA	Faculty of Journalism, MoHSP, People's Advocates, NGOs, international organizations	1 st half 2022 - 2 nd half 2030

Specific Objective II.2: **Enhancing social attitudes and behavior that stimulate the equal participation, representation, and leadership of women and men, young women and men, girls and boys in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.) in political and public decision-making at the local level.**

Expected outcome: i. A society that is open to positive models of women, young women, and girls in all their diversity, which are equally involved, represented, and lead in matters related to local-level political and public decision-making.

Indicator II.2.a. Percentage of the population supporting equal participation models for women and men, young women and young men, girls and boys in political and public decision-making at the local level. Baseline:
To be determined in 2021 Target:
2% growth every year

MEASURES AND ACTIVITIES	OUTPUTS	RESPONSIBLE INSTITUTION	PARTNER INSTITUTIONS	TIME FRAME
II.2.1. Creating an enabling environment that accepts models of equal participation of women and men, young women and men, girls and boys in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.) in political and public decision-making at the local level.		LGUs	Mol/ASLSG, NGOs, Alliance of Women Councilors, Strong Municipalities Project, Academia, RPUEO/LPUEO, international organizations	2nd half 2021 - 2nd half 2025
II.2.1.a. Publications of model women, young women, and girls from all fields that have made history over the years, stressing the positive changes they have made possible.	Publication published in 15 municipalities annually	LGUs	Mol/ASLSG, Alliance of Women Councilors, Strong Municipalities Project, NGOs, Academia, international organizations	2 nd half 2021 - 2 nd half 2025
II.2.1.b. Information meetings with school students in the framework of gender equality activity days, about the stories of women, young women, and girls who have been identified as positive models in the publications developed, with the participation of the women identified as positive models.	45 meetings organized annually in the municipalities where there is a publication	LGUs	Alliance of Women Councilors, Strong Municipalities Project, RPUEO/LPUEO, NGOs, Academia, international organizations	2 nd half 2022 - 2 nd half 2025
II.2.1.c. TV broadcasts on local media focusing on the models of women, young women, and girls from all fields that have made history over the years.	15 programs produced and broadcasted annually	LGUs	Mol/ASLSG, AAC, Strong Municipalities Project, Academia, NGOs, international organizations	1 st half 2022 - 2 nd half 2022

Strategic Goal III: **Reduction of all forms of harmful practices, gender-based violence, and domestic violence**

Specific Objective III.1: **Better protection of women, men, young women, young men, girls and boys in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.) from all forms of harmful practices, sexism, gender-based violence, and domestic violence, by improving and effectively implementing legislation, providing specialist support services to violated individuals, punishing perpetrators and putting in place rehabilitation programs.**

Expected outcomes:	i. Improved and effectively enforced legislation, especially in terms of prohibiting all harmful practices, sexism, and forms of gender-based violence, which have yet to be included or specified.		
	ii. All types of rehabilitation programs for perpetrators are in place across the 12 regions of the country.		
Indicators	III.1.a. Number of proposals submitted and approved by the Parliament to improve the existing criminal and civil legislation on the prohibition of harmful practices and specification or inclusion of punitive measures against all forms of gender-based violence and domestic violence, in line with GREVIO and CEDAW recommendations.	Baseline: To be determined in 2021	Target: At least 1 every 2 years
	III.1.b. Number of rehabilitation programs for perpetrators, established and operational according to approved standards.	1 (2021)	6 (2025)

MEASURES AND ACTIVITIES	OUTPUTS	RESPONSIBLE INSTITUTION	PARTNER INSTITUTIONS	TIME FRAME
III.1.1. Improving legislation on protection from all forms of gender-based violence, domestic violence, sexism, and hate speech.		MoHSP	MoJ, Parliamentary Sub-Committee GBV and VAW, People's Advocate, CPD, SoM, NGOs, international organizations	1st half 2022 – 2nd half 2030
III.1.1.a. Analysis of the civil and criminal legal framework addressing gender-based violence, domestic violence, and sexism and identifying of provisions that do not prohibit or favor harmful practices or gender stereotypes, and relevant measures to be put in place.	The report is developed with findings and recommendations	MoHSP	MoJ, People's Advocate, CPD, SoM, NGOs, international organizations	1 st half 2022 – 2 nd half 2022
III.1.1.b. Online meeting to present the legal framework analysis findings.	1 meeting organized	MoHSP	MoJ, People's Advocate, CPD, SoM, NGOs, international organizations	1 st half 2023 – 1 st half 2023
III.1.1.c. Development of draft proposals to improve the existing criminal and civil legislation on the prohibition of harmful practices, sexism, and specification or inclusion of punitive measures against all forms of gender-based violence and domestic violence.	Draft proposals are developed and consulted	MoHSP	MoHSP, Parliamentary Sub-Committee on GBV and VAW, People's Advocate, CPD, SoM, NGOs, international organizations	1 st half 2023 – 2 nd half 2023
III.1.1.d. Submission to and adoption in the Assembly.	Recommendation A 12 of the Committee of Parties is addressed	The Assembly	Parliamentary Sub-Committee on GBV and VAW, MoHSP, People's Advocate, CPD, SoM, NGOs, international organizations	2 nd half 2023 – 2 nd half 2023
III.1.2. Supporting the adequate and effective implementation of the improved legal framework starting with the amendments of 2020 and onward.		MoJ MoI/ASP	SoM, National Bar Association, Police Academy, MoHSP, LGUs, NGOs, International organizations	2nd half 2021 – 2nd half 2030
III.1.2.a. Training of justice professionals (judges, prosecutors, lawyers, judicial bailiffs) on the enforcement of 2020 legislation amendments regarding the immediate removal of the perpetrator from the premises in cases of domestic violence (Law 125/2020), on the adequate protection of survivors of gender-based violence, domestic violence and harmful practices, and on other legal framework changes when handling cases of gender-based violence, as the need may arise.	Justice sector professionals are trained	School of Magistrates	MoJ, National Bar Association, MoHSP, ASPA, LGUs, NGOs, OSCE, International organizations	1 st half 2022 – 2 nd half 2030

