

## OUTCOME XM-DAC-41146-ALB\_D\_1.1

**By 2026, government institutions ensure increased and more equitable investment in people to remove barriers and create opportunities for those at risk of exclusion (UNSDCF Outcome A).**

Significant results were accomplished towards this outcome, specifically to ensure that government institutions at local level include the needs and priorities of most marginalized women and girls in their respective priorities and budgets, and more women from marginalized communities engage in local decision making, planning and budgeting processes. 73% of issues raised by vulnerable women during participatory budgeting processes in five municipalities were addressed and reflected in the municipalities' local policies and budgets. As a result, women and girls from the target municipalities enjoy greater access to social and community services, as these have been fully budgeted and planned for. UN Women contributed this result through continued capacity building of local government units, leveraging best practices for efficient use of revenues and resources to plan and deliver gender responsive social services, and providing technical expertise on costing of such services. In addition, UN Women contributed to increase availability of gender-sensitive evidence to inform fiscal policy reforms and the design of integrated systems and programmes for gender and child sensitive social protection system, in particular in care economy. UN Women collaborated with UNICEF to conduct two research studies on 1) Developing a case for investing in free universal childcare in Albania: an analysis of childcare costs, fiscal revenue effects and gender centered multi-dimensional vulnerability and 2) Financing a social protection floor for vulnerable women, girls and children in Albania. Both studies provide tangible evidence on how gender sensitive public investment has important ramifications in terms of who benefits from childcare and job creation. They also provide essential information for policymakers that intend to adopt gender sensitive fiscal policy measures to empower women economically and, at the same time, tackle other economic and social priorities. Partnerships have been essential to achieve these results. UN Women continued to work closely with UN agencies in the context of UN Joint Programmes (JP) "SDG Financing Project" and "Leave No One Behind" (LNOB), generously supported by the Joint SDG Fund and the Swiss Development Cooperation through UN Albania SDG Acceleration Fund, respectively. In addition, UN Women's partnership with PRISMA Network was strategic in the context of this outcome. The PRISMA network consists of 50 grassroots organizations working on participatory budgeting processes, which was leveraged to activate women and youth, to strengthen public discourse around gender equality with Local Government Units (LGUs), as well as to foster proper implementation of participatory budgeting processes with inclusion of all groups. Based on progress to date, the original strategy and theory of change for this outcome is still relevant and applicable. UN Women Albania is leveraging the new phase of the LNOB JP and other ongoing and newly developed interventions to ensure a systematic approach to promote inclusion of marginalized women and girls across thematic areas, and to guarantee a strong outreach to women and girls from marginalized communities, in partnership with grassroots CSOs and communities in remote areas. If, as expected, this strategy is successful, more women at risk of being excluded will benefit from increased access to social protection services that are gender responsive, and national partners at central and local level will have increased skills, evidence and knowledge to mainstream gender equality consideration in national and local programmes and policies.

## OUTCOME XM-DAC-41146-ALB\_D\_1.2

**By 2026, all persons benefit from, and contribute to, innovative and integrated policy solutions that accelerate sustainable, productive and inclusive development, enhanced climate change adaptation and mitigation and transition to a green and blue economy (UNSDCF Outcome B).**