III.1.2.b. Training of police staff on enforcing the 2020 legislation amendments regarding the immediate removal of the perpetrator from the premises in cases of domestic violence (Law 125/2020), on the adequate protection of survivors of gender-based violence, domestic violence, and harmful practices, and on other legal framework changes, as the need may arise.	Police personnel are trained	MoI/ASP	Police Academy, MoHSP, ASPA, LGUs, NGOs, International organizations	2 nd half 2021 - 1 st half 2030
III.1.2.c. Training of the Multidisciplinary Technical Team members to effectively implement the legal framework on the measures provided for in Law 125/2020 and the adequate protection of survivors of gender-based violence, domestic violence, and harmful practices, including all other legal framework improvements in the future, as the need may arise.	CRM members are trained CRMs react effectively	MoHSP	LGUs, MoHSP, line ministries, NGOs, international organizations	2 nd half 2021 - 1 st half 2030
III.1.2.d. Annual legal framework implementation monitoring regarding harmful practices, gender-based violence, and domestic violence (especially decisions for EPO PEPO/PO, and cases treated pursuant to the provisions of the Criminal Code).	Report is developed with findings and recommendations	MoJ/General State and Private Bailiff's Service Directorate	MoI/ASP MoHSP, People's Advocate, CPD, SoM, NGOs, international organizations	1 st half 2022 - 1 st half 2030
III.1.2.e. Alignment of data collection systems and necessary disaggregation by cases of harmful practices, gender-based violence and domestic violence to facilitate comparison among them over the years.	Aligned data systems	MoI/ASP	MoJ, MoHSP, INSTAT, People's Advocate, CPD, NGOs, International organizations	2 nd half 2021 - 2 nd half 2022
III.1.2.f. Enhancement of the REVALB system and its users and its transfer on a state database completely managed by the main responsible authority (in cooperation with NAIS), connecting it to other relevant data collection systems.	REVALB system and its users have been enhanced; System is completely managed by the main responsible authority	MoHSP	NAIS, LGUs, line ministries, INSTAT, international organizations	2 nd half 2022 - 2 nd half 2030
III.1.2.g. Strengthening of Local Coordinators to recognize and raise the need to enforce punishment pursuant to the legislation in force, in the CRM Steering Committee meetings, against the employees and relevant institutions that are members of the CRM Steering Committees when they fail to meet their obligations and responsibilities.	Employees and institutions are better informed about the execution of their obligations	MoHSP	LGUs, international organizations	1 st half 2022 - 2 nd half 2022
III.1.3. Creating perpetrator rehabilitation opportunities based on the Istanbul Convention standards and positive international models.		MoHSP	MoFE, NGOs, international organizations	1st half 2022 - 2nd half 2030
III.1.3.a. Development of the guidelines on the content and format of rehabilitation programs based on the consideration of the best international practice and Istanbul Convention standards.	1 assessment report developed	MoHSP	NGOs, international organizations	1 st half 2022 - 1 st half 2023
III.1.3.b. Piloting all national rehabilitation programs for perpetrators, which operate according to the standards adopted based on the assessment developed under III.1.3.a.	6 rehabilitation programs are in place	MoHSP	MoFE, NGOs, international organizations	1 st half 2022 - 2 nd half 2025
III.1.3.c. Assessment of the effectiveness of these rehabilitation programs in regard to the improved perpetrator behavior.	Report is developed with relevant findings	MoHSP	NGOs, international organizations	1 st half 2024 - 2 nd half 2025

III.1.3.d. Replication of the piloted rehabilitation programs across the 12 regions of the country.	6 programs in place in each of the 12 regions	MoHSP	MoFE, LGUs international organizations	1 st half 2026 – 2 nd half 2030
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Specific Objective III.2: **Better access to specialist support services for women, men, young women, young men, girls and boys in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, substance addicts, the elderly, people with mental health issues, asylum seekers, survivors of violence/trafficking, etc.) who are subjected to harmful practices, sexual violence and other forms of gender-based violence and domestic violence, in both normal situations and situations of humanitarian crises and natural disasters.**

Expected outcomes:

- Specialist support services accessible for women, men, young women, young men, girls and boys in all their diversity, expanded across the country.
- Coordinated Referral Mechanisms across the country specialized for effective treatment of all harmful practices, gender-based violence, and domestic violence cases.

Indicators		Baseline:	Target:
III.2.a. Number of specialist support services for survivors of violence/trafficking set up or scaled-up, disaggregated by type of service, targeted group, and its characteristics.		22 (2020)	Tripled (2030)
III.2.b. Percentage of social services budget allocated to the operation of specialist support service centers for all forms of violence, disaggregated by situation: normal situation and humanitarian crises or natural disaster situations.		6 specialized services supported in 2021, with an approximate amount of ALL 39 million or 26% of the budget allocated for social services	Increased by 6 by 2025
III.2.c. Number of CRMs in the country that have appointed one or more full-time Local Coordinator(s) dedicated only to this function.		3 (2020)	61 (2030)
III.2.d. Percentage of referred gender-based and sexual violence cases against women, young women, and girls that have been investigated and punished.		To be determined	3% growth annually

MEASURES AND ACTIVITIES	OUTPUTS	RESPONSIBLE INSTITUTION	PARTNER INSTITUTIONS	TIME FRAME
III.2.1. Increasing number of/improving specialist support services for survivors of sexual attack and of trafficking for sexual exploitation in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, girls that are mothers, migrants, and asylum seekers, etc.).		MoHSP	MoFE, LGUs, international organizations	1 st half 2022 – 2 nd half 2030
III.2.1.a. Establishment of four accessible regional centers providing specialist support services for survivors of sexual attack and of trafficking for sexual exploitation, in all their diversity, focusing especially on the victims of sexual violence suffering mental health disorders (children and adults).	Specialist services for sexual attack victims are more readily available. Increased number of sexual attack victims/survivors benefiting from specialist support services tailored to their needs and characteristics	MoHSP	MoFE, LGUs, international organizations	1 st half 2022 – 2 nd half 2030
III.2.1.b. Establishment of two long-term trauma recovery centers for victims of sexual violence and trafficking for sexual exploitation, including victims/survivors with mental health disorders, regardless of when they were subjected to the attack.	Services for recovery from long-term sexual attack trauma is available	MoHSP	MoFE, LGUs, international organizations	1 st half 2026 – 2 nd half 2030
III.2.2. Increasing number of/improving of specialist support services for emergent sheltering		LGUs	MoHSP/SSS, MoFE, NGOs, international organizations	2 nd half 2021 – 2 nd half 2030
III.2.2.a. Improvement of conditions/infrastructure/resources for the 12 existing emergency shelters established by 2020 at the municipality level, to meet the standards adopted for their operation.	12 emergency shelters are operational in line with adopted standards	LGUs	MoHSP/SSS, MoFE, NGOs, international organizations	2 nd half 2021 – 2 nd half 2025