Being the first year of implementation of the new SN, the outcome was not fully achieved yet. However, significant progress was made towards its realization and, gender equality was mainstreamed across policies and programmes pertaining to women's economic empowerment, climate change and Disaster Risk Reduction (DRR). Key achievements included: – The final draft of National Strategy for DRR 2023–2030 (pending approval) addresses the needs of women and girls. At local level, the Local Action Plan for Gender Equality (LAGP) 2023 – 2025 was approved in Durrës and includes, for the first time, a gender sensitive approach in regard to DRR related measures. UN Women contributed to these results by sharing official recommendations with the Ministry of Health and Social Protection to address the needs of marginalized and vulnerable groups, including those living in three municipalities worst affected by the 2019 earthquake. These inputs were instrumental to ensure that gender equality considerations were reflected in the final draft strategy. UN Women also supported the municipality through technical assistance and capacity building. – The new National Strategy on Agriculture and Fisheries 2021–2027 includes specific measures and objectives pertaining to gender equality and rural women's empowerment. UN Women provided detailed recommendations to the draft strategy and engaged with key actors such as GIZ and the Ministry of Agriculture and Rural Development during the drafting process, which was critical to ensure the inclusion of rural women's needs and priorities in the final approved strategy. – Empowerment through Self-Defense (ESD) is now part of the National Strategy for Youth (2022–2029), and it is incorporated in the extra-curricular programs of Albanian public schools. It will be rolled out in the first 60 public schools from January 2023 on. ESD is an innovative approach which aims to promote behavioral changes in communities, particularly in relation to issues such as gender-based violence, by fostering skills that enable emotional, psychological and physical safety of young women and men. In 2022, more than 700 youth learned about ESD, acquiring self-empowerment skills through dedicated sessions with their communities, while thousands of women and girls accessed this information via online communication channels. UN Women played a key role in advocating for the inclusion of this approach in the national strategy, through continuous lobbying and advocacy efforts at highest level in the Ministry of Education and Sport. – 760 women and activists were engaged and addressed their priorities in processes related to developing local budget plans. Their inputs focused on eight categories: Education, Social services, Social revitalization/post Covid-19, Health services, Housing, Mobility/Access, Public services, and Employment. 12 targeted municipalities received direct feedback in regard to women's priorities in the Mid-Term Budget Plan (MTBP) 2022–2024, alongside with know-how, methodology, templates, data collection and analysis provided by UN Women and its civil society partners. This enabled municipalities to improve planning and organizing participatory budgeting at local level with special focus on gender responsive indicators and social services. All 12 municipalities carried out consultations with women, and moving forward. The municipalities of Tirana, Durrës, Kavaja and Lezha (about 50% of the total Albanian population) will systematically engage women in future processes. Partnership with the members of the PRISMA network, formed by UN Women and comprising of 50 NGOs and local partners with expertise on participatory budgeting, will be essential for ensuring adequate follow up to these commitments. – 150 vulnerable women in 11 worst-affected municipalities by the 2019 earthquake are economically empowered, as part of seven interventions implemented in six municipalities, in four identified value chains, namely: Medicinal and Aromatic Plants, Traditional Food Value Chains and Handicrafts. These interventions used evidence and data on women's economic empowerment made publicly available through the Gender Sensitive Value Chain Analysis (GSVCA) in 10 municipalities, developed by UN Women. Proactive engagement of non-traditional partners such as the private sector was critical for these results. – Women living in earthquake damaged areas are better able to enjoy their property rights in the reconstruction process. At least 252 women are now able to prepare better for legal procedures thanks to legal expertise provided by UN Women and its CSO partner, the Centre for Legal and Civic Initiatives (CLCI). 10 cases were filed and presented to CLCI's lawyers to support women's access to free legal aid. UN Women

contributed to these results by sharing knowledge and building capacities of 128 state officials, professionals (e.g. notaries) and Local Government Units (LGUs) representatives, who are now better equipped to address women property rights in the reconstruction process, and by working closely with its CSO partner to build women's capacities. The generous support of the Government of Sweden and the Government of Italy through the Italian Agency for Development Cooperation (AICS Tirana) were essential to achieve these results. Key partners in this outcome include FAO, GIZ, the private sector, relevant municipalities and numerous CSOs that are engaged as Responsible Parties. The Theory of Change underpinning this outcome remains valid and more progress is expected in 2023, including the formation of Local Action Groups for rural women, and gender mainstream of rural and agricultural statistics and data collection, production and use in the context of the national Census which will be launched in 2023.