III.2.2.b. Expansion of the gender-based violence and domestic violence emergency shelters to the other 49 municipalities that have yet to establish this service.	Emergency shelter is available in the other 49 municipalities of the country	LGUs	MoHSP, MoFE, NGOs, international organizations	1 st half 2024 – 2 nd half 2030
III.2.3. Increasing number of /improving of specialist support services for long-term sheltering.		MoHSP	MoFE, international organizations	1st half 2023 – 2nd half 2030
III.2.3.a. Improvement of the infrastructure and increase of human and financial resources for the NCTDVV to make it more accessible to women, young women, and girls in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, girls that are mothers, migrants, and asylum seekers, etc.).	The NCTDVV is accessible to all groups of women	MoHSP	MoFE, international organizations	1 st half 2023 – 2 nd half 2025
III.2.3.b. The establishment of two additional regional centers for the long-term sheltering of gender-based violence and domestic violence survivors.	Long-term shelter services are also expanded to the regional level	MoHSP	MoFE, regional authorities, LGUs, international organizations	1 st half 2024 – 2 nd half 2030
III.2.4. Financially supporting NGOs that provide a variety of specialist support services for cases of gender-based violence, domestic violence, and trafficking.		MoHSP	MoFE, LGUs, international organizations	1st half 2021 – 2nd half 2030
III.2.4.a. Annual increase of state-provided funds for the support of NGOs providing specialist support services (focusing on the telephone helpline, psychological counseling, shelters, etc.).	Increased state financial support for NGOs providing services	MoHSP	MoFE, LGUs, international organizations	1 st half 2021 – 2 nd half 2030
III.2.4.b. Periodic data collection on the number of survivors who have been treated in public and non-public specialist support services centers.	Updated and disaggregated data according to sex, age, etc. and type of services	MoHSP	LGUs, NGOs, international organizations	1 st half 2021 – 2 nd half 2030
III.2.4.c. Monitoring of the specialist support services effectiveness every three years.	Report is developed with findings and recommendations	MoHSP	LGUs, NGOs, international organizations	1 st half 2022 – 1 st half 2025, and 2030
III.2.5. Improving CRMs functioning at the local level.		LGUs	MoFE, Mol/ASLSG, MoHSP international organizations	1st half 2022 – 2nd half 2030
III.2.5.a. Appointment of a dedicated full time staff, only as Local Coordinator against domestic violence across the country's municipalities.	Local Coordinators are in place and sustainable	LGUs	MoFE, Mol, MoHSP, Alliance of Women Councilors, Strong Municipalities Project, international organizations	1 st half 2022 – 2 nd half 2030
III.2.5.b. CRMs members training to effectively handle cases pursuant to the improved legislation, the DCM on CRM functioning as amended, and the adopted standard operation protocols and procedures, in cooperation with other relevant inter-institutional mechanisms such as the mechanisms against human trafficking, child protection mechanisms, etc.	120 trainings delivered	MoHSP	LGUs, Mol/ASP, SACRP, Alliance of Women Councilors, Strong Municipalities Project, NGOs, international organizations	2 nd half 2021 – 2 nd half 2025
III.2.5.c. Online training of the CRM members to become familiar with and implement the Council of Europe Recommendation Rec/CM/(2019)1 on "Preventing and combating sexism".	61 trainings delivered	MoHSP	LGUs, Mol/ASP, SACRP, Alliance of Women Councilors, Strong Municipalities Project, NGOs, international organizations	1 st half 2022 – 2 nd half 2025
III.2.5.d. Periodic monitoring of the CRM operation effectiveness in the country and of their effective coordination with other existing mechanisms against violence against children or human trafficking.	Report is developed with findings and recommendations	MoHSP	LGUs, NGOs, international organizations	1 st half 2022 – 1 st half 2022 as well as in 2026, and in 2030

III.2.6. Creating opportunities for the reintegration of violence/trafficking survivors through the provision of long-term shelter and facilitation of procedures to benefit from social housing.	Mol	ASLSG, MoHSP, MoFE, MoJ, NGOs, international organizations	1st half 2021 – 2nd half 2023
III.2.6.a. Legal framework and policy analysis to identify the opportunities for the application of fiscal facilitations for lessors that lease their residences for social housing, especially in the cases of violated/trafficked women, young women, and girls in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, girls that are mothers, migrants, and asylum seekers, etc.).	Mol	ASLSG, MoHSP, MoFE, MoJ, NGOs, international organizations	1 st half 2022 – 2 nd half 2022
III.2.6.b. Online meeting to present the legal framework analysis findings.	Mol	ASLSG, MoHSP, MoFE, MoJ, NGOs, international organizations	1 st half 2022 – 2 nd half 2022
III.2.6.c. Development of proposals to provide exemption from profit taxes facilitate the contracting process and develop a facilitated market formalization practice.	Mol	ASLSG, MoHSP, MoFE, MoJ, NGOs, international organizations	1 st half 2023 – 1 st half 2023
III.2.6.d. Adoption of proposals to facilitate the contracting process and market formalization for lessors leasing residences for social housing	CoM	Mol/ASLSG, MoHSP, MoFE, MoJ, NGOs, international organizations	2 nd half 2023 – 2 nd half 2023
III.2.6.e. Support for municipalities (training and mentoring) to develop and implement social and economic integration schemes/plans for women and girls victims of domestic violence and gender-based violence	Mol	ASLSG, MoHSP, MoFE, NGOs, international organizations	1 st half 2021 – 2 nd half 2023

Specific objective III.3. Improvement of access to justice of women, young women, and girls in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, single mothers, the elderly, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.) to protect their rights.

Expected outcome: i. Improved, recognized, and applicable legal framework through the allocation of adequate funding for the expansion of Free Legal Aid across the country

Indicator III.3.a. Number of Free Legal Aid Centers established in the country
Baseline: 8 (2020) Target: 61 (2030)

MEASURES AND ACTIVITIES	OUTPUTS	RESPONSIBLE INSTITUTION	PARTNER INSTITUTIONS	TIME FRAME
III.3.1. Supporting entities that provide free primary and secondary legal aid services to domestic violence and gender-based violence victims, child victims and witnesses, trafficking and sexually abused victims, and developing the professional capacities of these entities to address cases with an adequate level of sensibility and professionalism.		MoJ/Free Legal Aid Directorate	National Bar Association, FLAC, international organizations	1st half 2021 – 2nd half 2025
III.3.1.a. Funding and expansion of Free Legal Aid Centers across the 61 municipalities of the country.	FLACs are financially supported across the country	MoJ/Free Legal Aid Directorate	National Bar Association, FLAC, international organizations	1 st half 2021 – 2 nd half 2025
III.3.1.b. Funding for NGOs and legal clinics approved by the MoJ to provide free legal aid services pursuant to the applicable legislation.	NGOs and legal clinics are financially supported	MoJ/Free Legal Aid Directorate	National Bar Association, FLAC, international organizations	1 st half 2021 – 2 nd half 2025
III.3.1.c. Collection of periodic data on cases handled by FLACs, approved NGOs, and legal clinics, disaggregated by sex, age, and other features.	Updated and disaggregated data	MoJ	People's Advocate, CPD, NGOs, international organizations	1 st half 2022 – 2 nd half 2025

Specific Objective III.4:

Preparing a new generation equality where women, men, young women, young men, girls and boys in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.) to be change agents against discriminatory social norms, gender stereotypes, as well as on prevention and fighting of sexism.

Expected outcome:

i. A new generation of women, men, young women, young men, girls and boys who do not accept and do not tolerate violence, sexism, and gender inequality in the family and society.

Indicator

III.4.a. Number of young women and young men, girls and boys trained and engaged as change agents in the national generation equality movement.

Baseline:
To be measured over 2022

Target
3% more every year

MEASURES AND ACTIVITIES	OUTPUTS	RESPONSIBLE INSTITUTION	PARTNER INSTITUTIONS	TIME FRAME
III.4.1. Educating society on the principles of gender equality.		MoHSP	Line ministries, LGUs, NGOs, international organizations, media, academia	2nd half 2021 – 2nd half 2025
III.4.1.a. Organization online awareness-raising activities against harmful practices, gender-based violence, domestic violence, every month (every 25 th of the month) and on marked international days (international women's day, international children's, girls' day, etc.)	12 monthly activities organized every year	MoHSP	Line ministries, LGUs, NGOs, international organizations, media, academia	2 nd half 2021 – 2 nd half 2025
III.4.1.b. Annual organization of the 16 Days of Activism Campaign against gender-based violence and domestic violence (25 November - 10 December).	1 annual awareness-raising campaign	MoHSP	Line ministries, LGUs, NGOs, international organizations, media, academia	2 nd half 2021 – 2 nd half 2025
III.4.1.c. Training of central and local GE Officers, Local Coordinators against domestic violence, Child Protection Specialists, and education professionals to contribute to the work with boys and men becoming allies in establishing the generation equality.	13 trainings delivered (1 centrally, 12 at the local level)	ASPA	MoHSP, line ministries, LGUs, NGOs, international organizations	2 nd half 2022 – 2 nd half 2022
III.4.1.d. Training of central and local GE Officers, Local Coordinators against domestic violence, Child Protection Specialists and education professionals to become familiar with and implement the Council of Europe Recommendations (CM/Rec (2019) 1 on "Preventing and combating sexism".	12 trainings delivered (1 centrally, 12 at the local level)	ASPA	MoHSP, line ministries, LGUs, NGOs, international organizations	2 nd half 2021 – 2 nd half 2022
III.4.1.e. Inclusion of the masculinity, boys and men module in social science and education university and post university curricula, and their engagement in gender equality in combating sexism, gender-based violence, domestic violence, and harmful practices.	Module is included in at least one curriculum	Faculty of Social Sciences	HEIs, MoHSP, NGOs, international organizations	2 nd half 2022 – 2 nd half 2023
III.4.1.f. Periodic survey on violence against women and domestic violence in Albania, which identifies all types of violence to which women, young women, and girls in all their diversity are subjected to (diversified based on the sample design according to the Census database).	Study is published with updated data	INSTAT	MoHSP, MoI, LGUs, MoJ, MoESY, MoFE, independent institutions, SCOs, international organizations	2 nd half 2022 – 2 nd half 2023 and 2027
III.4.2. Investing in positive parenting.		MoI	LGUs, OGUHC MoFE, MoJ, MoHSP, NGOs, international organizations	1st half 2022 – 2nd half 2022