#### OUTCOME XM-DAC-41146-ALB\_D\_1.3

**By 2026, all persons contribute to, gender-responsive governance that strengthens equality and non-discrimination, promotes women's empowerment and human rights, and reduces violence against women and children (UNSDCF C2).**

In 2022, significant progress was made towards the achievement of this outcome. At central level, 9% of Medium-term Budget Program 2023–2025 specifically support gender equality results. 47 budget programs of 11 ministries and two state institutions were engendered. Public institutions apply a gender-sensitive approach in their policies in a more regular way, which are better aligned with international standards and the EU gender equality *acquis communautaire*. Four budget standard instructions issued by the Ministry of Finance and Economy contain gender responsive budgeting (GRB) as part of the budget implementation and for the first time a Gender Budget Statement is officially attached to the draft budget. GRB remained central to the overall planning and design of the state budget, including through the integration of key gender performance indicators in the Albanian Finance Management Information System (AFMIS). UN Women contributed to these efforts thanks to its partnership with the Ministry of Health and Social Protection, Ministry of Finance and Economy, Institute of Statistics and other line ministries, providing continued assistance and mentoring on gender mainstreaming and GRB. The Government of Albania was better equipped to mainstream gender equality at central level. UN Women fostered strategic engagement with the newly formed unit of Strategic Programming Directorate of the State Agency for Strategic Programming and Assistance Coordination (SASPAC) and produced five Gender Mainstreaming Guidance Notes (Justice, Anti-Corruption, DRR, Health, ICT and Digitalization) to ensure that future policy, planning and programming documents align with the EU legal and policy framework on gender equality. Technical support on gender mainstreaming was provided to the National Strategy for Development and European Integration (NSDEI III), the draft National Strategy for Youth 2022–2029 and to the National Strategy on Employment and Skills 2023–2030. At local level, tracking of financing for gender equality was introduced for the first time. This exercise revealed that GRB constitutes 12% of local public finances, all 61 Albanian municipalities actively use key gender performance indicators in their budget planning and 33 concrete gender-responsive initiatives were budgeted. These results were achieved thanks to UN Women's support and capacity building efforts at the local level, including expert mentoring and technical support to municipalities' staff and local councils, which aimed to better equip local government institutions with knowledge to apply gender responsive budgeting principles and gender-responsive indicators. Partnership with the Ministry of Economy and Finance and the Albanian School of Public Administration was essential in systematically integrating GRB to capacity development of local administration. Gender responsive governance at local level was improved. More women and men benefit from gender sensitive policies tailored to their needs thanks to the finalization of Local Gender Action Plans (LGAPs). In 2022, five municipalities (Tirane, Elbasan, Gramsh, Gjirokaster and Durres) developed LGAP 2022–2024 and adopted by the local municipal councils. The LGAPs make a significant contribution in implementing the EU Charter for Equality between women and men in local life, as well as the relevant provisions in the National Strategy for Gender Equality (2021–2030). In addition, the municipality of Lushnje signed the European Charter for Equality between women and men in

local life. This was achieved thanks to UN Women's support in provision of technical expertise, support and training throughout the preparation and adoption of the action plans. Over 1,500 women and girls, including those from rural areas and marginalized communities (Roma and Egyptian women, women living with disabilities and women from the LGBTI community from 20 municipalities) accessed improved specialized services for survivors of all forms of violence. This was possible thanks to increased capacities and knowledge of service providers, both public and non-public, which enabled women and girls to access short and medium-term psycho-social and legal counselling as well as long term economic-reintegration. Public service providers from Coordinated Referral Mechanisms, police, healthcare, social services, child support units improved their response and case management to support and reintegrate survivors of violence. In 11 municipalities affected by the 2019 earthquake, the availability of services for women victims of violence increased as women/girls and men/boys in these communities have more information about GBV and reporting mechanisms. 161 women/girls survivors of domestic violence/GBV benefitted from legal assistance orientation and referral services. 566 women survivors of gender-based violence received concrete support through direct and secondary legal aid services, while 123 women Domestic Violence(DV)/GBV survivors were supported by providing psychological services. UN Women contributed to these results by partnering with women's civil society organizations offering direct access to specialized services and legal support to women and girls experiencing violence. Women's CSOs played a key role also in enhancing institutional capacities, knowledge and expertise in implementing the current legal and policy framework to end violence against women and girls. The 2022, UNCT System Wide Action Plan (SWAP) Scorecard annual report revealed that UN Albania improved its score for UNCT SWAP Performance Indicator 5.2 on Gender Mainstreaming Capacities, meaning that UN personnel in Albania has increased skills to mainstream gender equality across projects and programmes. This is particularly important considering that the UN Sustainable Development Cooperation Framework (UNSDCF) in Albania follows a 'twin-track' approach to gender mainstreaming through integrating gender across all CF results as well as through a dedicated outcome level result. The UN Women led Gender Thematic and Results Group (GTRG), arguably the most active coordination group in the UNCT, continued to work through an intense workplan and delivered important results, such as a) the first comprehensive gender equality capacity and learning needs assessment in the context of the UNSDCF (and subsequent capacity development plan), b) a dedicated gender screening tool for UN Joint Programs (JPs), c) substantive engagement with key stakeholders on CEDAW state reporting, as well as joint advocacy. The 16 Days of Activism to End Violence Against Women, also coordinated by UN Women through the GTRG, was instrumental in expanding public dialogue around gender-based violence. Several activities took place to promote activism for the elimination of violence against women: a dialogue series with five universities in Tirana mobilized some 200 students, increasing their knowledge and awareness about the impact of violence against women in Albania and promoting youth engagement against violence. The campaign was an opportunity to reinforce the UN-wide commitment to eliminate violence against women, which also figures as a UNSDCF output. The start of the campaign was marked by the signing of the second phase of the JP on EVAW, which will be led by UN Women and implemented jointly with UNDP and UNFPA. The next phase, generously supported by the Government of Sweden, will target all women in Albania, specifically those more at risk of being left behind and will focus more strongly on engaging men and boys and supporting stakeholders at the local level in systematically addressing all forms of VAW, beyond domestic violence. These results were achieved with support Sida, the European Union, and the European Commission. Considering progress made so far, the TOC for this outcome comprises the majority of UN Women's Albania work and remains relevant.

#### OUTCOME XM-DAC-41146-ALB\_O\_1

##### **Assuring an accountable organization through principled performance**

Through the CO continuous efforts to perform within the organisation's standards, in alignment with the applicable policies, rules and regulations. Though the delivery volume for non-core budget was less than the previous year, the delivery rate as of end of December 2022 has surpassed the target value, standing at

approx 89%. CO continued to remain fully compliant with the review of the ERM, audit findings/recommendations, security management as well as donor reporting.