III.4.2.a. Establishment of the premarital counseling center, which provides obligatory information on the legislation, rights and obligations in relation to marriage and family to all couples getting married.	PMCC is operational in at least 1 municipality	Mol	LGUs, MoFE, MoJ, MoHSP, NGOs, international organizations	1 st half 2022 – 2 nd half 2022
III.4.2.b. Adding the parenting course/program/support/counseling (about positive discipline, joint and equal responsibilities of mothers and fathers towards children, educating children without gender stereotypes and with the values of gender equality, tailored to all age groups) to the health services centers for women and families, or municipality social centers.	Parenting course is operational	MoHSP	LHCS, OGUHC, NGOs, international organizations	1 st half 2022 – 2 nd half 2022
III.4.2.c. Increasing the number of hours on positive parenting in the curricula of the Social Sciences Faculty and higher education institutions providing study programs in Teaching.	Information on positive parenting is increased	Faculty of Social Sciences	HEIs, MoHSP, NGOs, international organizations	2 nd half 2022 – 2 nd half 2023
III.4.2.d. Monitoring service effectiveness in the premarital counseling center.	Report is developed with findings and recommendations	Mol	LGUs, MoFE, MoJ, MoHSP, NGOs, international organizations	1 st half 2024 – 2 nd half 2024
III.4.2.e. Monitoring the effectiveness of the parenting course.	Report is developed with findings and recommendations	MoHSP	LHCS, OGUHC, NGOs, international organizations	1 st half 2024 – 2 nd half 2024
III.4.2.f. Expansion of premarital counseling centers across the 61 municipalities of the country.	61 operational PMCCs	Mol	LGUs, MoFE, MoJ, MoHSP, NGOs, international organizations	1 st half 2025 – 2 nd half 2030
III.4.2.g. Expansion of parenting courses across the 61 municipalities of the country.	61 operational parenting courses	MoHSP	LHCS, OGUHC, NGOs, international organizations	1 st half 2025 – 2 nd half 2030

Specific Objective III.5:

Empowerment of women, young women, and girls in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.) to have full control over and decide freely and responsibly on matters related to their sexual and reproductive health.

Expected outcome:

i. Improved health situation and access to health information and services for women, young women, and adolescent girls and boys in all their diversity to enjoy their sexual and reproductive health rights.

Indicators

III.5.a. Percentage of women and men, young women and young men, girls and boys provided with comprehensive information on their sexual and reproductive health, disaggregated by sex, age, and other personal features.	Baseline: To be determined during 2022	Target: to be increased by 2pp annually
III.5.b. Percentage of use of contraceptives among women between 15 and 49 years of age who are married or in a relationship (SDG 3.7.1.).	4% (2017-2018)	To be increased by 10 from 2023

MEASURES AND ACTIVITIES	OUTPUTS	RESPONSIBLE INSTITUTION	PARTNER INSTITUTIONS	TIME FRAME
III.5.1. Enhancing health professional capacities to provide quality sexual and reproductive health services to women, men, young women, young men, girls and boys in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.) including in situations of civil emergencies and natural disasters.		MoHSP	NCEC, NGOs, international organizations	2 nd half 2021 – 2 nd half 2025

III.5.1.a. Improvement and accreditation of comprehensive education modules for health professionals on sexual and reproductive health, stressing the respect of these rights for women, men, young women, young men, girls and boys in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.).	Improved accredited modules	MoHSP	NCEC, NGOs, international organizations	2 nd half 2021 - 2 nd half 2021
III.5.1.b. Training of primary health care professionals to provide core sexual and reproductive health services that are not prejudicial and that are both tailored by age and comprehensive to women, men, young women, young men, girls and boys in all their diversity (persons with disabilities, LGBTI+, ethnic minorities, etc.) including in conditions of civil emergencies and natural disasters.	60 trainings delivered annually	MoHSP	NCEC, NGOs, international organizations	1 st half 2022 - 2 nd half 2025
III.5.2. Creating an enabling environment for girls, young women, and women in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, the elderly, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.) to make informed decisions on their lives, sexual relations, the use of methods of contraception and their sexual and reproductive health.		MoHSP	LHCU, MoESY/LPUEO, LGUs, NGOs, international organizations	2nd half 2021 - 2nd half 2025
III.5.2.a. Development of information leaflets/brochures on sexual and reproductive health and existing services in this sector, in a child-friendly language and tailored to various age groups.	10,000 leaflets/brochures developed	MoHSP	NGOs, international organizations	2 nd half 2021 - 2 nd half 2021
III.5.2.b. Information meetings with girls and boys, young women, and young men in schools to discuss their sexual and reproductive health.	300 annual meetings organized in 61 municipalities	MoESY	RPUED/LPUEO, NGOs, international organizations	2 nd half 2021 - 2 nd half 2025
III.5.2.c. Monitoring of the provision of information in an adequate manner in pre-university basic education institutions across the country under the human body and sexuality training module	61 monitoring missions conducted annually	MoESY	RPUED/LPUEO, NGOs, international organizations	2 nd half 2021 - 2 nd half 2025
III.5.2.d. Information meetings with women, young women, and girls in all their diversity (from rural areas, ethnic minorities, persons with disabilities, LGBTI+, single mothers, survivors of violence/trafficking, girls who are mothers, migrants, and asylum seekers, etc.) to discuss on their sexual and reproductive health rights.	300 annual meetings organized in 61 municipalities	MoHSP	LHCU, NGOs, international organizations	2 nd half 2021 - 2 nd half 2025
III.5.2.e. Improvement of the legal framework regarding the minimum age of consent for marriage to prohibit harmful practices such as child marriage.	Improved legal framework	MoJ	MoHSP, CPD, People's Advocate, NGOs, international organizations	1 st half 2022 - 2 nd half 2022
III.5.2.f. Judicial professionals' capacity strengthening to enforce the improved legal framework, support girls at risk, and prevent early child marriage.	Trained professionals	School of Magistrates	MoJ, CPD, People's Advocate, MoHSP, NGOs, International organizations	2 nd half 2022 - 2 nd half 2025
III.5.2.g. Information meetings with girls and boys in schools to discuss social norms that lead to such harmful practices.	300 meetings per year organized in 61 municipalities	MoESY	RPUED/LPUEO, NGOs, international organizations	2 nd half 2022 - 2 nd half 2025