## OUTCOME XM-DAC-41146-ALB\_O\_2

### **Advancing partnerships and resources resourcing; Effectively influencing for impact & scale**

UN Women continued to grow the network of partners in order to amplify UN Women's message of women's empowerment and gender equality. In 2022, UN Women Albania continued to strengthen its collaboration with the private sector through the Women's Empowerment Principles (WEPs). The number of companies that signed up for WEPs in Albania surged from 11 to 38, resulting in a stronger and more concrete contribution of private sector companies towards gender equality and women's empowerment thanks to donations and in-kind contributions. Such support included: Vodafone Foundation Albania launched the app 'Bright Sky' to help victims of domestic violence record evidence of their abusive relationships and seek professional help Vodafone Albania and One Telecommunications each donated 50 phones plus phone plans to women survivors of violence Intermedica offered free screening to women survivors of violence during October, Breast Cancer Awareness Month Banka Kombetare Tregtare (BKT) made a financial donation to a shelter supporting survivors of domestic violence. BKT and Intesa Sanpaolo Bank displayed the campaign's key messages in all their ATMs across Albania. Matrix Konstruktion, a major construction company, contributed by providing free advertising space for campaign messages within a shopping center. The Metropolitan University of Tirana and UN Women Albania co-hosted an event with university students to discuss and raise awareness on ending violence against women and girls. The Balfin Group also put up the campaign's main messages in two major commercial centers. Throughout the days of the campaign, all WEPs signatories orange their logos and social media spaces, dedicating them to messages and statements against gender-based violence. During this year's 16 Days of Activism against Gender-Based Violence campaign, many WEP's signatories contributed to raising awareness on gender-based violence. Companies such as , and at UN Women Albania's call, 8 WEPs Signatories publicly took a stand against violence against women by participating in a joint video produced by a WEPs signatory, Oval Studios. The video was shared on UN Women Albania social media profiles (Instagram, Facebook, Twitter and Youtube) as well as on the social media accounts of the participating WEPs companies. The video reached around 13 thousand views. BKT and Intesa Sanpaolo Bank displayed the campaign's key messages in all their ATMs across Albania. Matrix Konstruktion, a major construction company, contributed by providing free advertising space for campaign messages within a shopping center. The Metropolitan University of Tirana and UN Women Albania co-hosted an event with university students to discuss and raise awareness on ending violence against women and girls. The Balfin Group also put up the campaign's main messages in two major commercial centers. Throughout the days of the campaign, all WEPs signatories orange their logos and social media spaces, dedicating them to messages and statements against gender-based violence. If monetized, such contributions amount to approximately USD 40,000.00. The 27 new WEPs Signatories not only comprised of companies from a variety of sectors (including banking, publishing, education, business consulting, telecommunication, construction, law, etc.), but also represent chambers of commerce that are keen in promoting gender equality. To achieve this growth in private sector's engagement, UN Women Albania has increased capacities of companies in understanding gender equality and women's empowerment through two dedicated sessions: in February 2022, a workshop was organized to increase companies' capacities to develop their own gender action plan, and in October 2022, Eighteen WEPs Signatories in Albania participated in a meeting to discuss the private sector's role during this year's 16 days of activism on ending violence against women campaign. Developing close partnership with private sector companies continues to remain critical for UN Women Albania, as building a relationship of mutual trust helps ensure that WEPs signatories are ready to take concrete actions to promote gender equality even beyond the moment of signing the WEPs. This work will continue in 2023,



when the office will aim to continue growing the cohort of companies and deepen relationships with existing ones, with the aim to further increase their contribution to gender equality in Albania. UN Women office brought on board, prominent Albanian artist and women's rights activist, Ema Andrea during the 16 days of activism campaign and at the opening of the Regional Forum on Ending Violence against Women in the Western Balkans and Türkiye. Her video and artistic interpretation was received with great appreciation. She promoted both events through her networks and is a powerful advocate for women's and girls' rights. The country office collaborated with the Union of Albanian artists "Bash-Art" for 'Violence OFF – Power ON' initiative during the 16 days of activism against gender-based violence. Young Albanian artists were engaged by conceptualizing artworks and developing 14 murals around Albania to cultivate awareness about the importance of ending violence against women and girls. UN Women Albania supported the development of two of these murals, Drenusha Zajmi's painting in Durrës and Ilektra Jole's in Lezha thanks to the funding from the Government of Sweden and the European Union. This was the second collaboration between UN Women and "Bash-Art". The first one was during International Women's Day. UN Women Albania also increased its efforts to engage youth in promoting gender equality. Earlier this year, approx. 40 young women and men increased their understanding and knowledge about gender equality and climate change, and took the lead in developing a "Call to youth-driven and gender responsive climate and environmental action in Albania"; 200 young women and men increased their awareness around the issue of violence against women, and improved their understanding on how they can take a stand against violence and how to report it. UN Women organized an interagency tour across five universities in Tirana, and dedicated events jointly with the Tirana European Youth Capital in Kamza and Lezha. Engagement of young people will continue in 2023 mainly through interagency collaboration and thanks to the regional project funded by the Peacebuilding Fund "Youth 4 Inclusion, Equality & Trust", which is implemented by UN Women Albania jointly with UNFPA, UNDP and UNESCO.

#### OUTCOME XM-DAC-41146-ALB\_O\_3

##### **Advancing business transformation**

In 2022, UN Women co-led one Cooperation Framework results group, chaired the Gender Thematic Results Group, and the Operations Managers Team, while continuing to actively engage in the Joint Communication Group and various ad hoc task forces (e.g. on partnerships and resource mobilization, youth, disability, prevention of sexual exploitation and abuse). As a key member of the UN Country Team, the CO continued to deliver most of its programmatic work through the Joint Program modality, and to promote joint partnerships and funding approaches that at the core of UN reform, in addition to leveraging global UN human rights mechanisms for joint advocacy and normative support at the country level. Available core funds were leveraged for driving growth of the office. For example, minimal core funds (~USD 5,500) were used to expand the CO's fundraising efforts including preparing and submitting three project proposals: on gender and the media submitted to the UK Embassy; on safe cities, submitted to the UN Trust Fund for Human Security; and on prodoc for the second phase of the Joint Programme on Ending Violence Against Women, submitted to Sida. The UN Joint Programme Phase II was approved for funding, for a total of ~1.2M USD allocated to UN Women, which will function as leading agency for the second phase, resulting in a return on investment of more than 200-fold the amount invested in this exercise. In 2022, the country office has operated in a more climate conscious manner, embracing the hybrid modality by switching online the attendance to most of the programmatic and operational trainings, including Quantum related training sessions.

#### OUTCOME XM-DAC-41146-ALB\_O\_4

##### **Nurturing an empowered workforce and advancing an inclusive UN-Women culture**

Senior management focused efforts throughout 2022 to create an enabling workspace environment by organising several team-building activities. As well, personnel were encouraged to take learning courses for knowledge and skills development, offering opportunities equally to colleagues. CO personnel completed 100% the UN Women mandatory courses, including the newcomers, and 100% for completing 2021 end year performance assessment and 2022 PMD plan. To be marked is CO's very active involvement, both programmatically and operationally, in completing the relevant indicators from the UNDIS accountability framework. UN Women took the OMT chairmanship in 2022, leading the work in some indicators which were completed successfully.

#### OUTCOME XM-DAC-41146-ALB\_O\_5

##### **Effective normative, programmatic and coordination products, services and processes**

The Gender and Thematic Result Group (GTRG), chaired by UN Women Country Representative, was praised as the best thematic and result group in UN Albania by the UNCT. Initiatives completed in 2022 by the GTRG include: - The development and roll-out of the Joint Programme Screenign Tool for Gender Equality; - The succesful development and finalization of a gender equality capacity and learning needs assessment for UN personnel, followed by the development of a capacity development plan which is being implemented for the whole duration of the Cooperation Framework; - The development of targeted advocacy pieces on gender equality, on the topic of climate change and the environment; - The development of the UNCT Shadow report to the CEDAW Committee and subsequent interagency engagement with the CEDAW List of Issues that was circulated in March 2022, including through dedicated discussions at the GTRG retreat on how to leverage the List of Issues for advocacy for gender equality; - Joint advocacy efforts during key campaigns including the 16 days of activism on ending violence against women and girls through a dedicated university tour that engaged approximately 200 students. In terms of evaluation, the Country Portfolio Evaluation and its management response were rated 'very good' in the GATE system, and the County Office continued to engage in key evaluation processes such as the evaluation of the Joint Programme on Ending Violence Against Women in Albania, Phase I. the findings of that evaluation were instrumental for the development of a second phase of the programme, which will be led by UN Women and implemented jointly with UNDP and UNFPA. The delivery rate of non-core resources was 93%, based on the revised CO budget of 31st October 2022. The Country office continues its resource mobilization efforts includign through strategic dialogue with donors, with the aim to secure funding for the Strategic Note. Sida is amongst the main donor countries targeted by the CO.