Strategic Goal IV:

Application of Gender mainstreaming as the main tool of achieving gender equality and gender justice in society.

Specific Objective IV.1:**Strengthening the national gender equality mechanism.****Expected outcome:**

i. Strengthened national gender equality mechanism through increased human, financial and infrastructural resources.

Indicator

IV.1.a. Percentage of budget allocated to the main central level state structure responsible for Gender Equality

Baseline:
To be determined in 2021Target:
1% increase every year

MEASURES AND ACTIVITIES	OUTPUTS	RESPONSIBLE INSTITUTION	PARTNER INSTITUTIONS	TIME FRAME
IV.1.1. Strengthening the role of the NCGE and establishing the inter-institutional working group on gender statistics.		MoHSP	Line Ministries	2nd half 2021 – 2nd half 2030
IV.1.1.a. Adding a monitoring function in the NCGE operation regulation.	Amended regulation	MoHSP	Line Ministries	2 nd half 2021 – 2 nd half 2021
IV.1.1.b. Adoption and implementation of the improved regulation.	Adopted regulation	MoHSP	Line Ministries	2 nd half 2021 – 2 nd half 2021
IV.1.1.c. Determination of the action processes, resources and persons available for the establishment of the inter-institutional gender statistics working group by each member of the NCGE representing line ministries.	IWG on statistics is established	Line Ministries	International organizations	2 nd half 2021 – 1 st half 2022
IV.1.1.d. Training of the inter-institutional working group on gender statistics.	IWG is trained	MoHSP	ASPA INSTAT, line ministries International organizations	1 st half 2022 – 2 nd half 2022
IV.1.1.e. Annual development of the Gender Equality Index in Albania, based on the European methodology.	Data on annual achievements in the GE field	INSTAT	Line ministries, LGUs, international organizations	1 st half 2022 – 1 st half 2022 and annually until 2030
IV.1.1.f. Annual publication of the Gender Equality Index in Albania report in compliance with the European methodology.	GE Index Report published annually	MoHSP	INSTAT, international organizations	1 st half 2022 – 1 st half 2022 and annually until 2030
IV.1.1.g. Revision and improvement of the Law on Gender Equality in the society.	Law is reviewed	MoHSP	Line Ministries People's Advocate, CPD, Parliamentary Sub-Committee on GBV and VAW, NGOs, international organizations	1 st half 2022 – 2 nd half 2022
IV.1.2. Strengthening the main central level State Structure responsible for Gender Equality.		MoHSP	MoFE, international organizations	1st half 2022 – 2nd half 2030

IV.1.2.a. Allocation of funds for human and financial resources and adequate infrastructure for the state structure responsible for GE&GBV.	Structure responsible for GE&GBV is improved	MoHSP	MoFE, international organizations	1 st half 2022 – 2 nd half 2030
IV.1.2.b. Annual projection of a budget line to address gender equality and gender-based violence and domestic violence issues, including in situations of civil emergencies and natural disasters.	Addressing GE and GBV is also available in emergencies	MoHSP	Line ministries, LGUs, international organizations	1 st half 2022 – 2 nd half 2030
IV.1.2.c. Appointment of dedicated (full time) persons only as GE Officers at the central level	Position of the GE Employee is strengthened	Line Ministries		1 st half 2022 – 2 nd half 2030
IV.1.2.d. Appointment of dedicated (full time) persons only as GE Officers at the local level.	Position of the GE Employee is strengthened	LGUs		1 st half 2022 – 2 nd half 2030
IV.1.2.e. Training of central and local GE Officers to initiate relevant actions for gender mainstreaming and achievement of gender equality, using the tools made available to this end by the UN, EC, etc.	5 trainings delivered (1 centrally, 4 at the local level)	ASPA	MoHSP, line ministries, LGUs, NGOs, international organizations	1 st half 2022 – 2 nd half 2022
IV.1.2.f. Annual monitoring of the NSGE 2021 -2030 National Action Plan implementation and identification of achievements and challenges.	Annual monitoring reports adopted by the NCGE	MoHSP	Line ministries, LGUs, independent institutions, SCOs, international organizations	1 st half 2022 – 1 st half 2029
IV.1.2.g. Assessment of the NSGE 2021 - 2030 for the first five years and the revision/development of new objectives or measures for the following five years, based on the evaluation results.	Assessment report is developed 2026 - 2030 Action Plan is revised and adopted	MoHSP	Line ministries, LGUs, independent institutions, NGOs, international organizations	2 nd half 2025 – 1 st half 2025, and 2 nd half 2030 – 1 st half 2030
IV.1.2.h. Provision of expertise for gender mainstreaming in other national strategies and post COVID-19 recovery and development programs and plans.	National documents and action plans have gender perspective mainstreamed	MoHSP	Line ministries, LGUs, independent institutions, NGOs, international organizations	1 st half 2022 – 2 nd half 2030
Specific Objective IV.2:	Monitoring the implementation of programs in which gender-responsive budgeting has been applied at the central level.			
Expected outcome:	i. Budget allocated and spent for budget programs reported as gender-sensitive programs, at the central level, monitored and reported.			
Indicator	IV.2.a. Number of line ministries publishing in their websites monitoring data for programs applying gender-responsive budgeting.		Baseline: 0 (2021)	Target: All ministries (2025)
	IV.2.b Number of new strategies, with gender perspective mainstreamed.		To be determined in (2021)	All strategies

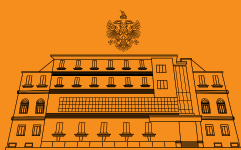
MEASURES AND ACTIVITIES	OUTPUTS	RESPONSIBLE INSTITUTION	PARTNER INSTITUTIONS	TIME FRAME
IV.2.1. Improving transparency related to the use of funds.		MoFE	Line ministries, international organizations	1st half 2022 – 2nd half 2025
IV.2.1.a. Gender analysis of line ministry budget expenses for programs they have declared as gender-sensitive programs.	Report is developed with findings and recommendations	MoFE	Line ministries, international organizations	1 st half 2022 – 2 nd half 2022
IV.2.1.b. Improvement of the financial system with the directories collecting data on annual expenses for budget programs declared gender-sensitive programs.	Easily verifiable data	MoFE	International organizations	1 st half 2022 – 2 nd half 2023
IV.2.1.c. Training central state administration specialists to regularly use gender analysis in the programs in which they apply GRB (gender-responsive budgeting).	Specialists trained to plan based on the analysis	ASPA	MoFE, MoHSP, line ministries, NGOs, international organizations	2 nd half 2022 – 2 nd half 2023
IV.2.1.d. Annual monitoring of fund expenses for programs applying GRB.	Report is developed with findings and data	MoFE		1 st half 2023 – 2 nd half 2030

Specific Objective IV.3: Supporting Local Government Units in recognizing and implementing the legal obligation to apply gender-responsive budgeting.

Expected outcome: i. LGU budgets reflect the correct implementation of legislation on applying gender-responsive budgeting.

Indicator IV.3.a. Number of municipalities that regularly conduct gender analysis and budget monitoring from a gender perspective. Baseline: 5 (2020) Target: 61 (2025)

MEASURES AND ACTIVITIES	OUTPUTS	RESPONSIBLE INSTITUTION	PARTNER INSTITUTIONS	TIME FRAME
IV.3.1. Implementing GRB at the local level across the municipalities of the country.		LGUs	Mol/ASLSG, MoFE, international organizations	2nd half 2021 – 2nd half 2025
IV.3.1.a. Training of local state administration employees to understand their and duties and the application of GRB at the local level and undertake gender analysis and budget monitoring.	6 trainings delivered	ASPA	Mol/ASLSG, MoFE, MoHSP, LGUs, NGOs, international organizations	2 nd half 2021 – 1 st half 2022
IV.3.1.b. Local Gender Equality Action Plan implementation monitoring in 10 municipalities in the country, which have developed them based on the European Charter for Equality of women and men in local life.	Reports developed with findings and recommendations	MoHSP	Mol/ASLSG, LGUs, NGOs, international organizations	1 st half 2021 – 1 st half 2022
IV.3.1.c. Support for municipalities in becoming signatories to the European Charter for Equality (48 municipalities).	Charter signed by 48 municipalities	Mol	ASLSG, MoHSP, NGOs, international organizations	1 st half 2022 – 2 nd half 2025
IV.3.1.d. Development of Local Gender Equality Plans in these municipalities.	Drafted LGAP	Mol	ASLSG, MoHSP, NGOs, international organizations	1 st half 2022 – 2 nd half 2025



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